

WHITE COLLAR

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO AND GLC

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1,500 Management and Confidential Employees affiliate with OPEIU, Local 153

The New York State Management/Confidential Employees (OMCE) have affiliated with OPEIU Local 153 effective September 2, 1999, adding 1,500 new members to the OPEIU membership ranks.

At a press conference in Albany, N.Y., on September 2, OMCE President Barbara Zaron and Local 153 Secretary-Treasurer Richard Lanigan announced the affiliation, noting that OMCE would not be affiliating with Local 153 in the traditional sense because state management and confidential employees are not public employees who can engage in collective bargaining. Instead, the affiliation will focus on ensuring that OMCE will be able to provide maximum benefits and services to its members, while improving and expanding its organizing capability through the additional resources

available through Local 153.

"As we looked toward the new millennium and looked around the country at what is happening in the labor movement, as well as with independent organizations and associations, we became convinced that we needed to strengthen our resources to more effectively serve our members and, by extension, all M/C employees," Zaron said. According to Zaron, OMCE will remain an autonomous, self-governing unit of Local 153 run by OMCE's officers but will now be able to call upon the resources of the Union and the New York State AFL-CIO for assistance in: organizing; access to research, education services, and labor-related publications; protection under AFL-CIO Article XX; consultation with OPEIU counsel; developing and providing benefit programs to mem-

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OMCE Executive Director Joe Sano (left), President Barbara Zaron and OPEIU Local 153 President Richard Lanigan sign the affiliation agreement at a September 2 press conference in Albany, N.Y.

Local 251 reaches new agreement with Sandia National Laboratories Three-year contract ratified by a vote of 3-1

The membership of Local 251, Albuquerque, N.M., has voted to ratify a new three-year labor agreement with Sandia National Laboratories that means improvements in many areas including wages, retirement, 401K savings plan,

sick leave, life and health insurance, vacation plan and bereavement coverage. Sandia will also pay a \$1,000 signing bonus to each bargaining unit member. The agreement went into effect on August 1, 1999.

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Local 251 membership at the ratification meeting.

Bill Stowe wins Local 30 election Defeats Joe Beaver to become Business Manager/Secretary-Treasurer

Bill Stowe has been elected to a three-year term as Business Manager/Secretary-Treasurer of OPEIU Local 30, San Diego and Ontario, Calif., defeating Joe Beaver by a vote of 705 to 516. A third candidate, Paul Priebe, also garnered 120 votes in the election. Local 30 has 3,947 members at eight facilities in San Diego and Los Angeles.

Stowe has been with the labor movement for more than 27 years, serving as a union steward, vice president and president of Local 30. "I'm excited at the prospect of leading Local 30 into the new millennium," Stowe said, "and am pleased that the membership believed it was time for a new direction."

"Local 30 has been such a big part of my life for so long, and so I appreciate the opportunity to devote myself full-time to expanding our current base of membership



Bill Stowe

to include other healthcare centers throughout the San Diego and Los Angeles areas," Stowe added. The local has existing con-

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ORGANIZING FOR CHANGE

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Helicopter pilots navigate dangerous skies

Recent crashes illustrate need for unionization, increased air safety regulations

In light of the recent highly publicized crash of John F. Kennedy Jr., the country's attention is now focused upon air safety. But for those employed as helicopter pilots in the Gulf of Mexico — and for members of the Local 107, New Iberia, La., organizing committee who are attempting to organize these pilots — the issue is on their minds at all times.

On June 14, 1999 the third crash involving helicopter pilots employed at Petroleum Helicopters Inc. (PHI) — where OPEIU Local 107 is conducting an organizing campaign — killed two pilots, including a member of the organizing committee.

The University of Kentucky medical helicopter crashed in eastern Kentucky, killing

all four passengers aboard. The victims included the two pilots, organizing committee member Ernie Jones and co-pilot Donald Green. Also killed were a flight nurse and a paramedic. There were no patients aboard.

The helicopter had left the Jackson airport shortly after 10 p.m. The Sikorsky S-76 was headed to Lexington for the night. Jackson is about 70 miles southeast of Lexington.

The helicopter was leased from Petroleum Helicopters Inc., and was one of two used by the UK Hospital to transport patients.

State Police Trooper Tim Mullins said the wreckage was so bad that authorities had a difficult time identifying the aircraft. "It's completely destroyed," he said.

"This crash tragically illustrates the dangers our members who are helicopter pilots face everyday on the job," International President Michael Goodwin said. "The fatality rate among helicopter pilots, specifically those in the gulf operations, is alarmingly high. Ernie and Donald were EMS pilots working for PHI — the third and fourth PHI pilots to perish since our organizing campaign began in early 1997.

"This industry is exactly the kind that desperately needs the protection that unionization brings," Goodwin continued.

According to International Business Representative Paul Bohelski, organizing efforts continue at PHI. The organizing committee has notified PHI management that a

campaign is underway and has distributed authorization cards. We will be eligible to file for an election with the National Mediation Board in late October 1999, he said.

Under the leadership of Jim Morgan, a veteran pilot and president of Local 107, the local recently experienced success in reaching a contract agreement with Offshore Logistics, Inc. (OLOG). The agreement provides for a 35 percent wage increase over the life of the contract for the 208 pilots employed by the company. The agreement is the first contract that covers pilots who provide helicopter service to the offshore oil industry in the Gulf of Mexico; it also covers pilots providing service to oil field and other operations in Alaska.

Executive Board approves four new procedures

At the International Union Executive Board meeting held June 21-23, 1999, four new procedures were adopted that will clarify OPEIU policies regarding affiliations, the appeals process, local union discipline and mergers.

"The Policy and Procedure for Affiliation of Non-OPEIU Organizations with OPEIU Local Unions" allows that in addition to the authority of the OPEIU to enter into affiliation agreements, Local Unions may also enter into affiliation agreements with non-OPEIU organizations. As soon as discussions have begun regarding such an affiliation, United States Local Unions are required to inform the International President — and Canadian Locals are required to inform the Canadian Director — and provide all necessary information. The International President

and Canadian Director will then consider the matter and have the authority to direct the Local Unions to cease all efforts to complete the affiliation if they believe such affiliation would not be in the best interest of OPEIU. If the International President or Canadian Director do not disapprove of the affiliation going forward then the Executive Board of the Local Union shall consider the proposed Affiliation Agreement, and if approved, shall present

it for membership approval. The non-OPEIU organization shall also approve the proposed agreement in accordance with its governing rules.

The procedure also describes the AFL-CIO's requirements that must be met so that an affiliated organization will be protected against a raid by another AFL-CIO affiliated union.

"The Appeal Procedure" outlines what is appealable, specifically the election of any

Local Union officer; the discipline of any member of a Local Union for activities undertaken as a member, officer, or other official of his/her own Local Union; the membership status of any member; and a dispute in which the International President deems it to be in the best interest of the International Union to permit an appeal.

The procedure also outlines the prerequisites to an appeal, how an appeal is processed, the details of an appeal to convention, exhaustion of procedures before filing court or agency action, and the costs of processing an appeal.

