



# WHITE COLLAR

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

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## OPEIU wins representation at Petroleum Helicopters, Inc.

**54 percent vote for union, ending three-year organizing drive**

The Office and Professional Employees International Union has won representation of the helicopter pilots employed by Petroleum Helicopters, Inc. (PHI), the nation's largest helicopter company. Of the eligible 540 pilots, OPEIU received 292 votes, the Airline Pilots Association received one vote, and two ballots were voided. The PHI pilots will be chartered as an independent OPEIU local union.

"This is a tremendous victory, and one that has been a long time coming for the pilots at PHI," said OPEIU International

Representative Paul Bohelski. "Despite the efforts of PHI management, the pilots recognized the benefits of OPEIU representation, and now we're going to work to bring fair pay, improved health insurance, retirement security and other rights to these new members."

This election was the third conducted at PHI since September 1997. The National Mediation Board (NMB) set the first election aside because it found that the employer interfered with the election process. The NMB ordered a re-run election in February 1999; during the election campaign, PHI

implemented a new pay system that richly enhanced the salaries of the less senior pilots who comprised 50 percent of the workforce, while moderately improving the pay for the senior pilots. The result was a management victory by a margin of four votes. Despite charges filed by the OPEIU, the NMB found that these increases were necessary in order for the company to attract new pilots and remain competitive with other helicopter companies. As a result, the pilots and the OPEIU were banned for a year to file again for representation.

The ban ended in February 2000, and the OPEIU once again began a re-run election campaign. The NMB mailed ballots out to all eligible pilots on February 4, 2000 and the vote count was conducted at the NMB offices on March 10, 2000.

"It was a team effort," said OPEIU International Representative Jeff Rusich. "The contributions of International Vice President J.B. Moss and Local 107 helicopter pilots Rickey LeBlanc and Bill Sykes were invaluable." LeBlanc and Sykes are employed by Air Logistics where the union recently won an outstanding first contract.

## Victory for Sea Mar workers

On January 24, 2000, the Office and Professional Employees International Union Local 8 obtained nearly 70 percent support from 335 workers at

twenty Sea Mar Medical, Dental and Treatment Facilities in Washington state. Downtown Human Service Council Executive Director and Jobs with Justice

Workers Rights Board member Juan Bocanegra volunteered to be the neutral third party to verify support for OPEIU. Sea Mar is a nonprofit community organization,

primarily serving the medical and dental needs of western Washington's Latino population.

"I'm thankful that my co-workers went union with OPEIU Local 8," said Rubby Sanchez, a social worker at the Sea Mar Clinic in Seattle. "Right after we became union I had some difficulties at work. OPEIU immediately responded and the outcome was excellent. I know we are supported and helped on issues that affect us in the workplace."

The challenge was to organize wall-to-wall units with numerous job classifications such as RNs, LPNs, chemical dependency counselors, dental assistants, medical record clerks, social workers, childcare teachers and house managers. With the help of Local 8's Volunteer Organizing Committee, outreach was done to different workplace leaders within each clinic. The internal organizing leaders committed to talk one-on-one

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Sea Mar employees are honored by the King County Labor Council on February 2.

### ORGANIZING FOR CHANGE

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2	5	9	12		
OPEIU experiences growth	Summer Camp	Notice to employees	Canadian autonomy completed		

## Letters to the Editor



Again, we reprint letters from our members on various issues. We invite our readers to continue to share their opinions with us, whether in support of or in opposition to our own. Debate is healthy and welcome in this union. Letters are edited for length only, not content. Remember: anonymous letters will not be printed. You can also reach us on the Web: <http://www.opecu.org>

### Dear President Goodwin:

I found this article in the Tulsa, Oklahoma newspaper, *The Tulsa World*, and thought maybe you would enjoy reading it — especially after seeing the letters from Mr. Sny-

der and Mr. Henderson [*White Collar*, Issue 4, Winter 1999-2000]. Maybe these two don't understand that the Republicans will always put business interests ahead of the working man. Thanks for your continuing leadership.

Sincerely,

**John D. Johnson**  
Local 437  
Ponca City, Okla.

### What has GOP done for workers? by Clint C. Gold

Not too long ago, my wife and I attended a TV football party in south Tulsa. With a lopsided score, the conversation turned to a livelier subject — politics. The crowd was, of course, top-heavy with Republicans. With each point expressed, their faces became more flushed, eyes bulging a little more and veins popping in their foreheads as they railed against the liberal programs.

Finally a lone, liberal voice asked: "Will you people name me one bill your party ever passed to help the working man of this country?" The question created much din and clamor, and someone sputtered, "Well, what have the Democrats done?"

The liberal responded with a few programs and was interrupted by howling and disdain. He noted that he had not promised they would like the programs and he asked to complete his statement — a difficult task to ask of Republicans.

He spoke of Social Security; Medicare-Medicaid; Peace Corps; unemployment in-

surance; welfare (for the poor and corporate); civil rights; student grant and loan programs; safety laws (OSHA); environmental laws; prevailing wage laws; right to collective bargaining (which brought about paid medical insurance, paid vacations, pensions, etc.); workers' compensation; Marshall Plan; flood-disaster insurance; School Lunch Program; women's rights.

He spoke of the Fair Labor Standards Act, which established a minimum wage, instituted child labor laws; and set up time-and-a-half pay for over a 40-hour week.

He mentioned FHA-HUD with its public housing, urban renewal and 44 million residential homes (before WWII almost 70 percent of our nation were renters; by the 1970s this had been reversed).

And farm conservation subsidies — USDA programs, Farmers Home Administration (the bankers didn't want to make rural loans), small flood-control lakes (more than 3,000 in Oklahoma alone), rural water districts, rural electricity (REA).

The GI Bill was passed, which the Republicans at the time bitterly opposed. They were salivating over millions of returning veterans to hire as cheap labor. More than 8 million have used college benefits, creating millions of entrepreneurs; most of us had never dreamed of college. For the unemployed GI, there was \$20 a week for 52 weeks to help get started (a lot of money in those days). The Veterans Administration provided more than 2 million home loans.

For the bankers at the football party, it was pointed out that the liberals saved their industry with the creation of FDIC and FSLIC, insuring their deposits, and saved

Wall Street with the establishment of the Securities Exchange Commission.

The oil men came on bended knees to FDR at a time when East Texas oil was 4 cents a barrel and begged him to save their industry. He did; prorationing overturned the rule of capture and the days of flush production were over. Prorationing has served this great industry (and nation) well.

And the list went on and on, but of course this group didn't get halfway through. He noted they were weary, inattentive, so again he challenged them to offer up any Republican legislation examples.

"I'm sure your party has authored one or two comparable bills from time to time, but I can't think of any, and apparently you can't either. What it boils down to is this: the liberals dragged you into the 20th century scratching and screaming with your heels in the mud, fighting anything that's progressive, everything that's made this country great. You really believe "The Good Life" was obtained from your own endeavors. You cloak your greed in religion and patriotism, railing against any form of tax, never comprehending that these programs have benefited all of us and our country."

