



# WHITE COLLAR

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

No. 475

Issue 4, Winter 2000-2001

## Southern California Engineers at Boeing Company join OPEIU

The Southern California Professional Engineering Association (SCPEA) has voted by secret ballot to affiliate with Office and Professional Employees International Union, bringing 2,000 new members into the OPEIU, reports Director of Organization Jay Porcaro.

The SCPEA represents 5,400 Boeing engineers predominantly based in California and is the second largest union in the United States representing engineering personnel.

On December 4, 2000, the ballots were counted showing that the SCPEA membership rati-

fied the affiliation with OPEIU. The contract that SCPEA has with the Boeing Company contains an open shop provision. Therefore, only 2,000 of the 5,400 employees are currently members of the union. One of the OPEIU's goals is to assist the SCPEA in negotiating a union shop provision in its next contract as well as providing more bargaining power in negotiations.

The new group will be known as OPEIU Local 90 with offices in Huntington Beach and Long Beach, Calif.

"We are very happy to have SCPEA join OPEIU, and have already begun work to help

them organize other professional engineers in their industry," said OPEIU International President Michael Goodwin. "One of the primary reasons SCPEA chose to join OPEIU was our strong organizing track record, and we plan to put this experience to work for this unit."

"This milestone action is the first step in an aggressive plan to increase our leverage as an organization," said Doug Potter, SCPEA president. "The next critical step is to increase our membership. Beginning immediately, SCPEA is conducting an 'all-out' member-

ship drive to continue this exciting membership momentum. Wide publicity will be given to support our solidarity as a union and to encourage membership to realize the great power we have when we move together toward a common goal," Potter continued. He also thanked Porcaro for his assistance in making the affiliation possible.

A number of OPEIU staff members were very helpful in this affiliation; in particular, International Representatives Jeff Rusich and Alan Elnick played a large role in the membership ratification process.

## 35,000 marchers rally on Parliament Hill Canadian women's march against poverty and violence is a huge success

More than 35,000 people — many of them OPEIU members — marched the streets of Canada during the International March for Women to demand an end to poverty and violence against women throughout the world. The march was part of a series of events that culminated on October 17 when a delegation of women from around the world met in New York at the United Nations headquarters.

Women, partners, supporters, allies and children from Québec crossed Alexandra Bridge to Ottawa from Hull, Québec and merged with two other lines of marchers in front of the U.S. Embassy. Also at the march were OPEIU Canadian Director Michel Lajeunesse and International Vice President Claude Grenier.

Holding banners and placards high, the crowd shouted slogans demanding an end to poverty, the building of more subsidized housing and the elimination of violence against women worldwide.

The two-hour march ended on  
*Continued on page 2*



OPEIU members from Northern Ontario were among those who took part in the March in Ottawa on October 15. Men also joined, although they were the minority!

## ORGANIZING FOR CHANGE

I N S I D E

2

Clinical  
Social  
Workers sign  
agreement

9

Canadian  
News

10

2000  
scholarship  
winners

11

Notice to  
Employees

# Congratulations to our 2000 scholarship winners

Congratulations and best wishes for future success are due to our 2000 OPEIU scholarship winners.

## **The 2000 Howard Coughlin Memorial Scholarship winners:**

### **Full-Time**

Mr. Alex Gilbert  
Utopia, New York  
Attending: Vassar College



Mr. Timothy Kleiman  
Brooklyn, New York  
Attending: Yale University



Ms. Lauren Margolin  
Chapel Hill, North Carolina  
Attending: Stanford University



Mr. Kyle Moyles  
Indialantic, Florida  
Attending: University of Florida



Mr. Joseph Scariza  
Hauppauge, New York  
Attending: University of Rhode Island



Mr. Gregory Rojas  
Miami, Florida  
Attending: University of Miami



Ms. Jennifer Whiteman  
Kearney, Missouri  
Attending: Northwest Missouri State University



Ms. Cassandra Pierce  
Santee, California  
Attending: University of California, San Diego



Mr. Ruchi Kapoor  
Renton, Washington  
Attending: University of Washington

Mr. Jesse Imhoff  
Williamston, Michigan  
Attending: Central Michigan University



Mr. Christopher Johnson  
Lansing, Michigan  
Attending: University of Michigan, Ann Arbor



Ms. Valerie Winters  
North St. Paul, Minnesota  
Attending: St. Cloud State University



### **Part-Time**

Ms. Donna Caruso  
Belleville, New Jersey  
Attending: William Paterson University  
[Photo not available]

Ms. Melanie Eicher  
Blaine, Minnesota  
Attending: North Hennepin Community College



Ms. Jody Hanneman  
Wisconsin Rapids, Wisconsin  
Attending: Mid-State Technical College, Lakeland



Ms. Stacie Johns  
Warren, Ohio  
Attending: Kent State University  
[Photo not available]

Ms. Lisa Orozco  
Lachine, Michigan  
Attending: Alpena Community College



Ms. Shonta Washington  
Sterling Heights, Michigan  
Attending: Macomb Community College



## **The 2000 John Kelly Labor Studies Scholarship winners:**

Ms. Dianna Silvers  
Butler, Missouri  
Attending: DeVry Institute of Technology



Ms. Judith Wright  
Plover, Wisconsin  
Attending: University of Wisconsin, Stevens Point



## **The 2000 Tennessee Valley Authority Employees Scholarship winners:**

Mr. Dustin Abell  
Kevil, Kentucky  
Attending: Murray State University



Ms. Erica Aycock  
Tuscumbia, Alabama  
Attending: University of North Alabama



Ms. Shannon Cagle  
Cleveland, Tennessee  
Attending: Tennessee Technological University



Ms. Diana Priddy  
Rochester, Kentucky  
Attending: Western Kentucky University



Mr. Derek Steele  
Ooltewah, Tennessee  
Attending: Cleveland State Community College



Mr. Lucas Thomis  
Paducah, Kentucky  
Attending: Paducah Community College



Mr. Benjamin Trotter  
Hixson, Tennessee  
Attending: University of Tennessee, Knoxville

# 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 not germane 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 not germane 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 not germane 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, 2000 through August, 2001 is 10.56%.