Copies of these two procedures have been sent to all Local Unions. The final two were being processed for mailing as this issue went to press



The International Union Executive Board at its meeting on June 23, 1999. Pictured from left to right are: (Front row) Phillip Pope (Region III), Millie Hall (Region VII), Liz Alonso (Region V), Anita Roy (Region VII), Nick Kapell (Region IX), Janice Best (Region X), Kathleen Kinnick (Region V), Jerri New (Region VIII), Maureen Bo (Region VI), Patricia Priloh (Region II), Theresa Horner (Region VII). (Row two) Gary Kirkland (Region VI), J.B. Moss (Region IV), Richard Lanigan (Region II), Dan Dyer (Region II), Walter Allen (Region II). (Back row) Maurice LaPlante (Region I), Dr. John Mattiacci (Region II), Claude Grenier (Region I), International President Michael Goodwin, Secretary-Treasurer Gilles Beauregard, Canadian Director Michel Lajeunesse, Julie Weir (Region VII), Judy Solkovits (Region V).

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Secretary-Treasurer



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Work and Health

Jobs that cause most back pain

by Phillip L. Polakoff, MD

Every year, more than 149 million workdays are lost because of back pain. Of this total, 101.8 million (68 percent) are lost by people with work-related pain.

The figures are from the July 1999 issue of the *American Journal of Public Health*, published by the American Public Health Association.

The highest risk for male workers is in lumber and retail building materials. The greatest number of cases occur in construction.

For women, nursing and personal care carry the most risk. Most cases occur in hospitals.

Agricultural production and grocery store work ranked among the top 10 high-risk occupations for both sexes.

Although this painful picture is drawn from an analysis of the 1988 National Health Interview Survey, the scope of the occupational health problem is probably just as large today.

It's a costly problem — both in human suffering and monetary loss.

"The magnitude of the back-pain problem is so large," the authors of the study write, "that even a 1 percent reduction in overall prevalence could considerably reduce morbidity and save billions of dollars."

But saving billions of dollars is not the right lesson to take away from this study. American industry and labor need to pursue

a national strategy to reduce the causes of back injury and pain.

Back pain can have many causes, ranging from tumors to infections, from metabolic diseases to pelvic disorders; not all are due to stress and strains on our muscles.

However, for now, let's concentrate on a couple of causes familiar to most working men and women: lifting and sitting.

To lift safely, place your feet close enough to the load so you don't have to lean forward. Bend the knees just enough to get a good grip, then lift straight up to a carrying position without twisting.

To turn in the direction you want to go, point your feet in that direction first instead of twisting your body.

Putting the load down properly is just as important as picking it up. Using your leg and back muscles, comfortably lower the load by bending the knees. When the load is securely in place, release your grip and straighten the knees until you are upright. Go through all motions smoothly without sharp, sudden muscular contractions to jerk the load into position.

Back problems caused by sitting are generally due to a poorly designed chair. The key factors to look for and test are height, backrest and seat.

The right height for sitting permits the knees and hips to be at right angles when the feet are flat on the floor. The back rest should fit snugly in the small of your back to support the spine and lower back.



Washington Window

Winning and Losing in Court

It's a little-noticed arena for workers in their struggle against business and its allies, but the nation's courts often make the difference between big wins and big losses for us.

And, in turn, whether workers win or lose in court depends on several factors. Among them are how effective workers' lawyers are, and who the judges are — especially federal judges.

Consider the impact of some recent wins and losses:

• **Temp workers win, Microsoft loses.** For the second time in recent years, federal courts gave a swift kick to Microsoft — and to the "independent contractor" dodge many employers use to escape paying benefits to workers, plus the employers' share of Social Security and Medicare payroll taxes.

A panel of the Ninth U.S. Circuit Court of Appeals in San Francisco ruled the software giant's "permatemps" — workers who have toiled for months, if not years, but who were hired through temp agencies — have the same right to buy Microsoft stock at a 15 percent discount as full-time employees have. The judges also said the 10,000 permatemps are eligible for other benefits, too.

The decision's point is that the independent contractor dodge, including the permatemp variation, is dealt another blow. That means employers may find it harder to escape paying benefits, and more workers will be covered by federal wage and job safety laws.

• **Companies win, pensioners lose.** On June 1, the U.S. Supreme Court dumped more pension problems in the government's lap. It let stand a 10th U.S. Circuit Court of Appeals decision making it easier for companies to declare bankruptcy as a way of avoiding paying workers their pensions.

The court said bankruptcy law, not federal pension law, governs any company that goes broke and has an underfunded or unfunded pension liability. That makes it easier for the companies to go broke and shift their pension responsibilities to the federal Pension Benefit Guaranty Corp., which pays some benefits broke pension plans owe.

The court also said PBGC — and the workers it represents in such cases —

would not have priority for receiving cash from the sale of the bankrupt company's assets.

The losers in this case are pensioners of CF&I/Oregon Steel, which has financial problems due to the unfair labor practices it used to lock out its Steelworkers more than a year ago.

• **Teachers and students win, the right wing loses.** The federal appellate court in Boston and the Ohio Supreme Court both outlawed voucher plans that would give taxpayer money to private schools, including religious schools. The judges in Boston specifically said the voucher plans violate the constitutional separation of religion and state.

The American Federation of Teachers and the National Education Association both said the states involved — Maine and Ohio — should use the rulings as an opportunity to really help underachieving students, by putting money into primary grades and smaller class sizes.

• **US Airways agents lose, but may win, anyway.** The U.S. Circuit Court of Appeals for the District of Columbia, which is packed with GOP-appointed judges, threw out the Communications Workers' election win among 10,000 US Airways passenger agents.

Reversing decisions from lower levels, the court said the first election, which CWA narrowly lost, was legal, and that the second election — which CWA won — was unnecessary.

But, shamed by publicity showing the agents haven't had a raise in seven years, US Airways may be close to a contract with the workers, despite the court ruling. It gave out raises, too.

"We think the company is trying to take credit for improvements we've negotiated" and hopes to delay unionization, says CWA spokeswoman Candace Johnson. CWA has signed union cards from 85 percent of the agents, she added.

The point is that in almost every case, unions went to bat for workers. That just points up another union advantage: A lone worker taking on a company in court doesn't stand much chance against high-paid fancy corporate counsel. But his or her union's attorney, backed by union financial resources, does.

Working Women Conference 2000

Thousands of working women will meet in Chicago, Illinois, on March 11-12, 2000 at Working Women Conference 2000.

If you would like your local to send you as a delegate, or have questions, contact International Vice President Kathleen Kinnick at 212-675-3210.

For the latest information about the OPEIU, check out our website at <http://www.OPEIU.org>.

Labor rings the bell at New York Stock Exchange

Labor's day on Wall Street

For the first time in history, labor leaders were invited to ring the opening bell to start trading on the New York Stock Exchange. On September 3, 1999, AFL-CIO President John J. Sweeney and

OPEIU International President Michael Goodwin participated in the opening bell ceremony that started trading on the NYSE, inaugurating the Labor Day Weekend and championing the expanding role of labor in

the U.S. economy.

On the floor of the exchange and in its offices, OPEIU represents 750 workers, from reporters and clerical employees to maintenance employees. NYSE Chairman and CEO Richard Grasso — who invited Sweeney and Goodwin — is also a former member of the OPEIU. Also at the ceremony was OPEIU Vice President Richard Lanigan and Local 153 Business Representative Paul Greenspan. The three members with the most seniority at NYSE were also on hand — Barton Cheslet, Wilfred Grant and Lynne Kahl.