Well, I almost didn't make it out of the house. My wife and I didn't even get to see the end of the football game.

If Reps. Steve Largent or J.C. Watts had been there, perhaps politics would never have come up, only the game plan . . . pity.

**Clint C. Gold is former mayor of Moore and a retired savings and loan executive.**

*Article originally appeared in The Tulsa World.*

## Executive Board approves two new procedures

The Office and Professional Employees International Union Executive Board approved two new procedures at their January 26, 2000 meeting. These procedures deal with the policy and procedures for mergers between Local Unions and also set a Uniform United States Disciplinary Procedure.

The new "Uniform United States Disciplinary Procedure" will now be the

sole procedure for processing charges by members of United States Local Unions against other members and/or officers of their own United States Local Union. The Executive Board has this authority under Article XIX, Section 10 of the Constitution of the International Union.

Now, in order to file a charge, the charge must be in writing and contain the name, home address, telephone numbers, and

employer of the charging party. Along with this, it must contain the name, address, telephone numbers and employer, if known, of the charged party. The citation of the provisions of any constitution and by-laws violated along with a detailed account of the activities or conduct protested must also be submitted in writing. This account must include the events, dates, times, names of persons involved, names of witnesses, and identification of any relevant documents or other evidence.

The new procedures also provide for a speedy outcome. Within ten days of the charge, the Secretary-Treasurer will forward copies of the charge to the charged party. That will be accompanied by a letter informing the charged party that he/she can

submit a written response to the Trial Board within ten days of receiving the charges. Once the ten days have expired, the Trial Board will review the charge and the reply, if one was submitted. The Trial Board can either appoint members to investigate the charge and pursue settlement short of trial or it can dismiss the charge if it doesn't meet up to the guidelines. If the Board determines a trial is warranted, it will notify both parties and set a trial date no less than twenty-one and no more than forty-two days from the receipt of the trial notice. The trial will then follow the new procedures such as presenting evidence, calling and cross-examining witnesses and having the right to refuse to testify. Within fifteen days after the close

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New York Senator Charles Schumer addresses the OPEIU Executive Board at its meeting January 24-26, 2000.

## OPEIU experiences growth

The OPEIU continues to organize and grow, resulting in a higher level of respect in the community and stronger contracts for OPEIU members.

OPEIU membership grew by 9.52 percent during the two-year period ending June 30, 1999, adding 7,927 net new members. The AFL-CIO mandate to grow at a three percent annual rate was exceeded with OPEIU finishing tenth among the 68 national unions.

According to a recent Bureau of Labor Statistics report, the labor movement in general is doing very well, adding 265,000 net new members, thus increasing total union membership to 16.5 million — the fastest growth in union membership at any time in the last twenty years. There is further good news for OPEIU: of the 265,000 new members, 112,000 were in the private sector, reversing years of membership loss.

## Work and Health

# Cancer Treatment and Mouth Problems

by Phillip L. Polakoff, MD

Many people are aware that cancer treatments often cause unavoidable side effects. Hair loss and nausea are two that people generally have heard about. Less well known are problems that affect the mouth.

Side effects in the mouth not only can make it hard to eat, talk and swallow, they can also interfere with treatment.

Up to one-third of people who get chemotherapy and head and neck radiation also develop oral complications.

National health organizations want to get the word out that proper mouth care can prevent or minimize these mouth problems caused by cancer treatment.

The National Institute of Dental and Craniofacial Research (NIDCR) is one of these agencies. It is one of the several specialized groups comprising the National Institutes of Health (NIH).

Free information materials are available through the National Oral Health Information Clearinghouse. The toll-free number to call is 1-877-216-1019. The fax number is 301-907-8830. Or the clearinghouse can be reached by e-mail at [nidr@acie.com](mailto:nidr@acie.com).

These easy-to-read materials provide patients with the tools they need to take charge of their oral health care. They contain tips about how to keep the mouth moist, how to brush and floss when the mouth is sore, and how to avoid foods that could cause injury and pain.

Of the 1.2 million Americans diagnosed with cancer each year, more than 400,000

will develop oral complications from their treatment. These problems are most common in patients receiving head and neck radiation, bone marrow transplants, or certain types of chemotherapy.

In killing cancer cells, chemotherapy and radiation can also kill normal cells, including those in the mouth.

As the NIH points out in a recent report, these treatments can cause sore, inflamed gums, bleeding, mouth ulcers, infection and dry mouth due to damaged salivary glands.

There can also be long-term side effects that occur or continue after the cancer treatment. These include chronic dry mouth, rampant tooth decay, jaw stiffness, inability to heal and permanent jaw bone damage. In children, growth and developmental abnormalities of the bones and teeth are potential risks.

These conditions may be so bad that patients may only be able to tolerate lower, less effective doses of anti-cancer medications. Or they may postpone treatments, or stop them altogether.

Much can be done to prevent these problems or reduce their severity when cancer patients — armed with good information — work with their health care providers.

People scheduled for cancer treatment should consult their dentist at least two weeks before treatment starts.

Check the mouth every day for sores and other changes.

While undergoing treatment, avoid using alcohol, tobacco and toothpicks.



## Washington Window

### Filling Mr. Moneybags' Coffers

What do the following people have in common: Richard K. Davidson of Omaha, Neb., Frederick Smith of Memphis, Tenn., Glen Barton of Peoria, Ill., Al Bossier of New Orleans, La., and Henry A. Rosenberg, Jr., of Baltimore, Md?

Answers: All are top corporate presidents and CEOs and command companies that repeatedly break labor laws in battling workers. And, according to federal campaign finance records from the Center for Responsive Politics, all have directly or indirectly given dollars to the Republican "Mr. Moneybags," presidential hopeful George W. Bush, the Texas governor.

These corporate leaders are familiar names to workers who toil for their firms and struggle with anti-worker managers.

• Richard Davidson is CEO of Union Pacific Corp., parent firm of Overnite Transportation. It faces a nationwide unfair labor practices strike by the Teamsters. Not counting the latest reports, Davidson gave \$1,000 to Bush.

Overall, 42 Union Pacific executives gave \$28,300 to Bush. Eight sent \$4,050 to another GOP hopeful, Sen. John McCain (R-Ariz.). One UP executive donated \$200 to right-wing GOP presidential zealot Gary Bauer and a UP railroad conductor — the only worker on the list — gave \$250 to Democrat Bill Bradley.

• Frederick Smith is chairman, president, CEO and founder of FedEx, the leading corporate fighter against Occupational Safety and Health Administration proposed rules to reduce workers' repetitive-motion, or ergonomic, injuries. Through a paycheck deduction of \$239 every two weeks, he gave \$4,988 through last November to his own company's campaign finance committee, or PAC.