Individuals who choose to file objections to funding expenditures that are not germane to the collective bargaining process must file them in writing with the Office and Professional Employees International Union, 1660 L Street, N.W., Suite 801, 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 should 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.

We make  
**first-time**

home buyers  
feel right at  
**home.**

*Special union benefits are  
your key to an easier, more  
affordable mortgage!*



Thanks to two super programs from Union Member Mortgage and Real Estate, you could be closer to buying a home than you think!

► One option lets qualified first-time buyers put 3% cash down; the second allows you to put just 2% cash down combined with a 3% gift or loan.\*

► And, if you also use a program real estate agent to buy your home, you'll save \$350 on closing costs!

► So if you're a first-time buyer, go with the program where you're #1!

**1-800-848-6466**

Mon-Fri 8:30am-9pm; Sat 9am-1pm (ET)  
Se habla español

**UNION MEMBER MORTGAGE  
AND REAL ESTATE**

*Your union membership—  
working for you.*

\*Not all mortgage programs/policies available in all areas. \*These down payment options are not available in all areas. Financing provided by The Chase Manhattan Bank or Chase Manhattan Mortgage Corporation, Equal Housing Lender.

## Editorial



### Every vote counts

By Michael Goodwin, International President

One person, one vote — every vote counts! That's the American way. When it comes right down to it, that's what matters — counting everyone's vote. Our goal in this election was to get out the vote and ensure that the union voice was heard in the process. As you read this, the political and legal fiasco in Florida has come to an end and we are about to inaugurate George W. Bush as President of the United States. While it would have likely been a different story if all the votes cast had been counted, we cannot lose sight of the fact that we did get out the vote and our voices were heard. More importantly, this election has vividly shown us that every vote really does count — and how crucial it will be to turn out the vote in future elections.

Throughout this election cycle, OPEIU worked to ensure that people exercised their right to vote. OPEIU provided staff to work on the national Get Out the Vote (GOTV) campaign because we knew how important and close this election was going to be. Despite how we may feel about the result of this election, we have to remember that, when followed, the democratic process works — and that union votes are critical. Across the country, in race after race, the union vote made the difference. Senate races in New York, Michigan, Missouri, Florida and New Jersey, to name a few, were determined by union voters. From Maine to Hawaii, you can see where the union voices were heard and where union voters, volunteers and financial support had a huge impact. Local and state elections, from school board to governor races felt the influence of working families. That's how we protect our rights in a democracy. Again, every vote counts.

The presidential election is no exception.

The working families of America had a huge impact on this election. Union voters across the country came together and helped Al Gore win the majority of votes cast. There is no dispute there — Al Gore won the popular vote by more than 300,000 votes.

Now let's be straight about the situation in Florida. If all the votes were counted, Gore would have won the presidency. That's democracy. One vote per person and every vote counts. We've all heard the numbers that were disputed by both sides. But let's forget the numbers — when you look at the issues raised, it's clear that the results "certified" by Florida's Secretary of State Katherine Harris on November 11 were not valid. This was not a case of recount after recount, as some will have you believe, this was a case for one, true count. This is America where we count every vote and it is not over until then. What the Gore/Lieberman team was asking for was the true results. Let every vote count and then see who is the winner. Time after time, Gore said that after every vote is counted, if George Bush was the winner, he would support him and his administration. Did you ever hear the same statement from Bush? When the Supreme Court intervened and stopped the recount and ended the election, Gore was true to his word. Why didn't the Bush/Cheney ticket want every vote counted? The answer is simple — Gore received more votes. It's true for the popular vote and it's true for the Florida vote.

History will judge what happened in Florida. History will also judge us, and if we don't learn the lesson of 2000, then it will be a harsh judgement. What every OPEIU member must take from this election is the importance of voting. We've gone over the races where working families made a difference. We have seen how close the presidential race was and how every single ballot factors into it.

We must build on the momentum we have gained the past two elections. Media across the nation talked about how big a factor the labor vote was this past November. A whopping 27 percent of the votes for Gore-Lieberman came from a union household — the highest number in recent history! Candidates who support working families were elected throughout the land. There is, however, much more work to do. In some ways, the 2002 election will be as — if not more — important than this one. Working families are on the verge of putting our friends back in control of Congress. In the Senate, there is a 50/50 split. One more senator and champions of working families like Senators Tom Daschle, Ted Kennedy and Hillary Clinton will be in the majority. On the House side, we are even closer to putting Rep.

Richard Gephardt in the Speaker's chair. There isn't a better defender of workers' rights than Rep. Gephardt, or the future majority leader Rep. David Bonior. The next election will be crucial, especially now that George W. Bush ended up in the White House.

It is clear that this year's election will be remembered and studied by future generations. While it took some time for the winner to be declared, it takes no time at all to see how we — as a Union and a labor movement — must proceed. We must redouble our efforts and reenergize ourselves for the

upcoming elections. Before you realize it, we will be electing new governors in states like New Jersey and Virginia. Will they be friendly to working families? That is up to us. In a short two years, we will be electing a new Congress. Will it be led by men and women who support the labor movement and all it stands for? That is up to us.