After the ceremony, Goodwin said he was honored for labor to have been given the right as the first union representatives — and among the select few that are not also listed on the NYSE — to ring in the morning's trading. He sees the event as further

evidence of labor's prominence in the value of domestic markets.

"The New York Stock Exchange is the only unionized stock exchange floor in the U.S.," Goodwin said, "and this ceremony celebrates our participation here while appealing for greater union involvement in the workforce of other exchanges around the country. What better time than this Labor Day Weekend to appreciate the work that thousands of unionized men and women do every day to keep our economy on track."

Wall Street also felt labor's presence. A truck drove around the streets and corridors of the famed Financial District with banners that read, "Union Members Welcome AFL-CIO President John Sweeney and OPEIU President Michael Goodwin as Labor Rings the Bell."



OPEIU International President Michael Goodwin and AFL-CIO President John J. Sweeney participate in opening bell ceremonies at the New York Stock Exchange on September 3, 1999.

OPEIU experiences organizing wins

The OPEIU is experiencing organizing successes throughout the country, as well as victory in organizing the first doctors union in Puerto Rico.

Local 402 adds 100 members

Under the direction of Idamis Cabra, President of Local 402, San Juan, P.R., the first doctors union in Puerto Rico has been organized, bringing 100 members into the OPEIU and the prospect of many others in the future.

The Puerto Rican Guild of Medical Professionals is the direct result of an aggressive organizing strategy. "Lots of the credit goes to Idamis," OPEIU Director of Organization Jay Porcaro said. "Her vision of a guild representing the needs of health-care professionals in Puerto Rico has brought us this victory, and because of her and the other dedicated people in Local 402, we're sure to see many more victories in the future."

Local 277 organizes Kaiser CSC

Local 277, Fort Worth, Texas, International Vice President J.B. Moss, Business Representative Becky Turner and Organizer Chuck Tyler have successfully

organized the Kaiser Customer Service Center employees under the Kaiser Partnership agreement. On May 26, 1999, Federal Mediator Dale Johnson met with Local 277 and Kaiser and verified the card count for the right of recognition. Local 277 is currently in negotiations for a first contract.

The bargaining unit has a potential of 70 members, and Local 277 has already signed dues deduction authorization cards for more than three-fourths of the potential membership. Very impressive when you consider that Texas is a right-to-work state.

Local 100 gains 50 new members

Membership involvement made a win in Miami Beach possible, says International Union Organizer Vince Menditto. "This campaign was won by the employees," Menditto continued. "They took the most active role I've ever seen."

Approximately 50 new members from the City of Miami Beach Supervisors have joined Local 100, Miami Beach, Fla. "This group had rejected a number of other unions," said Local 100 President Richard Ellis. "They felt strongly that they wanted to be part of a professional union. That's the reason they chose OPEIU."

Teachers win agency fee

After a very strenuous internal organizing effort, the Federation of Catholic Teachers (FCT) was able to win implementation of an agency fee provision in their collective bargaining agreement.

In negotiations completed in 1998, the teachers gained a clause in their contract which provided for an agency fee if the FCT demonstrated a level of 70 percent membership or above in the bargaining unit. A problem arose wherein the employer, Association of Catholic Schools, took the position that the bargaining unit was substantially larger than previously reported, thereby reducing the level of membership to below 70 percent. The FCT had two options — the first, to litigate all of the added positions, or second, to organize enough members to attain the 70 percent level of membership on the increased unit. They decided on the latter course of action and deployed an army of teachers and staff who worked over the summer to enroll the

additional members. In the end, the ACS verified that the FCT had, in fact, attained a level of 70 percent or more, thereby implementing the agency fee provision. This means that all teachers who are not already members of the union hired on or after September 1, 1999 will be required to either join the union or pay an equivalent agency fee.

When the FCT affiliated with OPEIU, Local 153 in 1997, there were 1,900 members in the union. As a result of aggressive organizing and the negotiation of a fine contract, the FCT will now have in excess of 3,000 members.

FCT President Michele Cody-MacDonald said, "I am very pleased with the hard work and dedication of our Executive Board members, teachers and staff — both of the FCT and Local 153 — for the great job they did in making the agency fee a reality. This will make us stronger in negotiations knowing that we will have everyone on our side with a united voice."

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Educational conferences stress computer literacy, organizing skills



Attendants of the West/Northwest Educational Conference participate in an organizing workshop.

The 1999 OPEIU Educational Conferences are being held throughout the country, helping our members become more comfortable with advancing computer technology including basic software, using e-mail and understanding the potential uses of the internet, as well as teaching valuable organizing skills.

Approximately 80 people attended the West/Northwest Educational Conference held May 14-16 in San Francisco, Calif. Laura Allison, a member of Local 320, Kansas City, Mo., led the first day's computer training session, which included a discussion of Windows 95/98 and Windows Explorer,

Microsoft Word 97, Microsoft Excel, and Microsoft PowerPoint, as well as an exploration of the internet. Jim Staub, an OPEIU Systems Analyst working with the staff, assisted Allison with this training session.

Saturday's discussion focused on helping membership understand the importance of union organizing, and the need to build union action in the workplace. Membership education and mobilization for organizing, and member participation to solve workplace problems were among the topics considered. A discussion of the Social Security system, as well as domestic partner benefits, was also held.

Similar topics were considered at the Southeast/Southwest conference held June 11-13 in Atlanta, Ga.



International Representative Phyllis Naiad and Local 174 President Christina Page attended computer training classes in San Francisco.



Participants to the Southeast/Southwest Educational Conference in Atlanta, Ga.



Local 8 Union Representative Ron Weigelt and International Representative Patricia Nikula learn the basics of Microsoft PowerPoint.

Congrats to new labor grads

In conjunction with the George Meany Center, the newly established National Labor College held its commencement exercises for its first graduating class in July — among them were seven OPEIU graduates. This year 88 union members received their bachelor of arts in labor studies; many of the graduates are the first in their families to earn college degrees.

Maryland Governor Parris Glendening and AFL-CIO President John J. Sweeney were on hand to distribute the diplomas. Gov. Glendening recently granted the National Labor College the right to issue college degrees.

Six of the seven OPEIU graduates are members of Local 2, Washington, D.C. They are Lydia G. Clemons, Jacqueline L. Preston-Becton, Debra K. Perkins, Lisa Valin Sanders, Carrie M. Goode-Spruill, and Cheryl Ann Stoner. The seventh graduate is Carol Helen DuPuis, a member of Local 343 in Toronto, Ontario.

Proving that it's never too late to further your education, Alex Bell — a 78-year-old member of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada — was also part of the graduating class.

The National Labor College was first envisioned 100 years ago by AFL President Samuel Gompers.



AFL-CIO President John Sweeney, Maryland Governor Parris Glendening and International President Michael Goodwin with the OPEIU graduates of the National Labor College.

Regional Educational Conference Schedule:

Northeast — Cancelled due to Hurricane Floyd. Delegates are invited to attend either the Cleveland or Milwaukee conferences.

Erie — Cleveland, Ohio, October 1-3, 1999

Central — Milwaukee, Wisc., October 15-17, 1999

Copying labor's strategy:

Business to coordinate dollars, activism for year 2000 election

WASHINGTON (PAI) — Unsatisfied with the results of their 1997-1998 political spending, leading business organizations are creating a unified campaign to coordinate dollars and activism in selected states and congressional districts in the year 2000 election cycle.