FedEx's PAC has doled out \$287,000 to politicians since the start of 1999. Two-thirds of that went to the GOP. That included Bush (\$5,000), McCain (\$5,000), former GOP presidential hopefuls Lamar Alexander (\$5,000) and Sen. Orrin Hatch (\$2,000) and Rep. Roy Blunt (R-Mo.). Blunt, author of GOP-sponsored legislation to halt OSHA's ergonomics rules, got \$3,000.

• Caterpillar workers will know Glen Barton. He's listed as CEO, behind Don Fites. Barton did not protest Fites' lengthy, failed and expensive struggle to break the UAW at Caterpillar. Fites didn't donate to Bush. Barton gave \$1,000, and six other

Cat executives gave \$5,500, last June.

• Al Bossier became infamous as CEO of Avondale Shipyards of New Orleans, which used taxpayer money in its long and ultimately unsuccessful campaign to prevent workers from joining the coalition of unions represented by the New Orleans Metal Trades Council. Those same taxpayer dollars, from Navy shipbuilding contracts, also went to — among other places — Bossier's paycheck.

Bossier contributed \$3,500 to a PAC established by his good friend and political defender, former House Appropriations Committee Chairman Bob Livingston (R-La.). Livingston's PAC gave \$25,000, in a variety of ways, to Bush in 1999.

• Henry Rosenberg is the CEO of Crown Central Petroleum. Crown has locked 252 PACE workers out of its Pasadena, Texas, refinery for four years. Crown not only breaks labor laws, but it's been fined a record amount — over \$1 million — for pollution violations in Texas. And, thanks to an AFL-CIO-led boycott, its stock price is dropping like a stone and its red ink is mounting.

Maybe that's why Rosenberg plays both sides of the street. He gave \$1,000 to Bush and \$500 to McCain in July — and \$1,000 to Democratic hopeful Bill Bradley in May.

What do all these numbers show? They show corporate America, including notorious labor lawbreakers, rushes to stuff the satchels of "Mr. Moneybags" Bush. It is fair, with Bush raising more than \$68 million from such corporate chieftains, to ask what they'll get in return.

It is also fair to point out the money could corrupt all the candidates. The contributions to Bradley, McCain and even Al Gore show that. Gore received \$2,000 from Wells Fargo Bank executives. Wells is on the AFL-CIO boycott list for its financial backing of anti-worker CF&I/Oregon Steel.

But Bush's moneybags and the potential quid pro quos raise red flags for workers. And Bush's moneybags make a powerful argument for political campaign finance reform — not the reform Bush wants, to throw workers out of politics and leave corporate lawbreakers in, but reform to eliminate the power of big givers.

Because otherwise these labor lawbreakers will continue to buy the chance to get their way.

**For more information  
about the OPEIU,  
visit our website at  
<http://www.opeiu.org>.**

# International Vice President opens new medical center

Dean John Mattiacci, DPM, spearheads new Advanced Wound Healing Center



International Vice President and Dean of the Temple University's School of Podiatric Medicine Dr. John Mattiacci and International President Michael Goodwin cut the ribbon to open the new Advanced Wound Healing Center at Temple University.

On November 18, 1999 OPEIU International Vice President Dr. John Mattiacci, Dean of Temple University's School of Podiatric Medicine, presided over a reception marking the official opening of the School's Advanced Wound Healing Center (AWHC). OPEIU International President Michael Goodwin was present at the opening ceremonies to show OPEIU's support of Dr. Mattiacci's important work.

"The new methods of treatment being researched and put into use at this center will help hundreds of working families," Goodwin said. "This fits in with our Union's vision of helping people improve their lives. Not just wages and workplace conditions, but their entire living standard and physical health is our concern as well."

The specialty area of wound healing focuses on treating patients who are most likely to be facing lower extremity amputations. To help avoid that most drastic treatment, the AWHC will focus on utilizing podiatric care as the essential component of wound management. The AWHC is the only wound care center of its kind in the Philadelphia area, and under Dr. Mattiacci's leadership, Temple University has solidified its role as a national leader in podiatric care.

According to the Center for Disease

Control (CDC) in Atlanta, Ga., more than 110,000 non-traumatic lower extremity amputations are performed annually. Of these, the CDC reports that 85 percent could have been prevented with appropriate foot care. For its part, the AWHC treats the complex needs of patients who are at risk for these amputations, which are often the result of complications from diabetes or circulatory problems. This treatment, instead of amputations, is an incredible advancement in the physical and psychological treatment of the patients. The dread of losing one's foot is a tremendous fear for patients, and the advanced treatments of the AWHC help to relieve that stress.

"With so many Americans suffering from lower extremity complications, it is critical that there be medical facilities dedicated to limb preservation through alternate and cutting edge therapies," Dr. Mattiacci said. "To put it simply, we offer hope to people who might otherwise think that amputation is their only option."

The OPEIU has always supported efforts that advance the health and well being of working families. The great work of the AWHC, and its supporters like the OPEIU, will make it possible for thousands of people to save their extremities and avoid the painful scars of amputation. Dr. Mattiacci will continue his fight to advance the care and treatment for podiatric patients across the country, as well as represent those OPEIU health care practitioners that have made podiatric care their life's work. Dr. Mattiacci is a Temple graduate and has been practicing podiatric medicine for the last 28 years in the Philadelphia area. He has been a leader in the fight for more research and for delivery of quality care to podiatric patients.

# Pennsylvania Nurses Association, Local 112, has busy first year as OPEIU members

The Pennsylvania Nurses Association (PNA) experienced a busy first year as members of the OPEIU, working to accomplish as many of its members' goals as possible.

Fifteen contracts were successfully negotiated by the PNA Labor Staff. The

Public Sector Nurses of the Commonwealth of Pennsylvania was organized and regular departmental meetings are scheduled.

Plans are also under way for PNA's Second Annual Convention, scheduled for September 22-23, 2000 at the Tamiment Resort Center located in the Poconos of Pennsylvania.

PNA has embarked on a postcard campaign to Pennsylvania Governor Tom Ridge opposing the privatization of the State Correctional Facilities throughout the state. Commonwealth of Pennsylvania Nurses have historically provided health care to the inmates. It is felt that privatization will lower the quality of health care delivery.

California Nurses Association has been in contact with the Pennsylvania Nurses Association, and through our Nursing Practice Consultant, Christine Carson Filipovich, MSN, RN, President, Professional Nursing Resources, Inc. In discus-

sion is the landmark bill making California the first state in the nation to require safe hospital staffing. That bill also bars hospi-

tals from assigning unlicensed workers to perform certain procedures and shifting of staff.



Pennsylvania Nurses Association President Susan Cook and OPEIU International President Michael Goodwin meet at the PNA offices in Allentown, Pa.