In each of those races, union members can, and will, make the difference. For no matter what the end result of election 2000, we still live in America — and in America, every vote counts!

*“One person, one vote  
— every vote counts!”*



International President Michael Goodwin with President Clinton and Senator-elect Hillary Rodham Clinton.



Printed in USA

## 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.opeiu.org>

OPEIU. Not only does my union provide members with good working wages and benefits, you also encourage us to improve ourselves scholastically.

Again, thank you for the very generous scholarship.

Sincerely,

**Jody Hanneman**  
Wisconsin Rapids, Wisc.

**Dear Mr. Goodwin:**

On behalf of my son, Alexander (Alex) Gilbert, I'd like to thank you for awarding Alex a \$4,000 scholarship from the Howard Coughlin Memorial Scholarship Fund ... we really appreciate this award. Please send my thanks to the committee.

Sincerely yours,

**Sheryl Gilbert, ACSW**  
OPEIU Local 153 - OMCE Member

**Dear Mr. Goodwin:**

I would like to take this opportunity to thank you and the committee for the Howard Coughlin Memorial Scholarship. It is very much appreciated, and I feel that this will be a great assistance in my college education.

Again, thank you very much for this award.

Sincerely yours,

**Joseph R. Scariza**  
Hauppauge, NY  
(Joe's father, Joseph, is an OMCE member on Long Island, NY)

**Dear Mr. Goodwin:**

Thank you so much for selecting me for the Howard Coughlin Memorial Scholarship Fund. I am so fortunate to belong to the

## Clinical Social Work Federation signs agreement with OPEIU

The Clinical Social Work Federation (CSWF) and the OPEIU have signed an historic agreement, wherein OPEIU has continued its chartered local union status of Guild 49. The OPEIU, which had a previous agreement with CSWF since May 1998, will represent Guild 49 until its officers are elected in September 2001.

Guild 49 will fully participate as a separate Guild in OPEIU's National Guild of Medical Professionals (NGMP), and will be eligible for participation in the NGMP Health Plan and other benefits of OPEIU membership. CSWF will continue to exist as a self-governing Federation, but will be assisted by OPEIU and Guild 49 with such matters as recruitment, legislative lobbying, insurance, and networking within the AFL-CIO state federations and Central Labor Councils to promote the work of these professionals within the labor movement.

"This affiliation will provide practitioners of clinical social work with the resources needed to grow and expand its membership," said OPEIU International President Michael Goodwin. "The strength of the OPEIU also gives them political clout when lobbying on issues of specific concern to their members and their profession."

The OPEIU is also making available a number of resources that will prove helpful to Guild 49, including the Labor Provider Organization (LPO) that is currently being developed by OPEIU. The LPO will make provider information available on the Internet for members who wish to get service from a union provider.

The agreement was effective as of October 1, 2000.

## 35,000 marchers rally on Parliament Hill

*Continued from page 1*

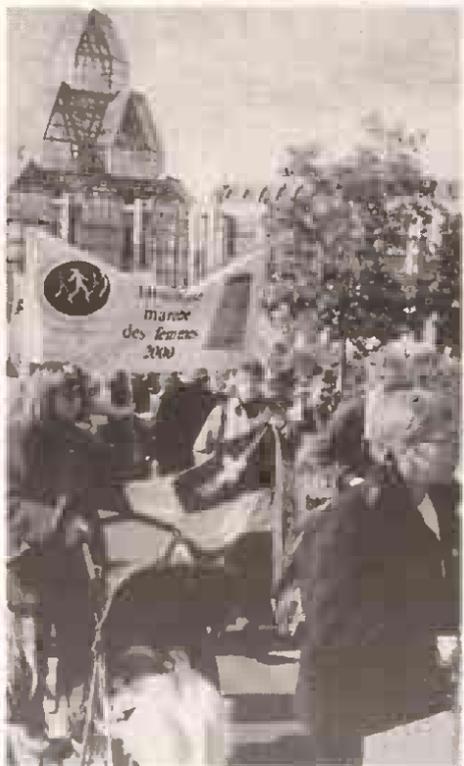
Parliament Hill where music and other entertainment welcomed the arrival of the marchers.

The World March of Women, organized

mainly by Québec women, features events that took place around the world, including the march in New York City. It was inspired by a women's "Bread and Roses" anti-poverty march in Québec in 1995.



More than 35,000 people, mostly women, gathered on Parliament Hill after marching through the streets of Ottawa.



Marchers from Québec make their way to Parliament Hill from Hull.



OPEIU Local 57 and other unions participate in the International Women's March 2000 on October 14 in Montreal.



On October 17, the International Women's March in New York City culminated outside the United Nations building. Participants included (left to right) Québec Federation of Labour Vice President Jérôme Turca (PSAC), OPEIU International President Michael Goodwin, OPEIU Canadian Director and Q.F.L. Vice President Michel Lajeunesse, OPEIU International Vice President Richard Lanigan, and Québec Federation of Labour President Henri Massé.

## Work and Health

# Injury dangers in hospitals

By Phillip L. Polakoff, M.D.

Injuries are no respecter of time or place. You can get hurt anywhere: At work, at home on your day off, on the golf course, in the bowling alley, on your jogging route; even driving or walking to the store.

But surely, wouldn't you be safe from harm in the hospital? That's where trained medical professionals take care of injuries, isn't it? You can't get hurt there, can you?

Don't bet on it, especially if you're an older American! A disturbing report on October 10, 2000, by AARP's Public Policy Institute, says that at least six percent of hospitalized patients age 65 or older suffer treatment-caused injuries that result in measurable disabilities or prolonged hospital stays.