The net result will be to target vulnerable incumbents and open seats — or to shore up shaky supporters — with a coordinated issues campaign, “soft money,” and grassroots participation by company managers.

And they're taking a page out of labor's book, says one leader of the coalition, which established “Project 2000.”

“At this stage of the game it's as much a process as a product,” says Greg Casey, President/CEO of the Business Industry Political Action Committee (BIPAC).

“The question is can we do what labor has done, and focus on the number of (congressional) districts we have to win and the tactics we have to win with?” he said.

All of this business activity is prompted by early organizing “by groups that don't necessarily agree with our business agenda,” says Dave Gribbin, Vice President for

Governmental Affairs at the Halliburton Corp., and the project's chairman. The activism which prompted business' “Project 2000” comes from trial lawyers, environmentalists and labor — though not from one specific incident — he adds.

In a June 16 meeting in Washington, and another meeting the following week, the business coalition “plans to lay out a budget and start inspecting districts and states” where it can use “soft money” — unregulated and mostly undisclosed campaign contributions now funneled through political parties — with maximum impact.

Instead of funneling money through political parties — mostly the GOP — “Project 2000” would launch its own issues advocacy and grassroots campaigns in specific races.

Participants include BIPAC, the Chamber of Commerce, the National Association of Manufacturers, the Business Roundtable and the National Federation of Independent Business.

The organizers are signing up major corporations and have already enlisted FMC and Corning with more coming aboard

daily. “We've touched base with all of the muscle groups,” Gribbin said, referring to corporate interests in the Nation's Capital.

The group has yet to set a budget for the year 2000 election cycle. Casey says in the last cycle — depending on whose estimates are used — business spent up to \$200 million in “soft money” for issues campaigns and funneled through the political parties. The non-partisan Center for Responsive Politics said business spent even more.

But regardless of the level, Casey, Gribbin and their colleagues say business political spending was uncoordinated and ineffective. They want to change that.

If there is “a small grassroots campaign in a district, using less than five percent of the ‘soft money’ spent last time, and if it increases business turnout by five percent, that can be incredibly effective” in tight congressional races, Casey says.

By contrast, in the 1997-98 election cycle, business could not trace whether a dollar's worth of “soft money” spending equaled a dollar's worth of impact, he added.

“The notion is that Project 2000 would communicate with companies and entities that normally would give the soft money. Last cycle we spent \$100 million - \$200 million and stayed even or lost ground” on Capitol Hill, Gribbin elaborated.

“Given that, we're asking ‘Does it make sense for the business community to unify in given seats — narrowing the universe — where we have a good chance of a pickup or of knocking off an incumbent?’

“Then we'll target the soft money to those seats,” he says.

The business coalition's objective is to elect pro-business candidates next year, rated according to 25 criteria developed — mostly by BIPAC — for Project 2000.

Those criteria, which would help the business coalition decide which candidates to back in which high-target districts, support business objectives. Those objectives include “improving regulation and environmental policy,” and fostering pro-business tax and trade policy, said Gribbin.

Labor 2000 gears up to make a difference

It's no secret that the organized labor movement had a strong hand in electing pro-worker candidates to local and national offices in 1996 and 1998.

And now, as we approach yet another crucial election cycle, it's time to begin gearing up to do all we can to ensure that these offices are once again filled with people who have the interests of America's working families in mind. [To fully understand the urgency of Labor 2000, see the above related story, “Copying labor's strategy: Business to coordinate dollars, activism for year 2000 election.”]

That's what Labor 2000 is all about —

the AFL-CIO's campaign to raise necessary funds to support these candidates, as well as encourage membership involvement at the grassroots level. All affiliated unions have been asked to participate.

The OPEIU is also playing a part in this effort, planning a major offensive to educate our members on the issues that will be part of the November 2000 elections. The OPEIU is invoicing all Local Unions for a \$1 per member contribution to this campaign.

Only with the support and assistance of all members of organized labor will we be able to proudly claim victory in November 2000. Do your part and get involved in Labor 2000.

OPEIU Pension Plan to grant past service credits

The Retirement Committee of the OPEIU Pension Plan has approved the granting of past service credits to employees of local unions newly joining the plan. This opportunity for new groups to receive past service credits has been approved for a three-year “window” period through December 31, 2001. This means that those whose age and service are less than a factor of 60 will be granted full past service credits and for those whose age and service is a factor of 60 or more will be granted past service credits of three years for each one year of participation in the plan.

The following Local Unions were approved for admission to the plan: Local 3, 17, 119, 140, 251, 268 and 459.

The Retirement Committee reserves the right to cancel or amend this offer at any time for groups that have not joined the plan as of the date of cancellation or amendment.

More Local Unions join the computer subsidy plan

The list of Local Unions taking advantage of the OPEIU's computer subsidy plan continues to grow by leaps and bounds.

At our 1998 convention it was announced that the OPEIU would be instituting a new technological initiative to link Local Unions with the International. The program provides all of our Locals with the opportunity to receive a \$1,000 technological subsidy toward the purchase of a state-of-the-art computer, and a \$200 technological subsidy toward the purchase of a printer. For those Locals that already have a computer, a \$300 subsidy for software upgrades is available.

Many of our Local Unions have decided to enter the Information Highway and take advantage of this initiative. To date, Local Unions 1, 3, 6, 8, 9, 11, 13, 17, 19, 29, 39, 42, 44, 49, 51, 56, 73, 95, 107, 112, 119, 179, 251, 330, 391, 393, 402, 455, 459, 472, 512 and 787 have participated.

All Locals are encouraged to take part in this program. For further information, contact the International at (212) 675-3210.

OMCE affiliates with OPEIU

Continued from page 1
bers; and serving its members.

“Our goal is to recruit 100 percent of state M/C employees to OMCE membership,” Zaron said.

OMCE is a voluntary, non-profit organization whose membership includes State

employees who, by virtue of being designated managerial or confidential employees pursuant to Article 14 of the Civil Service Law, are prohibited from bargaining collectively. There are approximately 7,500 competitive class management and confidential employees who are eligible for membership.

Legislative Alert

OPEIU National Guild of Medical Providers pushes for passage of Quality Health-Care Coalition Act of 1999

The National Guild of Medical Providers (OPEIU) is urging all members to join the fight to achieve passage of the Quality Health-Care Coalition Act of 1999 (H.R. 1304), a measure that would allow doctors to negotiate jointly with HMOs and other insurers while enjoying the same antitrust exemption that labor unions currently have under the National Labor Relations Act. Unlike President Clinton's Patient Bill of Rights, this legislation has no budgetary

cost and affords many of the same issues the opportunity to be addressed through the proven effective process of collective bargaining.

On July 21, 1999, a committee representing the Guild met with Congressman John Conyers, Jr. (D-Mich.), co-sponsor with Congressman Tom Campbell (R-Calif.) of the measure, to discuss the status of the bill and what additional efforts the Guild could undertake to help move this important piece of legislation. There are currently at least 19

votes — a majority — in favor of this bill within the House Judiciary Committee. Committee Chair Henry J. Hyde (R-Ill.) has not yet decided to move this bill to a vote. Guild President and OPEIU International Vice President Dr. John Mattiacci also testified at public hearings held on July 22 regarding this legislation.