**In recognition of  
National Nurses Week  
(May 6-12, 2000),  
the Pennsylvania Nurses  
Association, OPEIU Local 112,  
extends their best wishes to the  
"Guardians of Healthcare."**

**HAPPY NURSES WEEK!**

**Pennsylvania Nurses Association  
5100 Tilghman Street  
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1-800-568-4762**

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## Canadian News

# OPEIU Roméo Corbeil Summer Camp



Scholarship winners enjoy the camping life at the Roméo Corbeil Summer Camp.

### A camp of a lifetime

**"H**ello my name is Danielle Parent and I was chosen as one of 13 people to go to the Roméo Corbeil Summer Camp. I had one of the best times of my life there."

This is what the 12-year old daughter of Vancouver-based Local 378 member Louise Parent writes to OPEIU Canadian Director Michel Lajeunesse.

Danielle ends her letter with this personal advice to potential campers: "No, this camp isn't geeky, nerdy or dumb. It is cool! Awesome! Adventurous! Exciting! and will leave memories in you for the rest of your life. I hope you have fun!"

She said it!



In the first week of August 1999, four young people from Canada left for Lake Wappapello in southeast Missouri, USA, where they joined twelve other teenagers for one week of wholesome and fun camping experience. The week was filled with activities such as group games, campfires, swimming, canoeing and field trips, as the campers learned what unions are all about. For instance, the first thing campers did was negotiate a contract with the camp counselors outlining some of the basic rules of the camp.

This was the third annual edition of the Summer Camp Program created in memory of the late Secretary-Treasurer Emeritus Roméo Corbeil of the Office and Professional Employees International Union to give OPEIU members' children from Canada and the United States an opportunity to learn about unions and the labor movement while enjoying camping activities.

Making the trip were 13-year old Audrey Lalancette of Montreal, Québec, who is the daughter of OPEIU Local 434 member Marie-Andrée Germain and 12-year old Danielle Parent, whose mother Louise is employed by BCGEU and is a member of Local 378 in Vancouver, B.C.

Out of Regina, Saskatchewan, came 12-year old Chris Gibbs, who is the son of CUPE office staff member and OPEIU Local 491 member Natalie Gibbs and 14-year old Jennilyn Anderson, whose mother Jaelyne works for S.G.I. and is a member of OPEIU Local 397.

The Roméo Corbeil Summer Camp program provides transportation and regis-

tration for campers. Four scholarships are offered each year, one per region, for children between the ages of thirteen and sixteen. If you have a teenager, consider applying. The camp is held in August, and applications are available from your local union, your regional Vice President, or from the Canadian Director. Selection will be made during the spring CNC meeting.

### Local 463 — Montreal, Québec

## Tentative agreement reached with Gaz Métropolitain

Office and technical workers at Gaz Métropolitain represented by OPEIU Local 463 voted on October 25 and 26, 1999 for acceptance of a three-year contract after negotiating since the last contract expired August 31, 1998. The new contract will run until August 31, 2001.

### Wages

The 450 SEPB 463 members at Gaz Métropolitain will receive wage increases of 2 percent in both the first year and third year, 2.46 percent in the second year, plus a 1 percent cost of living premium payable the third year if the CPI exceeds 2 percent.

### Pension

There are improvements in this area. Gaz Métropolitain agreed on the establishment of a transition pension premium of \$125 per year of service, retroactive to January 1, 1998, and the normal retire-

ment factor will gradually be brought down to 85 from the previous 90.

### Workweek

The union negotiated a new provision whereby workers will work a compressed workweek on a four-day format.

### Training

A time bank of 1,200 hours per year of the contract will be set aside for professional improvement training purposes.

### Job security

The SEPB 463 negotiating team was successful in significantly improving job security provisions for their members.

The SEPB 463 negotiating committee included SEPB 463 President François Bisson, Vice Presidents Lyne Poirier and Raymond Morrisette, Secretary Chantal Dumoulin, Directors Francine Dion and Louise Bilodeau, and Union Representative Simon Berlin.

### Local 57 — Montreal, Québec

## Victory at Novabus

### Office workers obtain job security

After a six-day strike, the 46 office workers of Novabus-Volvo of Sainte-Eustache ratified by 86 percent an agreement reached jointly with the production workers' union (CAW). The CAW workers were also on strike.

For the first time in its history, Novabus was faced with a united front of both office and factory workers.

The ratified settlement provides job security for 40 employees, who cannot be laid off during the three-year contract. Also, a minimum number of 30 positions always have to be filled at all times during the contract — a much needed security clause to counter Volvo's determination to

sub-contract office work.

The settlement provides wage increases at the cost of living rates each year, and improved provisions for the retirement plan.

The union negotiating committee included unit President Richard Gagnon, Dominique Prévost, Jean Boisvert and Marcelle Dupuis, and SEPB 57 representative Linda Solomon.

"SEPB 57 members at Novabus have been worried about their future as the company for which they are working has serious financial difficulties. Our members returned to work on November 1 with a new contract and hopeful for a secure future," Solomon said.

# OPEIU urges increased minimum wage, Patients Bill of Rights

Submitted by OPEIU Lobbyist Robert McGlotten of McGlotten & Jarvis

The United States Congress convened for the second session of the 106th Congress on January 26, 2000. While Congress has been focused on the budget and taxes, OPEIU has directed its lobbying efforts toward the following legislative issues:

• **Minimum Wage Increase** — OPEIU is working for two increases: \$.50 in the first year and \$.50 in the second year. This bill has passed both houses of Congress but President Clinton has threatened a veto because the Republican majority has added a \$122 billion tax cut for the rich — something the Administration and OPEIU opposes.

• **"Patients Bill of Rights" (H.R. 2723)** — this bill passed the U.S. House of

Representatives in 1999 by a vote of 275 to 151. The Senate then passed a somewhat different bill; now the two bills have to go to Conference to reconcile those differences. OPEIU has been lobbying for the provision in H.R. 2723 that guarantees access for patients to medical specialists.

• **Prescription Drug Program** for Medicare recipients.

• **"The Quality Health-Care Coalition Act of 1999" (H.R. 1304)** — this proposed

legislation would allow negotiations between a coalition of health care professionals and a health care service plan (HMO) regarding the terms and conditions of a contract. The bill would give collective bargaining rights to health care professionals, including physicians, nurses, pharmacists and midwives. The bill had 173 cosponsors; OPEIU is working to increase that number to 250.

## Sweeney to Work Economic Forum: can we take open markets for granted?

"The fundamental question is whether globalization is helping to lift the poor from poverty; whether it is empowering the many, not just the few; whether its blessings are shared widely; whether it works for working people."

These are the questions posed by AFL-CIO President John J. Sweeney in his pointed address to the Work Economic Forum in Davos, Switzerland on Friday, January 28, 2000.

"Understand the message of Seattle,"

Sweeney said, referring to protests of the World Trade Organization's meeting in December 1999. "It wasn't an isolationist rejection of open markets; it was a call for new global rules. Workers North and South marched together. And the many different voices made one clear statement: the current course cannot be sustained; fundamental reform is needed."