That's twice the likelihood of preventable medical injuries sustained by other groups.

According to the AARP report, the most common injuries among older patients include adverse drug reactions, falls, hospital-acquired infections, pressure sores, delirium and surgical complications.

Medical injuries, the report says, are not limited to hospitals, but are common in nursing homes and other health settings.

The report by Dr. Jeffery Rothschild of the Harvard School of Medicine and Dr. Lucian Leape of the Harvard School of Public Health focuses not only on the number of medical injuries, but also on why older patients are injured more frequently and how many of those injuries could be prevented.

Here are some of their findings and recommendations:

**Adverse drug events.** These are more common in older patients who use multiple drugs and have complex prescription regimens. These events can be reduced through physician education in geriatric pharmacology and by teaching doctors how to recognize

these events and distinguish them from new illnesses.

They can also be reduced by greater involvement of pharmacists in medication management, expanding drug labeling for geriatric use, redesigning hospital medication safety systems and using new technology to permit physicians to order prescriptions by computer. This last suggestion could help reduce errors in interpreting hard-to-read handwritten prescriptions.

**Falls.** These are a major problem in nursing homes. On average, half of older nursing home residents suffer falls each year. Injuries due to falls could be prevented or greatly reduced by identifying patients at risk and providing appropriate safeguards.

**Surgical complications.** These are twice as likely to occur in older patients with impaired organ function and multiple chronic diseases. These complications could be reduced by a team approach — surgeons, geriatric specialists and anesthesiologists working together to establish optimal pre- and post-operative care.

**Hospital-acquired infections.** Declining immunity and more time spent in the hospital combine to make older patients more prone to infections. These could be reduced by more rigorous application of well-known principles of infection control.

"Preventable medical injuries in older patients represent a problem of major proportions," says John Rother, AARP director of Legislation and Public Policy. "The costs of unnecessary suffering or death are enormous."

According to the Institute of Medicine, medical errors in 1999 resulted in an estimated 44,000 to 98,000 deaths, and cost the nation up to \$29 billion. These costs in lives and dollars can — and must — be reduced.



## Washington Window

# Company shoots itself in the foot

Want an example of stupid things companies do to combat their workers? Then consider the case of Parts Depot, Inc., its Miami warehouse, its relations with the Metro Dade County (Miami) government and veteran worker Vivian Fortin.

Because if there was ever a case of a company costing itself money — even before labor law penalties — in order to stop the union's organizing campaign, this is it.

Parts Depot sells auto replacement parts wholesale from warehouses nationwide, including Miami. In the early 1990s, it made a concerted bid to get the county's auto parts business.

Parts Depot set up a special office for the Dade County government customers, installed a special hotline, dedicated a special truck to deliver their parts, provided customized service, and named one of their best and most valued workers — Fortin — to handle it. Fortin earned the responsibility through a decade of outstanding work and supervisors' commendations.

And she succeeded. Monthly Parts Depot sales to Metro Dade government rose from \$20,000 in early 1994 to more than \$33,000 by the middle of the year. But then the sales started a slow decline, and late in the year, Fortin was fired.

Why? Because she was a leader — and the only worker quoted by name in a newspaper article — about UNITE's 1994 organizing campaign at Parts Depot.

How did the company retaliate? Not only did they write up Fortin for work rule violations — and even manufacture imaginary violations to create a "paper trail" to justify firing her — but they created a fraudulent evaluation of her performance.

And they started the retaliation the day after the article appeared, in May 1994, and just two days after supervisors were commending her work and the increase in sales.

And, after all the effort to provide special service for Dade County — an effort supervised by the warehouse's CEO — they took away the special hotline, the dedicated truck and the customized service. And they told Fortin she couldn't provide special service finding auto parts for her

special customer, Metro Dade, any more.

None of this stopped Fortin. Like a good unionist, and despite the harassment and discipline, she served as an observer at the 1994 union certification vote at Parts Depot. But while the anti-union activity didn't stop Fortin, it did stop others. UNITE lost, 46-40.

But Parts Depot's fraud and labor-law violations were so pervasive that a National Labor Relations Board administrative law judge found that a fair rerun of the election would be impossible. He certified UNITE to represent the workers. In September 2000, a three-member NLRB panel voted unanimously to back that up.

So what's so unusual about this case? Only that it shows a company will shoot its own profits and revenues in the foot just to keep unions out, just to deny its workers a voice on the job.

And that a company's anti-worker conduct was so widespread, and its attitude so pervasive, that administrative law judge Richard Linton, in some of the most colorful language ever seen in a legal case, cited everyone from the prophet Hosea to martyred union organizer Joe Hill in denouncing Parts Depot.

"Top management's animus against the union is so virulent that it resorted to slandering this good and dedicated worker, or, to use management's own glowing terms, this 'valued,' and 'exemplary' and 'excellent' employee who is 'an asset to the company,' he wrote. All was done "in order to industrially destroy her for supporting the union.

"But as the prophet Hosea warns: 'When they sow the wind, they shall reap the whirlwind.'"

The whirlwind in this case includes reinstating Fortin with back pay, recognizing UNITE, ordering Parts Depot to bargain with it, a ban on offers of improved benefits if workers reject the union, a ban on reprisals and reinstatement of 12 other workers with back pay. Oh, and Parts Depot can't take back the general pay raise it granted in its attempt to beat UNITE, either.

But the real whirlwind is a reminder to workers that companies will shoot themselves in the foot, financially, just to keep us out. Remember that, as we organize.