Rep. Conyers thanked the Guild for its continued support and the hearing testimony we provided for this bill, and further requested that the Guild ask its members to

fax or e-mail correspondence to Congressman Hyde to urge moving H.R. 1304 to a vote.

Chairperson Hyde can be reached by fax at (202) 225-3951 or e-mail at <http://www.house.gov/judiciary>. Inform Hyde of your support for this all-important legislation and urge his moving H.R. 1304 to a committee vote.

For further information about this legislation and the activities of the Guild, visit the OPEIU website at <http://www.opeiu.org>.

OPEIU members Beverly Umehara and Imelda Mehlert make an impact

Beverly Umehara was honored with the prestigious "Art Takei Leadership Award" by the Asian Pacific American Labor Alliance, AFL-CIO. Secretary-Treasurer Gilles Beauregard presented the award to sister Umehara at a gala banquet held on August 6 in Washington, D.C. Imelda Mehlert, OPEIU representative to the National APALA Executive Board stated, "we are so proud of Beverly! The OPEIU delegation of APALA is small, but we make a big impact. I was the Co-Chair of the Convention and Banquet Committee and Beverly won the highest honor!"

The Asian Pacific American Labor Alliance (APALA) is the first national organization of Asian Pacific Islander American (APA) union members, and continues the long and proud tradition of APA workers fighting for justice. This tradition reaches back over 100 years to the 19th century strikes on the sugar plantations of Hawaii and the bitter struggles for decent wages and working conditions on the railroads, in the fields and in the emerging cities of the Western United States.

APALA held its fourth biennial national convention in Washington, D.C. August 5-8. Mehlert was the convention and banquet planning committee co-chair. "It was a lot of work, but I learned so much and gained so much working with my brothers and sisters from APALA," Mehlert said. The convention was a huge success drawing more than 300 Asian and Pacific Islander trade union activists from across the country. John Sweeney, President of the AFL-CIO gave the keynote address, thanking APALA for its hard work and congratulating APALA for its new *Campaign for Worker Justice*. The banquet was a gala event with more than 500 guests, including Senator Daniel K. Akaka, Representative Patsy Mink and a

host of community and labor leaders.

The convention's theme was "Building Power for Worker Rights and Social Justice." At the convention, APALA launched its ambitious Campaign. The campaign encompasses an end to sweatshop conditions, a living wage for all workers, the protection of immigrant rights, an end to discrimination and harassment, and ensuring the basic right to exercise the freedom to choose a union. APALA will be on the cutting edge of the AFL-CIO's *Voice @ Work* campaign, "adopting" union organizing campaigns and bringing the message of the benefit of unionizing and the plight of workers when they try to organize to their APA communities.

APALA has a strong goal of building leadership amongst its ranks. This convention was designed to help do that. Delegates went to workshops on how to do a strategic plan, and were later asked to put what they learned into practice by making a strategic plan for the *Campaign for Worker Justice* in their area. There were also workshops to give delegates tools for the *Campaign* such as how to talk to co-workers and our families and communities about issues such as a right to organize, affirmative action, living wage, economic justice, hate crimes and racial tension, immigration and labor and community relations. The workshops themselves were learning experiences since APALA members were asked to facilitate almost all the workshops, and for many this was a first!

"It is fitting, that in this convention that was all about building our rank and file, that Beverly won this award," commented APALA President Guy Jujimoura. "The Art Takei award is given in memory of an Asian Pacific American labor pioneer who worked tirelessly to advance the struggle of Asian

Pacific American workers. Umehara has the same dedication and drive that led the APALA San Francisco chapter to become one of the most active in the labor movement."

Umehara shared some of her thoughts on leadership, "Strong union leaders have 'vision' and are aware that the opinion of others may differ, but despite the fact that they may be different, they are still capable of accomplishing a common vision for the good of workers everywhere.

Umehara has been a member of OPEIU for 32 years and has recently been appointed to the OPEIU Local 3 Executive Board. Mehlert has been a member of OPEIU for 30 years and has served as OPEIU's dele-

gate to the National Executive Board of APALA since 1997.

If APALA sounds like the organization for you, please contact us. Beverly and Imelda have made such a great contribution, we are eager to recruit more OPEIU members. For more information or to join APALA, please contact APALA at (202) 842-1263, 1101 14th Street, NW, Suite 310, Washington, D.C. 20005, e-mail: APALA@erols.com or visit the APALA website at www.apalanet.org.

The OPEIU is deeply saddened to report that Sister Umehara passed away as this issue of *White Collar* went to press. Our condolences are with her family and friends.



OPEIU Secretary-Treasurer Gilles Beauregard with Imelda Mehlert (left) and Beverly Umehara.

Labor movement loses great leader, Lane Kirkland

Labor and political leaders throughout the world joined working families in grieving the passing of labor leader Lane Kirkland, who died August 14, 1999.

"American working families — and workers around the world — lost a warrior for their cause with the passing of AFL-CIO President Emeritus Lane Kirkland," said AFL-CIO President John J. Sweeney. "Lane Kirkland stood shoulder to shoulder with his mentor, George Meany, as one of the master builders of the modern American labor movement. All workers, and especially the American union movement, will grieve his loss.

"Lane Kirkland will be remembered as a man of honor and principle who was steadfast in his beliefs and stalwart in his loyalties," Sweeney continued. "[He] was a man of courage who stood for the rights of working people around the globe, supporting

workers seeking to build free trade unions in China, South Africa, Cuba and Chile."

Sweeney also credited Kirkland with modernizing the American labor movement by expanding labor's college, the George Meany Center for Labor Studies, by creating the Labor Institute for Public Affairs, by including more women and minorities on the AFL-CIO Executive Council, and by instituting programs to eliminate the conflict between unions in organizing campaigns.

President Clinton had equally glowing words for the man who served as AFL-CIO President from 1979-1995. "Hillary and I are deeply saddened by the passing of Lane Kirkland, one of the towering figures in the American labor movement. For nearly five decades, he was a guiding force for workplace fairness, dignity and innovation, and a catalyst for international democracy,"

President Clinton said.

"With his unflagging support of free trade unionism internationally, especially in Poland, he helped hasten the fall of the Iron Curtain while showing America that it is possible to stand up to communism abroad while standing up for working men and women here at home," he continued.

"Lane was a tireless fighter for working families," noted Vice President Al Gore. "He had a grand vision of a strong and diverse union dedicated to securing not simply economic justice for working men and women everywhere, but social justice for all. By finding strength in diversity, by working for reunification, by focusing on his principles and not on obstacles, he made that vision a reality.

"But Lane's dedication to the rights of working families was not limited by national boundaries," Gore continued. "He called

for justice around the globe, working for change and fairness in Chile, China, Cuba, Poland and South Africa."

Kirkland joined the National Organization of Masters, Mates & Pilots in 1942 when he began his career in the Merchant Marine. Following the war, Kirkland served as a staff member of the AFL and then the AFL-CIO, and then served as Executive Assistant to President George Meany during most of the 1960s. He was elected Secretary-Treasurer of the AFL-CIO in 1969, and succeeded to the presidency in 1979 upon Meany's retirement. He served as President until 1995.