Sweeney pointed out that leaders of developing nations, global non-governmental organizations, and heads of global corporations and banks must change their

thinking to consider human rights and environmental concerns when doing business.

"Labor leaders across the world also must change to meet the new challenges," Sweeney noted. "At the AFL-CIO, we know that we have to deepen our own growing internationalism, and develop new sophistication in bargaining and organizing across national lines."

"We also recognize that we must join our voices with those in developing countries calling for high-road development strategies," Sweeney continued. "We must work

to ensure that developing countries are no longer crippled by unpayable debt burdens, and that they have the resources they need to engage in trade negotiations on an equal footing as well as the technical support to implement and enforce labor and environmental standards.

"Seattle marked a crossroads. Now, joined by millions of others across the world, we pledge not to rest, but to continue to press for core workers' rights that are the basis of economic freedom and equitable development," Sweeney concluded.

## Executive Board

Continued from page 2

of the trial, the Trial Board will provide both parties with its decision and any penalty and the reasons supporting the penalty, if one is levied.

The procedure for charges by a member against an International Union officer is also outlined. If the officer lives in the United States the charge must be filed with both the International President and the International Secretary-Treasurer within sixty days of the alleged offense. Again, the charges and details must be in writing and the notification procedure is the same; however, in this circumstance the International Secretary-Treasurer handles it. The Trial Board will be made up of three members of the International Executive Board appointed by the International President. If the charge is not dismissed by the Board, all further proceedings will be conducted under the procedures set forth in Article XV of the International Union Constitution.

The second new procedure deals with mergers between local unions. The

International Union recognizes that mergers of OPEIU Local Unions can result in greater strength, solidarity, and efficiency for their memberships, and strongly recommends that Local Unions consider merger where appropriate. To facilitate and encourage the merger process, the International Executive Board of the OPEIU has adopted this new "Policy and Procedure For Mergers Between Local Unions."

The Executive Board of each United States Local Union involved first needs to approve consideration of the proposed merger. Then each Local Union will submit a written application to the International President for approval to conduct merger discussions. Canadian Locals will submit their written application to the Canadian Director with a copy going to the International President. Once approval has been received the two Local Unions may begin discussion and if a tentative agreement is reached, the Local Unions shall memorialize that tentative agreement in a Merger Agreement. Then the Local Unions can schedule and conduct merger meetings

or proceed to the merger in accord with the Constitution and Bylaws of the Local Unions.

Once both Local Unions have voted and approved the merger, the President of each Local Union will send a written request to the International President that he recommends approval of the proposed merger to the International Executive Board. The Local Unions will be informed of the International President's decision within ten business days of receipt of the request and all required information. Then if it has the approval of the International President, the International Union Executive Board will take the matter up at its next meeting or will be polled to approve the merger. The proposed merger shall not become effective until after approval by the International Union Executive Board.

Copies of these two procedures have been sent to all Local Unions. They both went into effect as soon as the International Secretary-Treasurer sent them out and will be applied, as much as possible, to all pending actions.

### Local Unions urged to take advantage of technology subsidy plan

All Local Unions are urged to take advantage of the OPEIU's computer subsidy plan — a plan that means a \$1,000 technological subsidy toward the purchase of a state-of-the-art computer, and a \$200 subsidy toward the purchase of a printer. For those Locals that already have a computer, a \$300 subsidy for software upgrades is also available.

For more information about this valuable program, contact the International Union at (212) 675-3210.

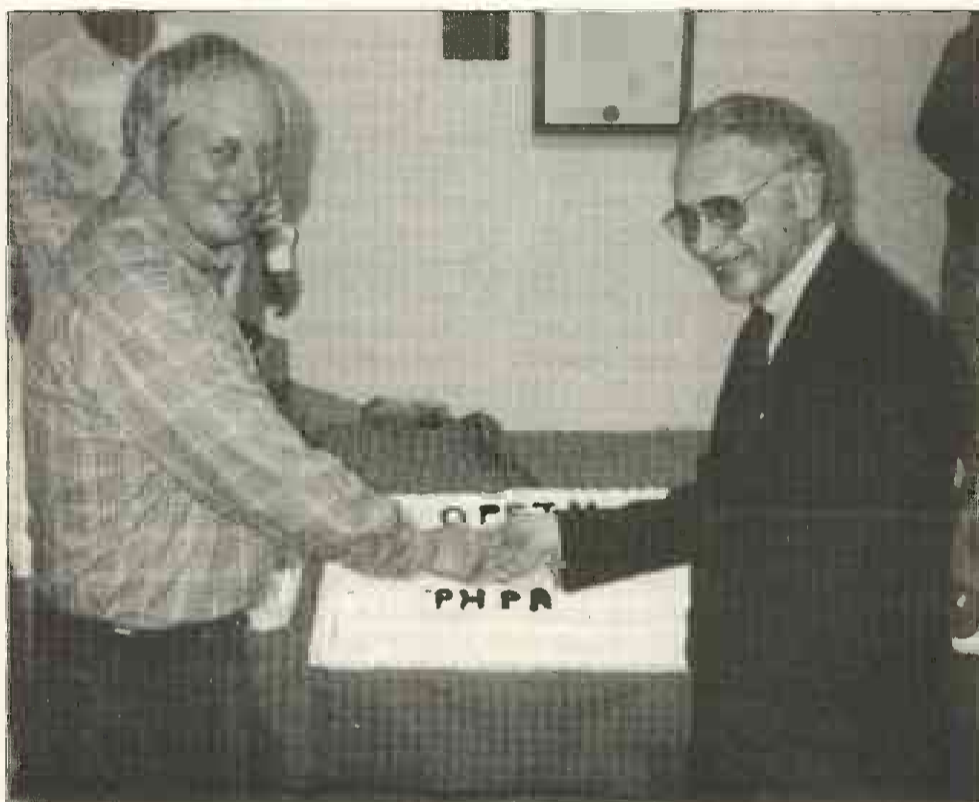
# PHPA affiliates with OPEIU

If you are a helicopter pilot, chances are that you received training at some point in your career at Fort Rucker in Daleville, Alabama. Professional Helicopter Pilots Association (PHPA) came into existence in 1977 as an independent union to provide the benefits of collective bargaining to the 260-contract instructor pilots that trained military personnel in the art of helicopter flying at Fort Rucker.

In December 1999, the PHPA voted overwhelmingly to affiliate with the Office and Professional Employees International Union by a 94 percent margin. The group recognized OPEIU as the key AFL-CIO affiliate union interested in and capable of organizing helicopter pilots; they cited as

one of the prime reasons for the affiliation the fact that OPEIU had the vision and expertise necessary to carry out efforts toward national representation for helicopter pilots under one national union banner. PHPA, now Local 102, brings significant prestige and credibility to OPEIU's efforts to organize the helicopter industry in the United States. In addition to PHPA, OPEIU now represents the two largest employers of helicopter pilots in the United States and is actively organizing many other companies in the industry.