**For more information**

**about the OPEIU,**

**visit our website at**

**<http://www.opeiu.org>**

# Believe it or not, St. Chad was looking over this election

This election was certainly a strange one, but this has to take the cake.

According to New York's Daily News, the patron saint of disputed elections is — ready for this one? — St. Chad!

"Thirteen hundred years before 'dimpled chad' stalled America's transfer of power, the name Chad came to mean wrongfully holding office and stepping down selflessly in the name of unity," the Daily News recounts in its December 1, 2000 edition.

The newspaper tells the story:

"The year was 664, in Dark Ages Britain, just as the Latin and Celtic churches were uniting after a big fight over the date of Easter. A monk named Wilfred was named bishop of York and went off to Paris to be consecrated. He stayed for two years — preferring the city to the desolate moors of his new diocese.

Possibly thinking Wilfred dead, King

Oswy of Northumbria picked a humble abbot named Chad for the post.

Chad was consecrated by the only two bishops left in the plague-struck area, but because they insisted on the Celtic date of Easter, they were technically out of communion with the church.

When Wilfred finally returned from Gaul in 666, the archbishop of Canterbury determined that Chad wasn't a proper bishop and charged him with holding office illicitly.

"I willingly lay down the office, for I have never thought myself worthy of it," Chad said, according to Bede's medieval history of the church written in 731. The archbishop was moved at his graciousness and made Chad bishop of Mercia. Some readings of the Chad story paint the saint as a usurper who was ordained by two shady Welsh bishops and was properly deposed. But most retellings dwell on the selfless way he stepped aside

to preserve peace within the church.

The plague caught up with Chad in 672.

The prayer for the Feast of St. Chad on March 2 starts:

"Almighty God, whose servant Chad, for the peace of the church, relinquishes cheerfully the honors that had been thrust upon him only to be rewarded with equal responsibility: Keep us, we pray Thee, from thinking of ourselves more highly than we ought to think, and ready at all times to step aside for others."



## Local 6 member furthers her labor education

Helping members improve their lives and advance their careers is one of the main goals of any union and particularly of OPEIU. The International Union encourages its members to seek out opportunities to further their education and their professional life. When one of our members accepts the challenge and succeeds, therefore, we feel very proud. Local 6, Quincy, Massachusetts, Business Agent Tracy Monahan is just such a member.

Monahan recently graduated from the Union Leadership and Administration Labor Studies program at the University of Massachusetts. She received a Master of Science in Labor Studies from the university at a ceremony in Amherst, Mass. Tracy has been a business agent with Local 6 since 1998 and completed her degree over the past three years in an innovative limited-residency program. This program is offered at UMass through a partnership with the George Meany Center for Labor Studies. The program is the only one of its kind and is based on a ten-day residency held twice each year at the university.

"It's a lot of work to do, especially since we are still doing our jobs for the Union at the same time," said Monahan. "Without the support of my Business Manager, Walter Allen, I don't think I could have done it. He really encouraged me and gave me the time to get all my school work done."

More than one hundred union officers, staff and activists are currently enrolled in the program. Monahan joins twenty other graduates this year from a variety of unions. Graduating

from this program is a momentous accomplishment for a trade unionist working full-time. She had to have her readings done before the residency time period and had to complete her papers and projects after it—all without missing a beat from her work.

"The dedication and perseverance showed by Tracy Monahan is a shining example to all of us," said International President Michael Goodwin. "We are so pleased and proud of Tracy and encourage all our members to take advantage of the programs available to union families."

Monahan, who already had her undergraduate degree from UMass, was reading through Working America and saw a feature spotlighting the program. "It sounded like a great opportunity and I decided to go for it. I definitely recommend this program to all union members. The people you meet from all over the country and from all walks of the union world alone make this an incredible experience."

To find out more information on this program you can contact the UMass Labor Center at (413) 545-4875. Join Tracy and hundreds of other union members as they expand their horizons and open up new opportunities for themselves. On a recent visit to the program, AFL-CIO President John Sweeney summed it up well when he said, "The energy, intelligence and commitment to the labor movement shown by these students makes me feel confident about our future. This diverse group of men and women is the core of the next generation of labor leaders in this country."

## OPEIU has new computer network specialist

Christopher J. Meyn has been hired by the International Union to serve as its Systems Administrator whose main objective will be to network all local unions with the International Union.

"We recognize that being on the forefront of computer technology is crucial to effectively serving our members," said International President Michael Goodwin. "Chris will help us accomplish our goal of networking all locals to improve our communication and to more quickly disseminate vital information to our members throughout North America," Goodwin continued.

Meyn joins OPEIU after obtaining a degree in network engineering and data communications from The Chubb Institute. As a student and intern at Chubb, Meyn learned how to troubleshoot and test network connectivity, diagnose and troubleshoot PC-related problems, install various software programs for networks, as well as setup and manage user and group accounts. Prior to that, Meyn worked as a lab technician for ImClone Systems, Inc., where he designed programs for robotic instrumentation to run experimental procedures for drug discovery, as well as data analysis programs in Microsoft Office utilizing Visual Basic to analyze data.

OPEIU is happy to have Meyn onboard to help us meet our computer technology needs, and to ensure that our website is an effective communications and organizing tool.