A memorial service was held September 23 at Georgetown University in Washington, D.C. Among those in attendance were President Clinton, Senator Edward Kennedy, Henry Kissinger and Lech Walesa.

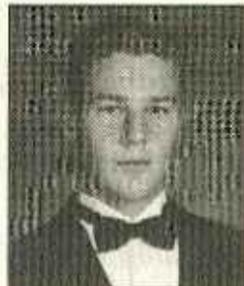
Scholarship winners announced

The OPEIU is proud to announce additional 1999 winners of various scholarship programs. The winners are as follows:

Howard Coughlin Memorial Scholarship Fund



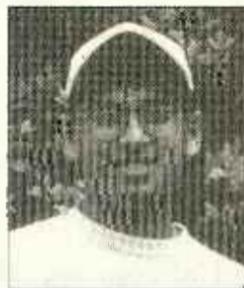
Barbara Dent
Portland, OR
Attending
Clackamas
Community
College, Oregon
City, OR.



Timothy Wilson Jr.
Oak Ridge, TN
Attending
University of
Tennessee at
Knoxville,
Knoxville, TN.



Jerrod Ruddick
Forth Worth, TX
Attending Texas
A&M University,
College Station,
Texas.



Rahul Dasgupta
McLean, VA
Attending George
Washington
University,
Washington, DC.



Marah Eakin
Bay Village, Ohio
Attending Ohio
University,
Athens, Ohio.



Colleen Duffy
Maple Grove,
Minn.
Attending
University of St.
Thomas, St. Paul,
Minn.



Jill Hunter
Forked River, NJ
Attending
Montclair State
University.



Danielle Wong
Diamond Bar,
Calif.
Attending
University of
California at
Berkeley,
Berkeley, Calif.

TVA Employees Scholarship Program



Sherita Howell
Muscle Shoals,
Ala.
Attending
Mississippi
University for
Women,
Columbus, Miss.



Craig Kisabeth Jr.
Dandridge, Tenn.
Attending
Walter's State
Community
College,
Morristown,
Tenn.



Jennifer Varner
Soddy-Daisy,
Tenn.
Attending
University of
Tennessee —
Chattanooga,
Chattanooga,
Tenn.



Susan McKinney
Muscle Shoals,
Ala.
Attending
Northwest-Shoals
Community
College, Muscle
Shoals, Ala.



Gina Gray
Killen, Ala.
Attending
University of
North Alabama,
Florence, Ala.



Joshua Spencer
Sweetwater, Tenn.
Attending
Carson-Newman
College, Jefferson
City, Tenn.

John Kelly Labor Studies Scholarship Fund



Cathy Gitter
Stevens Point,
Wisc.
Attending
University of
Minnesota —
Twin Cities,
Minneapolis,
Minn.



Catherine Le
Westminster,
Calif.
Attending
California State
University, Long
Beach, Calif.

Labor Day Messages from Washington

Peace and prosperity gives us a chance to address working family needs

A Labor Day Message by President Clinton

As we stand at the dawn of a new millennium, our nation is enjoying a time of unprecedented peace and prosperity. Since 1992, we have experienced the longest peacetime economic expansion in American history, with nearly 19 million new jobs, wages rising at twice the rate of inflation, the highest percentage of home ownership, the shortest welfare rolls and the lowest peacetime unemployment rate since 1957. We have fully restored fiscal soundness to the federal budget, with a budget surplus of at least \$99 billion — the largest dollar surplus in American history.

With this robust economy, we have the opportunity — and the responsibility — to address the needs of America's working families. We must take advantage of this unique moment in time to reform Social Security and Medicare to preserve them for our children. We must ensure that these programs — the two greatest social programs in the history of the world — are there for our children in the 21st century just as they were there for our parents and grandparents in the 20th century. We must work together to enact a strong and enforceable Patients' Bill of Rights. And we must do more to support the millions of workers who give their all every day at home and at work by giving them a decent income and raising the minimum wage by a dollar an hour over the next two years.

As we observe this special day and pay tribute to America's workers, I thank you for your unwavering support and salute you for all you have done for our great nation. Working together, we can create a brighter future for all Americans.

A time to reflect and recommit

A Labor Day Message by Senator Edward M. Kennedy (D-Mass.)

As families across the country enjoy this end-of-summer holiday and prepare for the start of a new school year, it is important to remember what Labor Day represents — our annual opportunity to honor the achievements of working women and men in communities across America. The labor movement stands for the best in our workers and our nation. Americans owe working families and their unions a great debt, and Labor Day is our chance to acknowledge it.

These families are working hard and contributing immensely to the remarkable growth and prosperity the nation now enjoys. They have a right to expect Congress and governments at every level to listen to their needs and represent their interests.

Working families, especially those at the low end of the income scale, deserve their fair share of the current record economic prosperity. Many of us in Congress are fighting hard to see they get it. One of the best ways to help is by raising the minimum wage.

Congressmen David Bonior of Michigan and I have introduced legislation to do just that. It calls for two annual increases of 50 cents this year and next year, to bring the minimum wage to \$6.15 an hour in the year 2000. Without this increase, the minimum wage will fall in real value by over \$2.50 an hour from its all time high in 1968. In fact, our proposal is modest — it's a catch-up increase that would only raise the value of the minimum wage over the past 30 years — speaks volumes about the income gap in our society today, and we must do more to close it.

We are also waging a battle for working families on another very important front — to end the abuses by HMOs and guarantee that their health insurance will be there when they need it. Too often, managed care is mismanaged care. Doctors are being overruled by insurance company accountants who put profits ahead of patients. Too many patients are denied medical care that their doctors recommend and that they have paid for with their premiums. That's wrong. Democrats in Congress introduced the Patients' Bill of Rights to provide important protections to all patients. Our legislation is supported by the AFL-CIO and over 200 other leading organizations representing patients, doctors, nurses, working families, small business and many, many others. Unfortunately, our bill is opposed by the Republican leadership and their allies in the insurance industry and business community. But, with the support of the American people, I am optimistic that patients will prevail.

We also need to be vigilant to protect other past gains against current assaults. Surprisingly, even the 40-hour work week has been under recent attack in Congress. We must act to protect safety and health in the workplace, and keep the National Labor Relations Act from being undermined. We must safeguard union organizing rights, and the rights of the government to choose safe, fair employers as contractors.

With the help of working Americans and the unions, we can continue the nation's extraordinary history of labor achievement. Protecting past gains and building a brighter future for union members and all workers are the twin goals of the labor movement. On Labor Day 1999, we honor these goals best by reflecting on what they mean and by rededicating ourselves to their achievement.

Romeo Corbeil Summer Camp a great success

OPEIU held its third Romeo Corbeil Summer Camp. As it was last year, the Camp was held in the Missouri University Forest's Environmental Education Center at Lake Wappello.

Paul Rainsberger, Director of the University of Labor Center of the University of Missouri and his assistant, Sam White, have done an outstanding job in preparing the program, and coordinating the arrival and departure of campers on behalf of OPEIU, said OPEIU Secretary-Treasurer Gilles Beauregard. Through their tireless efforts and dedication, they have ensured the success of the OPEIU Romeo Corbeil Scholarship Program.

One of the successes of the Summer

Camp is the involvement of previous recipients of the scholarship that offer their services, such as Vanessa Cortinas — whose mother is a member of Local 174 — who returned this year as a counselor.