The affiliation with PHPA came about in great part due to the efforts of International Representatives Paul Bohelski and Jeff Rusich.



Professional Helicopter Pilots Association (PHPA) President Jim Bishop and OPEIU Director of Organization Jay Porcaro celebrate the affiliation.



Pictured from left to right are: PHPA Executive Board members Paul Fretts and Steve Rush; OPEIU Director of Organization Jay Porcaro; OPEIU International Representatives Jeff Rusich and Paul Bohelski; PHPA President Jim Bishop; Richard White; PHPA Vice President Mike Magonigal; and PHPA Secretary Floyd Emery.

## Sea Mar workers

*Continued from page 1*

with their co-workers, explaining the need to be union and how it would benefit them, their families and Sea Mar.

Local 8 first represented the Sea Mar Homecare Workers in 1990, and then in 1998 at the Sea Mar Care Center. In both of these campaigns, Sea Mar's Executive Director Rogelio Riojas honored his commitment to workers by directing supervisors to remain neutral and let workers decide if they wanted to join the Union without management intervention. In 1999, Riojas went a step further, making him one of the most

progressive employers, by signing a neutrality agreement and agreeing to voluntary recognition if 60 percent of the workers supported the Union.

On February 2, workers from the various Sea Mar Clinics — along with Riojas — were honored by the King County Labor Council. "Our thanks to the workers at Sea Mar and Rogelio Riojas for their contributions in building a partnership between labor and the community," said Local 8 Business Manager and International Vice President Maureen Bo. "We believe this partnership will help us all in our mutual struggle to achieve social, economic and political justice."

## OPEIU becomes a major force in Florida

**Broward County professionals wait for election results**

OPEIU members in Ft. Lauderdale, Florida are waiting to hear the results of an election that will mean an additional 1,400 professionals joining the Union. The election was held April 3, 2000 and ballots will be counted on April 25.

Florida Regional Director Ed Darcy is optimistic about the election that will end an organizing campaign of the public sector professionals that began in 1995.

The campaign escalated as Broward County Administrator and County Commissioners suspended employees' civil service protection. Citing budget restrictions, county officials no longer allow employees to challenge a firing through a hearing process.

Employees seeking protection from unfair employment practices by the county

span the gamut of job classifications — librarians, social workers, and some 123 other classifications would join OPEIU.

As the process dictates, an attorney was appointed to make a recommendation to the Public Employee Relations Committee (PERC) as to their next step. A recommendation to go forward with an election was given and PERC deliberated for more than a month.

Though the decision to hold an election was delayed by PERC, Darcy tirelessly worked toward a successful organizing campaign. "The committee continued to recruit and before the election we had a majority of 'yes' votes."

Whatever the outcome of the election, Darcy looks confidently toward the future. "We're moving up the state organizing county by county," he says emphatically.



Front row (left to right): Juan Bocanegra, Jobs with Justice Workers Rights Board member; Elise Sanchez; and Monika Nelson. Back row (left to right): Phyllis Naiad, International ROC Organizer; Local 8 Organizer Cindy Schu; Julio Sanchez; Rubby Sanchez; Enriqueta Flores-Guevara; Melissa Calvino-Lane; Pilar Woerner; members of Melissa Calvino-Lane's family; and Norma Kelsey, Local 8 President.

# NOTICE TO EMPLOYEES SUBJECT TO UNION SECURITY CLAUSES

This Notice is for all employees working in the United States under an OPEIU contract containing a union security clause which requires, as a condition of employment, that an employee pay dues or fees to the Union. The obligation stated in this Notice is the only obligation under such clause regardless of the wording of the clause. Individuals who are members pay dues, while individuals who are nonmembers pay equivalent fees. These dues or fees, which are authorized by law, are your fair share of sustaining your Union's broad range of programs in support of you and your coworkers, but nonmembers may file objections to funding expenditures that are nongermane to the collective bargaining process and thereby be obligated to pay fees representing only expenditures germane to the collective bargaining process.

Only if you are not a member of the Union or if you resign your membership, and in either case, file an objection to the funding of expenditures that are nongermane to the collective bargaining process, may you pay fees representing only expenditures germane to the collective bargaining process. However, if you resign your membership, the many rights and opportunities available to Union members will not be open to you. For example, if you resign your membership you will no longer be able to:

- Vote on the terms of your contract;
- Participate in strike votes;
- Participate in the development of contract proposals;
- Nominate, vote for, or serve as an officer of your Local Union;
- Nominate, vote for, or serve as a delegate to the International Convention; and
- Enjoy discounts and other benefits available only to members, including eligibility for OPEIU scholarships for you and your family.

Individuals who are employed by public employers in the states of New Jersey and Minnesota are covered by the demand and return system applicable to them and

are not covered by this procedure. Other individuals who elect to be nonmembers may object to funding expenditures which are not germane to the collective bargaining process. Expenditures germane to the collective bargaining process ("chargeable" expenditures) represent that portion of the Union's expenditures devoted to collective bargaining, contract administration, grievances, arbitration, and other matters affecting wages, hours and other conditions of employment. Examples of "chargeable" expenditures include: the costs of negotiations with employers; contract administration expenses; communication with employers in regard to work-related issues; handling employees' work-related problems through the grievance and arbitration procedure; lobbying on matters directly related to conditions of employment; and Union administration.

Examples of expenditures nongermane to the collective bargaining process ("non-chargeable" expenditures) include: expenses made for community services; for lobbying on issues that benefit represented employees and their families as citizens rather than as workers; for political purposes; for certain affiliation fees; and for benefits available only to members and their families. The fee reduction will represent these non-chargeable expenditures. The International Union's Voice of The Electorate fund ("VOTE"), is an independent, segregated fund that receives voluntary donations and contributes to political candidates who support the needs of working men and women. No money received from dues or fees goes to the VOTE fund. Accordingly, the VOTE fund is not considered in the calculation of the percentage of expenditures that is spent on non-chargeable expenses.

Individuals who choose to file an objection will receive a rebate of their fees equal to the percentage of expenditures that is spent on non-chargeable expenses. This percentage is calculated separately for the International Union and for the Local

Union. The major portion of an objector's fee remains with the Local Union. Studies show that the percentage of reduction for the Local Union ranges between 0% and 8%. The remaining smaller portion of the objector's fee goes to the International Union. The percentage of non-chargeable expenses of the International Union, which will be effective for the months of September, 1999 through August, 2000 is 26.97%.

Individuals who choose to file objections to funding expenditures that are nongermane to the collective bargaining process should file them in writing with the Office and Professional Employees International Union, 1660 L Street, N.W., Washington, D.C. 20036, Attention: Gilles Beauregard, Secretary-Treasurer. The objection must include the objector's name, home address, social security number, employer, job title, department, work location, local union number, and business telephone number.