Christopher Meyn

### WHITE COLLAR

Official Organ of  
OFFICE AND PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION  
affiliated with the AFL-CIO, CLC  
http: www.opeciu.org

MICHAEL GOODWIN  
President

GILLES BEAUREGARD  
Secretary-Treasurer



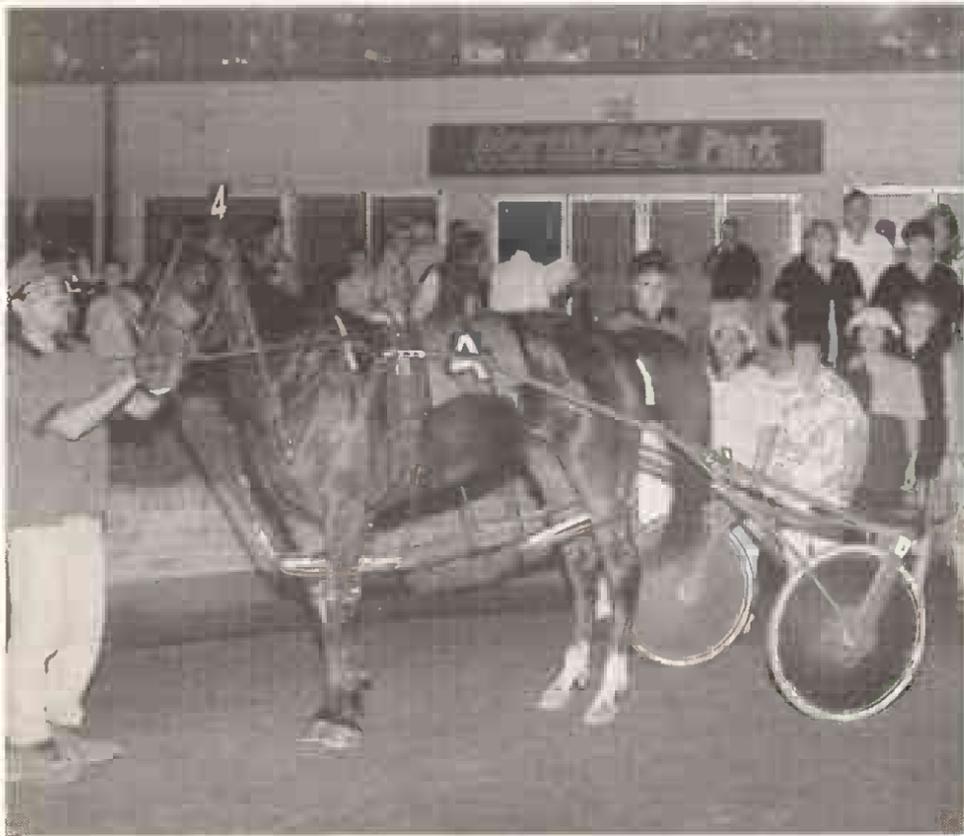
CALM  
ACPS

WHITE COLLAR (ISSN 0043-4876) is published quarterly by Office and Professional Employees International Union, 1660 L St., N.W., Suite 801, Washington, D.C. 20036. Periodical postage paid at Washington, D.C. POSTMASTER: Send address changes to Office and Professional Employees International Union, 1660 L St., N.W., Suite 801, Washington, D.C. 20036.

Reproduction by the Labor Press of any or all material herein contained is not only permitted, but wholly desirable in the interest of workers' education.

Subscription Price \$1 a Year

## Local 339 member makes horse racing a family affair



Jackie Harris, a member of Local 339 in Akron, Ohio, and her husband, Ron, have made their love of horses and horse racing a family affair. The couple own harness horses for racing, and their teenage daughters have demonstrated their fine riding skills in many horse shows and racing under saddle. Harris invited members of Local 339 to attend a recent race at Northfield Park in Ohio. Pictured are some of these members with the driver in the Winner's Circle.

## Michigan Coalition of Labor Union Women tackles issues at political action conference

More than 100 participants attended the Michigan Statewide Coalition of Labor Union Women (CLUW) Political Action Conference, held Saturday, October 21, 2000 at UAW Local 22 in Detroit. Among the many speakers at the conference were OPEIU International Vice President Millie Hall. Hall also serves as President of the Metro-Detroit CLUW chapter.

The conference, with the theme "Women Voters — Creating the Winning Edge," also featured remarks from National CLUW Vice

President Josephine LeBeau; the Honorable Jackie Currie, Detroit City Clerk; the Honorable Artina Tinsley Hardman, Michigan House of Representatives; and Millie Jeffrey, Metro-Detroit CLUW member and recent recipient of the Congressional Medal of Honor.

The conference featured discussions on the future for women and seniors, political issues and challenges facing Americans in the November presidential elections, and the need to mobilize people — especially women



Millie Hall, OPEIU International Vice President and Metro-Detroit CLUW President, and Jearlean Fleming, OPEIU member and Chicago CLUW Chapter member, at the Michigan CLUW Political Action Conference.

## International Vice President Hall's son elected for third term

Derrick Hale, son of Millie Hall, International Vice President, Region VII, was re-elected on November 7 by a whopping 93 percent of the vote to a third term as State Representative, Michigan 14th House District.

Congratulations to Derrick as he begins his final term in the State House.



## Family Values

Your union offers savings on Hertz car rentals, hearing aids, flower deliveries and more.



To start saving today call:  
Se habla español

**1-800-452-9425**  
**UNION FAMILY SAVERS**

## Union Privilege offers tax preparation discounts through H&R Block

Union Privilege is making available to all union members an improved benefit: the H&R Block discount on income tax preparation has been increased for this tax season to \$20 from \$15 offered last year. This discount is now an even better way for union members to save when they have their taxes prepared at H&R Block.

To take advantage of the discount, members must present a coupon on their initial visit. (OPEIU members should receive the coupon in the mail; if not, just call Union Privilege at 202-293-5330 and request one be sent to you.) The offer is only good at participating H&R Block offices. Members can call 1-877-653-0061 for a participating location near them.