OPEIU Locals in the region have been very supportive and served as the Reception Committee and as counselors.

Local 13 President Katie Fenlon and the Executive Board gave the campers the OPEIU warm hospitality by locating them in different concourses of the airport and providing lunch at the Local Union office.

Local 320 Secretary-Treasurer Janice Mammen has provided, for the second year, counselor support at the Summer Camp.



Pictured from left to right (front row) are: Chris Gibbs, Jennie Anderson, Amanda Pope, Audrey Lalancette and Marie Nathalie Nera. (Back row) Sam White, Assistant to the Director of the University of Labor Center of the University of Missouri; OPEIU Secretary-Treasurer Gilles Beauregard; Danielle Parent; Niloy Dasgupta; William Chien; Jerod Milian; Christopher Gautcher; Daryl Kent; Local 13 President Katie Fenlon; and Paul Rainsberger, Director of the Labor Center of the University of Missouri.



The Local 13 Executive Board members received children at the airport and provided lunch at the Local office. Pictured from left to right are: Local 13 President Katie Fenlon; OPEIU Secretary-Treasurer Gilles Beauregard; Local 13 Executive Board member Traci Duncon-Wolff and her husband Don Wolff. Another member of the Reception Committee not pictured is Local 13 Secretary-Treasurer Patricia Austin.

Local News

Jerri New sworn in as Local 378 President



On June 21, 1999, International President Michael Goodwin swears in Jerri New as a member of the OPEIU Executive Board. New, from Local 378, defeated former president Ron Tuckwood by a vote of 2,833 to 984. Local 378 has 11,000 members in 22 private and public sector companies in British Columbia.

Bill Roberts, Local 30, will be missed

Bill Roberts, a Senior Business Representative who worked diligently on behalf of Local 30, San Diego and Ontario, Calif. for more than 22 years, died at the age of 65. All who knew him regarded him as an excellent negotiator, able to secure effective contracts for his members.

Roberts was also a dedicated AIDS activist, writing a regular column in the local *Gay and Lesbian Times*, sponsoring classes about AIDS called Fight Back, and starting a Hillcrest church to help deal with spiritual needs of people living with AIDS.

Roberts spent his early years in show business, first as a Broadway dancer and singer, and later as a director-choreographer of television and Las Vegas productions during the 1960s. In 1970, Roberts began a second career as a labor relations specialist and union advocate. Since 1981 he served on a number of labor-management committees concerned with the rising costs of healthcare in our nation. He designed Employee Assistance Programs and worked extensively on alcohol and drug outreach and rehabilitation programs. He also taught classes in arbitration and collective bargaining at UCLA for a number of years. Roberts had three children and four grandchildren.

Donations can be made in Bill Roberts' name to the San Diego Hospice, 4311 3rd Avenue, San Diego, CA 92103.

Millie Hall's daughter is acting medical director

International Vice President Millie K. Hall's daughter, Dr. Angela J. Hale, has been appointed acting medical director of the River Edge Behavioral Health Center in Macon, Georgia. Hale has been with River Edge since May 1997, working in the adult outpatient, geriatrics and child and family therapy divisions. She received her doctorate of medicine from the University of Michigan Medical School, and a triple board residency in psychiatry for pediatrics, adult, child and adolescents at New York's Mount Sinai Hospital, where she served as chief resident. Hale has also been affiliated with the Mercer University School of Medicine as clinical assistant professor for the department of psychiatry.



Dr. Angela J. Hale, daughter of International Vice President Millie K. Hall.

Pennsylvania Nurses Association, Local 112, held first convention

The Pennsylvania Nurses Association (PNA) held its first annual convention on September 17-18, 1999 at the Lancaster Host Resort and Conference Center in Lancaster, Pa., providing a unique opportunity to meet with nurses from every part of the state.

The PNA's mission is to be the leading advocate for the members' common professional, economic and employment rights and interests; to serve as the union organization for registered nurses,

licensed nurses and other healthcare workers; and to advance the profession of nursing and the interests of its members.

The PNA currently represents more than 2,500 members for collective bargaining throughout Pennsylvania and includes nurses working in private sector hospitals as well as the Commonwealth facilities in mental health/mental retardation, DPW, health department and corrections.

Local 40 wins NLRB election after four-year battle

On August 26, 1999, OPEIU, Local 40 in Mount Clemens, Michigan won an NLRB election among 284 registered nurses employed at Crittenton Hospital. The local has been organizing there for four years, but the NLRB held up the election after a Supreme Court ruling that RN's were supervisors. The NLRB would not count the ballots of the first election, which Local 40 believed it also won. The second election was ordered after the Board found in favor of all the OPEIU appropriate unit positions, but further determined that the lengthy delay caused by the Board in processing the matter necessitated a second election. The Crittenton nurses selected OPEIU over the Michigan Nurse Association, which ran a vigorous campaign against OPEIU.

Canadian Locals in the News

Renaud-Bray bookstore employees join Local 57

A group of about 25 employees from Renaud-Bray bookstores in Montreal has joined OPEIU Local 57. These members who work at the bookstore branch located on Sainte-Catherine street in downtown Montreal joined their fellow workers at the three other Montreal branches who are OPEIU members.

Local 57 now represents more than one hundred employees working at Renaud-

Bray bookstores in the greater Montreal area and is pursuing an assertive organizing drive in the field.

Renaud-Bray recently took over its main competitors, Garneau and Champigny bookstores. The new and larger Renaud-Bray group employs some 600 people in 23 sales locations throughout the province. Renaud-Bray sells books, CDs and magazines.

News from the Canadian Labour Congress

Contact your MP about housing for the homeless

Canada is the only industrialized country in the world without a national housing strategy. No wonder an estimated 100,000 Canadians are homeless.

Housing is a human right, and the CLC home page section has been updated to encourage activists to fax their MP urging support of a Private Members' Motion which outlines concrete steps to address this pressing issue. The motion is put forward by NDP MP Libby Davies.

Davies' motion calls on the federal government to adopt a national housing strategy and housing supply program in cooperation with the provinces, and target one percent of its budgetary spending for basic housing needs. The program would cost two to three billion dollars annually, would provide desperately needed housing, and meaningful work for skilled Canadian workers.

Top stories continued

Bill Stowe wins election

Continued from page 1

tracts with Kaiser Permanente and its Customer Service Center, the University of Southern California, Hunt-Wesson, Semco, First Financial Federal Credit Union, Gold-Schmidt, City of Hope and the United Way.

"Bill has always been a dedicated union man, giving everything he has to the members of Local 30," International President Michael Goodwin said. "He

brings a wealth of experience and talents to his new position, as well as a deep understanding of the specific needs of the membership in Southern California."

Stowe received his BS and MBA degrees from San Diego State University, and worked with Kaiser Permanente for 27 years before assuming his current responsibilities with Local 30. He is a Vietnam veteran and served during Operation Desert Storm.

Local 251 reaches agreement

Continued from page 1

"One of the most significant changes to the contract was the compressing of the pay steps from five years to 30 months," said Local 251 President Joyce A. Phillips. "The average wage increases overall ranged from 9 to 14½ percent over the life of the agreement, depending on job tier and pay step. With the time being reduced to 30 months, a large group of our membership will receive an immediate \$60 weekly pay increase," Phillips continued.