In order for an objection to be recognized at this time, it must be postmarked during the month of June, except that newly-resigned members must submit their objections postmarked within thirty (30) days from the receipt by the Union of the resigning member's letter of resignation. All objections must be renewed each year in writing and all renewed objections must be postmarked during the month of June. All objections will be effective on the first day of the month following the month in which the objection was received by the Union.

In addition to any other avenue of relief available under the law, an objector may challenge the International Union's and/or the Local Union's classification or calculation of expenditures before a neutral arbitrator appointed by the American Arbitration Association pursuant to its Rules for Impartial Determination of Union Fees. Any challenge a nonmember makes may be coordinated or consolidated with other challenges to the Local Union or International Union determinations before

a single arbitrator selected by the American Arbitration Association. Such challenges may also be coordinated or consolidated with challenges to other OPEIU Local Union-classifications or calculations.

Challengers must notify Gilles Beauregard, Secretary-Treasurer, at the Office and Professional Employees International Union at 1660 L Street, N.W., Suite 801, Washington, D.C. 20036, in writing, within thirty (30) days of their receipt of the Objector Letter, of any challenge he or she wishes to make through this arbitration procedure. That challenge must specify which classifications and/or calculations of the International Union and/or Local Union are being challenged.

The Unions shall bear the burden of justifying their classifications and calculations. If a hearing at which the parties or witnesses may be present is held by the arbitrator, it will be held at a location most convenient to the largest number of involved challengers. The cost of any arbitration proceedings will be paid for by the Unions. However, a challenger will have to pay his or her own lost time and travel expenses, and the fees, costs, and expenses of any persons they involve in the proceedings.

Once a written challenge is received from an objector, the Local Union will place an amount equal to the challenged portion of the fee into an interest-bearing escrow account. It shall remain in that account until the arbitrator issues a decision. Should the decision lower the percentage of chargeable expenditures, the appropriate portion of the escrowed fees, plus the interest earned by that portion while in the escrow account, will be refunded to the challenger. All objectors in each Local Union affected by the decision of the arbitrator will then pay the adjusted fee amount determined by the arbitrator. If the arbitrator approves the Unions' classifications and/or calculations, the escrowed money and interest will revert to the Local and International Unions.



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**UNION FAMILY SAVERS**



## Local 174 wins elections at Warner Bros. Studios



Local 174 Organizer Lupe Salazar (left) and Business Representative Christine Page take a brief break to smile about the great campaign victory.

Local 174 won an NLRB election at Warner Bros. Studios, competing with a non-AFL-CIO union, UE, on January 7, 2000.

The employees at Warner Bros. Studios had formed an independent union with a collective bargaining agreement with the company and subsequently affiliated with the UE. In recent years, the employees became dissatisfied with the UE representa-

tion and sought out Local 174, who represents the majority of white collar employees in the entertainment industry.

The final vote count was: OPEIU, Local 174 with 97 employee votes; UE with 12 votes; and 77 employees voting for no union representation.

There were also two challenged ballots and three void ballots that did not affect the outcome. There are 278 employees in the bargaining unit.

Working on the campaign with Business Representative Christine Page were organizer Lupe Salazar and AFL-CIO member Tim Marquez. International Senior Representative Donna Shaffer assisted Local 174 in the final phases of the campaign.

### Second election won at Warner Bros. Facilities

A second election was won at Warner Bros. Facilities by a 69 to 17 margin covering 114 employees in the bargaining unit. Salazar and Page are both to be congratulated for this additional victory.

"I can't remember the last time that Local 174 won a representation election," Page said. "I attribute this current activity to the emphasis that the International Union has placed on organizing and its ROC program."



International President Michael Goodwin meets with presidential candidate Al Gore on a recent visit to New York.



Joining House Majority Leader Richard Gephardt (D-Mo.) are: (from left to right) International Vice President Dan Dyer, Local 2; International Secretary-Treasurer Gilles Beauregard; and Local 2 Secretary-Treasurer Mike Cowan. The OPEIU officers met with Gephardt at a political update and review meeting sponsored by Gephardt and the Democratic National Committee.

## OPEIU Local 57 sponsors canvass project against child labor

Fine Arts students Martine Charbonneau and Peter Ricq, both 18-years old, produced 5' by 8' painting depicting the various consumer goods made by working children around the world that we find in stores all over North America. The students collaborated with Open City Productions 2002 — a non-profit organization helping homeless young people of Montreal — and OPEIU Local 57, which commissioned the work.

Wood matches, rugs, auto parts, sneakers, soccer balls and paper clips are some of the everyday goods made by working children.

The work was exhibited at the Montreal Justice Hall until December 1999. The exhibition was then moved to the Biodôme of Montreal where it remained until the end of

March. The untitled artwork sponsored by SEP 57 will next be exhibited on Parliament Hill in Canada's Capital Ottawa during the summer.

The project was created in commemoration of the 10th Anniversary of the United Nations Convention on the Rights of the Child.

A new Convention banning the worst forms of child labor was unanimously adopted at the July 1999 International Labour Conference in Geneva.

According to the ILO more than 250 million children between the ages of five and 14 work in developing countries alone. About half of these work full time. About 50 million of the children working around the world do so in circumstances that can at best be described as hazardous.



A painting created by artists Martine Charbonneau and Peter Ricq, both second-year students in fine arts at John Abbott College in Montreal.

For more information about the OPEIU, visit our website at <http://www.opeiu.org>.

# SEPB 57's Convention celebrates organizing success

**Changes to structure called for by unprecedented membership growth; well-received by delegates**

Delegates from more than 200 units throughout the province of Québec convened October 23-25, 1999 in Laval, north of Montreal, for the SEPB 57 Biennial Convention.

The convention of the largest local of the Office and Professional Employees International Union in Québec representing more than 10,000 members opened under a very timely theme "Your Union; a Growing Force." SEPB's on-going effort to organize in the province education sector paid off. After the school board mergers on July 1, 1998, a series of representation votes brought the SEPB 57 up to a grand total of almost 4,500 members from the school boards in the education sector.

SEPB 57 delegates actively took part in the deliberations focusing on changes to the present structure of the union to achieve better representation and greater member participation in developing union activities.

## Changes to structure

The 250 delegates approved the expansion of the executive committee adding one new seat for the education sector. The proposal to hold the convention once every



The Local 57 Executive Board pictured in front of the convention banner, "Your Union — a Growing Force."

three years instead of two was also approved by the convention.

## Guest speakers

Speaking about the challenges that await the labor movement in the next millennium, Québec Federation of Labour's President

Henri Massé, told SEPB 57 convention delegates what was his vision of trade unionism in the year 2000.

Also invited as guest speaker was France St-Laurent who addressed the convention about the Québec pay equity act and its implementation in the workplace.

The delegates particularly enjoyed the talk given by Francine Burnonville on the upheavals in the workplace affecting mental health. Her presentation was greatly appreciated.