All OPEIU members are entitled to this discount, and we urge you to take advantage of this benefit.

# Erie/North Central Area Educational Conference

For the first time in our history, OPEIU has implemented a recommendation of the four Vice Presidents in Region VII, Anita Roy, Millie Hall, Julie Weir and Theresa Horner to conduct an area educational conference that included all of the locals in Region VII. The conference was held November 17-19 at the Palmer House Hotel in Chicago, Illinois attended by 85 members who participated in a mock arbitration hearing based on an actual Illinois case involving the issue of violence in the workplace.

Dr. Michael Leroy, a professor at the University of Illinois at Champagne/Urbana who is also a professional arbitrator and mediator, led the participants in a lively discussion of the issues and facilitated small group development of arbitration preparation and presentation.

Prior to the Educational Conference, Local 320 members Laura Allison and Marcia Mayne conducted a day-long computer skills training session with the assistance of Chris Meyn, OPEIU's new Systems Administrator. They covered computer architecture, conducting Internet searches and information requests. Primary programs demonstrated included Microsoft Office, Excel, Word, mail merging, Access and PowerPoint.

On Sunday morning, the Regional Vice Presidents conducted a breakfast and gave detailed reports on the activities in Region VII and plans for the forthcoming OPEIU Convention in June 2001 to be held at the Sheraton Bal Harbor Hotel in Bal Harbor, Florida. Also, Vice President Julie Weir presented an introduction to a Region VII Website to be used as a tool in improving communications among locals and members within the Region.



Local 35 delegates including, second from right, new OPEIU region VII ROC organizer Elise Cochran.



Local 12 President Bob Haag reports on the mock arbitration case that was held at the conference.



Local 494 delegates with OPEIU President Michael Goodwin, International Representative Sandy Naples (standing second from left) and International Vice President Millie Hall (standing left of Goodwin).



Delegates work on a computer training course conducted by Laura Allison and Marcia Mayne of Local 320.



OPEIU's new Systems Administrator Christopher Meyn working with Linda White, Local 42.



OPEIU Director of Field Services Kevin Kistler welcomes delegates to the conference.



OPEIU President Michael Goodwin with Region VII Vice Presidents Julie Weir, Anita Roy, Millie Hall and Theresa Horner.



Professor Michael Leroy conducts arbitration training on violence in the workplace.



Local 459 and Local 12 delegates listen to one of the presentations.

## Lobbyist Corner

# OPEIU urges continued support of quality healthcare, minimum wage, patients' bill of rights into 107th Congress

Submitted by OPEIU Lobbyist Robert McGlotten of McGlotten & Jarvis

The 106th Congress was embroiled in partisan politics, which resulted in a rare lame duck session, due in part to the fact that 2000 was an election year. This contributed to a legislative deadlock on many of the bills that OPEIU had been supporting. Many of these bills died in session, including the minimum wage proposal, the Quality Health Care Coalition Act of 1999, the Patients' Bill of Rights, and the prescription drug benefit program. All of the defeated bills will once again be considered a priority by OPEIU in the 107th Congress, which convened January 4, 2001.

### 107th Congress

The new makeup of the 107th Congress has shifted from a Republican majority to a near dead-even split; the Senate is tied at 50-50. Democrats have gained two seats in the House.

### Victory!

One bright, shining victory did occur during the lame duck session as a result of a congressional effort to adjourn with some resolution. The Medicare "givebacks" legislation, which sought to restore funds made by the 1997 Balanced Budget Act to HMOs and health-care providers over a five-year period, includes a total package of approximately \$30 billion — in the long run, this will assist practitioners of clinical social work, nursing care practitioners and other medical specialists.

### Legislative Updates

• **H.R. 1304** — The Quality Health Care Coalition Act of 1999 — Congress failed to act on this measure, which would make anti-trust laws apply to negotiations between

groups of healthcare professionals, health plans and health insurers in the same way that such laws apply to collective bargaining agreements by labor organizations under the National Labor Relations Act. The most likely sponsor of this measure in the 107th Congress is Representative John Conyers, the Commerce Committee's ranking Democratic member and one of the many co-sponsors of Tom Campbell's bill last year.

• **H.R. 1102** — The Retirement Security and Savings Act of 2000 aims to raise contribution levels and increase portability for retirement accounts, and makes minimum distribution levels easier to understand.

• **Minimum Wage** — Congress did not approve a \$1 increase in the minimum wage.

• **Prescription Drug Program** — Democrats and the White House opposed the Republican proposal that claimed aide to states could begin immediately — the opposition's reasoning was that many states do not have programs already in place and would first have to pass new legislation before this benefit could be applied.

• **H.R. 2723** — Patients' Bill of Rights — The 106th Congress gridlocked on passage of proposed patients' rights legislation that would allow patients to sue health plans over inadequate care. The House already passed the Democratic-sponsored and Clinton-backed H.R. 2723, which has since been modified in the hopes of appeasing Senate Republicans. The revised proposal calls for an expansion of the medical savings account program, places a \$5 million limit on the amount a patient can recover for non-economic damages and protects employers from being sued.

# Census says working women the norm, but advocates say Fed policy fails families

The Census Bureau reports more women than ever are entering the workforce and especially those with children. But juggling the demands of work and family is overwhelming and many family advocates say public policy is woefully inadequate to meet the basic needs of working families.

Nearly 59 percent of women with infants under the age of one are working outside the home. That's nearly double the percentage working in 1976, says the report. And more than 73 percent of women with children ages 15 and older are in the workforce.