"The results of our 22 negotiation sessions with Sandia can be attributed to the Local 251 bargaining committee mem-

bers, and the strong leadership of this Local Union," International Representative Paul Bohelski said. "Under the new leadership of Local 251, these members have been, and will continue to be, well served."

Bohelski credits the following team members for making the negotiations such a success: President Joyce Phillips, Lorri Castillo, Cheryl Des Jardins, Paul Eckles, Beverly Padilla, Christine Perez, Anita Romero, Diana T. Stavros and Isabel Vigil.

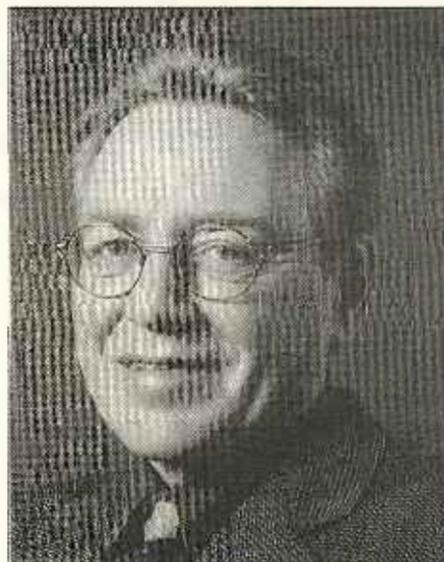
Local 251 has represented the clerical and administrative support staff of Sandia since the early 1950s.

Local 57 wins 1998 Henderson B. Douglas Award

The staff of SEPB Local 57 has been awarded the 1998 Henderson B. Douglas Award for its outstanding work in organizing both the Marguerite-Bourgeois and Marie-Victorin school boards. The award was given to Canadian Director and Local 57 Secretary General Michel Lajeunesse, International Vice President and Local 57 President Maurice LaPlante and the Local 57 staff.

Local 57 won representation rights for 2,000 additional employees at the Marguerite-Bourgeois school board, and now represents 2,500 technical and paratechnical staff, office and day care workers and student supervisors. The new unit was established when the Québec Government reduced the existing 156 confessional school boards to 72 Linguistic boards. Local 57 competed against the larger Canadian Unions, the Canadian Union of Public Employees (CUPE), and the Québec Teachers Association. Local 57 also won representation rights for 1,300 employees at the Marie-Victorin school board, again competing against the larger unions.

The award is given to any individual or Local Union responsible for organizing the most members into the OPEIU during a calendar year, and is named after the late Henderson B. Douglas who served as the Union's first Director of Organization.



Canadian Director and Local 57 Secretary General Michel Lajeunesse.



OPEIU International Vice President and Local 57 President Maurice LaPlante.

Bitter lock-out could end

SEPB 57 members at Bell ActiMedia voting on tentative agreement

Members of SEPB 57 at Bell ActiMedia in Montreal have reached a tentative agreement with the employer ending the bitter six-month long lock-out that started March 10, 1999.

"We faced serious concession demands from Bell and bargaining was difficult, but we were able to address major issues such as job security and salary increases to compensate for a longer workweek," reported Union Representative Kateri Lefebvre who led the bargaining committee. "We defeated Bell's plans to lower

standards at the employees' expense because union members stuck together," she added.

"This tentative deal brings more benefits into the collective agreement, and our members will be able to proudly walk back in," Lefebvre concluded.

The SEPB 57 members at Bell ActiMedia Montreal office voted to accept the proposed settlement. The new contract would run from September 30, 1998 to October 1, 2003.

Editorial



Extremists Don't Care About Working Families

by Michael Goodwin, International President

No time in our history is it more important than now to fully participate in the election process. Our survival as a labor movement depends on it. In 1994, the Democratic Party lost control of the House of Representatives after 40 years. The Republican party took over control of the agenda and proposed the so-called "Contract with America," an extreme set of proposals which would have, if passed, set back the rights of working families to the days prior to the enactment of the National Labor Relations Act.

Fortunately, that didn't happen as those extreme measures were stopped from becoming law when the President of the United States picked up his pen and said no with a well-deserved presidential veto. By controlling both the House and the Senate, the Republicans need only the White House to achieve their agenda. Whatever the Republican House and Senate passes, the Republican President will sign. Goodbye to labor rights, goodbye to minimum wage increases and hello to right-to-work (for less) legislation. We cannot afford to allow all three entities responsible for making our laws (the House, Senate and White House) to fall into the hands of one party. There needs to be a balance. Just go back and read the "Contract with America" and think how devastating those proposals were to working families.

If the Democrats lose the White House in 2000, it is critical that they gain control of either the House or Senate to block a run-away assault on working families. This is not to say that all Republicans are evil. There are many "moderate" Republicans who do not want to inflict the harm advocated by some of their peers. However, the fact remains that the Republican Party is now controlled by extremists. These people have a mission that is contrary to the inter-

"We need to elect people who support an agenda for working families with good jobs, an effective voice, and strong communities . . . Give yourself and your family a better chance for an improved quality of life and work to support issues and candidates who care about working families."

est of working families. Don't think I'm making this up or that I'm paranoid. Listen to Representative Michael Forbes (N.Y.) who recently dropped out of the Republican Party because it has become "a captive of extremists" so he can join a more open Democratic Party.

"The Republican Party over the last four and a half years has been defined through the actions of its extremists in the House of Representatives," Forbes said in announcing his decision at a news conference at his Long Island, N.Y. home on July 23, 1999.

"It has become an angry, narrow-minded, intolerant and uncaring majority, incapable of governing at all, much less from the center, and tone-deaf to the concerns of a vast majority of Americans."

And don't forget Newt Gingrich who was run out as Speaker of the House of Representatives by these same extremists because he was "too liberal" and not tough enough with the Clinton administration!

Brothers and Sisters, as you read this column, please consider getting involved as a volunteer to help register voters in your community and get out the vote next year. We have to start now. It's critical that we win back the House of Representatives and retain the White House to stop these extremists from completely taking over. We need to elect people who support an agenda for working families with good jobs, an effective voice, and strong communities.

The AFL-CIO is leading the way. They require that each member of the unions affiliated with the AFL-CIO contribute \$1.00 to help educate working families on the issues affecting them. Just \$1.00 - a small price to pay to protect yourself and your family from extremists. The

\$1.00 to your local and be part of this important program.

We are now in a battle with Congress over the \$792 billion tax cut they passed for the rich and powerful. Once again, working families have been ignored with 90 percent of the \$792 billion going to their cohorts and corporate friends. President Clinton vetoed this measure on September 23, stating that he wants a smaller tax cut for the rich and more for the middle class. The balance of the \$792 billion should go to protect Social Security and Medicare. Here again is another example of why we need a balance of power when making our laws.

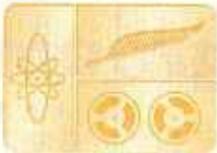
There is a widely held belief that the extremists want to bankrupt the federal government to prevent money from going into social programs such as Social Security and Medicare which help the elderly and the poor. Many of their actions give credence to this belief.

Give yourself and your family a better chance for an improved quality of life and work to support issues and candidates who care about working families.

International Union has mailed out invoices to all U.S. local unions for \$1.00 on behalf of each member in the local. Please send in



Presidential candidate Bill Bradley confers with International President Michael Goodwin, and updates OPEIU on his campaign.



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