## Long-time union activists honored

The convention paid tribute to long-time SEPB 57 activists whose commitment and devotion much contributed to the success and continued growth of the local throughout the years:

Jacques Leboeuf, former SEPB President and union representative now retired; Cécile Lecot, of Tele-Direct (sales) and the local's former treasurer; Manuel J. Fonseca and Rose Yorke, activists in the school board sector; Claude Lamothe also of the school board sector and former local treasurer; Madeleine Maheu, of the Québec Construction Board; Nicole Fauteux and Denise Noël-DeTilly, of the financial institutions sector. Special tribute was also paid to Marc Boulard, former SEPB president and union representative, whose untimely death was felt by many.

All were designated as honorary members in recognition of their service and contribution to the local.

# Caisse populaire de Sutton strike successful

**Employees get superior agreement**

An agreement has been reached at the Sutton caisse populaire (credit union) ending a long and bitter seven-month strike. The thirteen employees were up against a tough employer who adamantly had refused to negotiate their

first collective agreement.

"This is a wonderful victory," says SEPB 57 Treasurer Francine Hébert, "because the agreement — the first to occur in the Eastern Townships Federation des caisses populaires — is by far superior to what already exists in

other unionized credit unions in this federation, which are, by the way, not unionized with SEPB 57."

Highlights of the three-year agreement include salary adjustments ranging from 2 to 14 percent, wage increases of 2 percent, 3

percent and 3 percent, a 17-week paid maternity leave and language on work schedules.

# OPEIU supports Labor 2000

The OPEIU has made significant financial contributions to the AFL-CIO's Labor 2000 in hopes of electing pro-labor candidates on a state and national basis.

In 1999 alone, the OPEIU contributed \$100,000 to educate union members on issues. Our goal is to achieve a similar donation in 2000. "Our Local Unions over-

whelmingly supported the Labor 2000 program in 1999. Invoices will soon be sent out for 2000, and we expect all Locals to continue to recognize the importance of this program and promptly make their contributions."

The following Local Unions have participated for Labor 2000 in 1999:

Locals 1, 2, 3, 5, 6, 8, 9, 11, 12, 13, 17,

20, 25, 27, 29, 30, 32, 40, 42, 46, 51, 53, 56, 66, 80, 87, 89, 100, 105, 106, 107, 120, 129, 144, 153, 167, 172, 180, 182, 192, 204, 210, 212, 232, 233, 251, 268, 277, 295, 303, 306, 319, 320, 330, 337, 339, 367, 375, 376, 381, 383, 391, 393, 402, 411, 420, 422, 428, 442, 444, 453, 455, 457, 465, 469, 471, 472, 494, 502, 506, 509, 512, 514, 537, 555, 600, 787, 1021, 1295, 1313, and 1794.

## OPEIU joins Food and Allied Service Trades Department

The OPEIU has become a member of the AFL-CIO's Food and Allied Service Trades Department (FAST). In addition to FAST, the OPEIU is also a member of the Department for Professional Employees (DPE), and the Maritime Trades Department (MTD).

## Editorial



# Canadian Autonomy Completed

by Michael Goodwin, International President

On April 1 and 2, 2000, I had the honor of attending the Eighth Annual Triennial Canadian Convention (OPEIU) in Toronto, Canada. It was a wonderful, rewarding and informative experience. I was able to meet so many old friends and make new ones.

I was so pleased to be at this particular convention because it represents the completion of a process that began nearly 25 years ago, a process I had the privilege to observe and take part in over those years. I'm referring to the process for Canadian autonomy that has been working its way through one OPEIU convention after another over the years. This convention acted on the most recent change — the election of the Canadian Director, Vice Presidents and Regional Officers on Canadian soil, in the presence of delegates to an all Canadian convention. In the past, these elections were held only at OPEIU conventions. As nominations were made and seconded, and candidates were declared elected, I had the feeling that the mission of achieving Canadian autonomy was truly accomplished. Of course, there are still many issues and programs that we in the United States need to work together on with our brothers and sisters in Canada — but this convention highlighted the respect that we have for each of our own countries and our separate labor movements, while at the same time reinforcing the need to stand together in the face of attempts to marginalize the labor movement by globalization and extremists' efforts to move society to the right on social justice issues. This recognition of each other's separate needs makes the OPEIU stronger in both countries.

Canadian Director Michel Lajeunesse did an excellent job as Chair of the convention. He served as a resource to the convention



OPEIU Secretary-Treasurer Gilles Beauregard, International President Michael Goodwin, Janice Best and Canadian Director Michel Lajeunesse.

delegates, providing the leadership that enabled them to reach reasoned solutions to difficult problems. The convention debated issues on the regional election of Vice Presidents in Canada, the number of Vice

and Irene Harris, Executive Vice President of the Ontario Federation of Labour, who brought important messages and support to the delegates.

Michel Lajeunesse was re-elected as

fill the position vacated by Janice Best. Claude Grenier was re-elected to the Vice President seat reserved for women along with twelve Regional Officers. The eighteen elected officers will comprise the Canadian National Committee whose role will be: to set policies for Canada and make recommendations to the Canadian Director and Vice Presidents for action; to act as the Resolutions Committee at the Canadian Convention; to prepare the Agenda for the Canadian Convention; and to assist in preparing documentation pertaining to education, negotiations, public relations, organizing, staff training, union communications, etc. Congratulations to all!

Janice Best has served as OPEIU Vice President since 1986. In recognition of her service, she was honored at the Convention banquet with presentations by Michel Lajeunesse, Gilles Beauregard and Ruth Workewich, each of which was followed by a standing ovation. The emotion of the moment brought tears to Janice's eyes and much heartfelt gratitude. She has been invited to attend the next meeting of the International Union Executive Board so they too can express their appreciation and good wishes. It is my intention to recommend to the Board that Janice be granted the status of Vice President Emeritus with further acknowledgment of her contribution to the union at the next OPEIU Convention in June 2001.

The camaraderie among delegates and support for each other was excellent. Everyone left the Convention with a sense of purpose and a renewed commitment to organize the unorganized and to fight in the workplace for issues important to working families.

*“This convention highlighted the respect that we have for each of our own countries and our separate labor movements, while at the same time reinforcing the need to stand together in the face of attempts to marginalize the labor movement by globalization and extremists’ efforts to move society to the right on social justice issues.”*

Presidents for each region, secondary picketing and its effects, world march of women, violence in the workplace, jobs, justice and equality, and an emergency resolution dealing with internal Canadian Labour Congress issues. I was proud to be invited to address the Convention along with Hassan Yussuff, Executive Vice President of the Canadian Labour Congress

Canadian Director. Aside from Vice President Janice Best who did not seek re-election, all of the incumbent International Union Vice Presidents were re-elected, Maurice LaPlante (Region I), Jerri New (Region VIII) and Nick Kapell (Region IX). Carol Dupuis, representative for the Central Ontario Council and a member of Local 343 in Toronto, was elected from Region X to