The report was no surprise to the AFL-CIO Working Women's Department. At its working women's conference in March — the largest such gathering to date — working women celebrated new options available to them. But women unionists also testified to the extreme stress of juggling both work and family.

"Today's 'instant' economy is leaving working women with more stresses than ever," said AFL-CIO Executive Vice President Linda Chavez-Thompson. "Working women need help in balancing work and family."

Responses to the census report from women's and children's organizations echoed

Chavez-Thompson's concern.

Lauren Asher, Communications Director of the National Partnership for Women and Families, said the report confirms "the reality women have been living with for a long time. Hopefully, employers will now understand that reality."

She said her organization finds the top concern for women is the "juggling act," defined as the struggle between the enormous amount of energy and time to care for home, children and sometimes aging parents, and meeting work challenges. Unfortunately, employers rarely take that juggling act into account.

And federal policy addressing the needs of working families is inadequate. Winning Family Medical Leave in 1993, that offers three months unpaid time off without fear of job loss, was a big step forward. But taking leave is simply out of reach for most women, who can't take time away from work without a paycheck.

Asher points out that 18 states are now considering ways — including use of unemployment benefits — to provide supplemental income during family leave. Public support for these kinds of measures is high,

she says. But federal government support is currently non-existent.

While expanding family leave is a primary policy concern for working mothers, so too is quality childcare. But like family leave, federal policy is again missing in action.

Helen Banks of the Children's Defense Fund says current federal funding of childcare programs is insufficient. "In Florida alone, 50,000 families are on a wait list for subsidized child care," she says.

"The census report shows there's a lot of work to do in regards to establishing good, affordable child care," says Banks. "We need to establish universal pre-kindergarten and to expand childcare funding, including expanding the Head Start program and after school programs."

Banks notes childcare costs take up a huge portion of parents' income, while only a mere 1 percent of all private employers contribute to workers' childcare expenses. Further, Banks says infants are being left too early and more than 5 million school children are home alone after school.

That's reflected in the census report. It found more than 50 percent of full-time working women with infants were either sin-

gle, divorced or widowed.

For two-parent families, the AFL-CIO found more than 46 percent of women work different shifts from their partners. Working different shifts is one way parents can meet childcare needs. But split shifts may also indicate the kind of jobs many women hold — low-paid and low-status.

Certainly, women's wages would suggest that. More than 70 percent of working women made less than \$25,000 per year, compared to 48 percent of men. And 58 percent of minimum wage workers are women, reports the AFL-CIO.

And women also get short-changed on benefits. More than 14 percent of working women have no sick leave. And private pension income is almost \$4,000 less per year for women than for men.

As in family leave and childcare, federal policy on the gender wage and benefit gap is negligible. Advocates hope the census report will spur profound change.

Meanwhile, the best hope for working women is to join a union. Union women are closing the gender pay gap. A union contract also ensures leave. And unions are also negotiating for childcare benefits.

# Canadian News

## Local 378, Vancouver, British Columbia

### Four-year contract at ICBC

Local 378 members at the Insurance Corporation of B.C. turned out in record numbers — 5,400 people in total — to cast a 91 percent vote in favor of a new four-year agreement. Highlights of the settlement include a 2 percent wage hike on October 1, 2000, 2 percent on July 1, 2001, and another 2 percent increase a year later. The OPEIU/ICBC contract runs from July 1, 1999 to June 30, 2003.

Other highlights include job security pro-

visions, negotiation process for joint trusteeship of the pension plan and "gainsharing" that will result in a lump sum equal to 1 percent of the average wage for 1999; up to 2.5 percent for the year 2000 and up to 2.5 percent for the year 2001. Dental plan B improvements will increase in steps to 70 percent by October 1, 2001; pension plan contribution holiday of 1.5 percent for approximately 24 months and a \$200 signing bonus.

### BC Hydro and BC Gas form two new companies

Two new companies, Servco and Retailco, are being formed and are equally owned by B.C. Hydro and B.C. Gas. Local 378 is assessing both the impact of this sale of public assets on our members and on British Columbians.

"We have concerns that this may help set the stage for deregulation of B.C. Hydro,"

said Local 378 President and International Vice President Jerri New.

"Given the increases to B.C. Gas recently, deregulation will not be beneficial to British Columbians for our hydro and water," New continued. "It is increasingly important that we protect our Crown Corporation and public services from privatization and deregulation."

### National Car workers gain wage parity with Hertz

Local 378 members at National Car Rental at the Vancouver Airport ratified a three-year agreement, achieving wage parity with Hertz.

They achieved a 3 percent across the board wage increase, effective August 1, 2000 and several benefit improvements.

### Thrifty Car joins Local 378

Thrifty Car Rental at the Vancouver Airport and four other locations is now a Local 378

certification. Previously, workers at Thrifty belonged to CLAC (Christian Labour).

### Québec Federation of Labour hosts Chinese labor activist

Han Donfang met with Québec Federation of Labour officials while in Montreal on October 16, 2000.

Donfang, a railway worker, founded the now suppressed Beijing Workers' Autonomous Federation, China's first independent labor organization since the establishment of the People's Republic in 1949. In that capacity, he led the workers' organization in Tiananmen Square during the 1989 demonstrations. Donfang was arrested and was held 22 months without trial.

Thanks to intense efforts by international labor and human rights organizations, Donfang was eventually released and allowed to leave China in 1992 to receive medical

treatment for tuberculosis that he contracted while in prison.

Re-entry to mainland China was refused to him in 1993 and he has since lived in Hong Kong where he founded the China Labour Bulletin to provide news about issues facing Chinese workers.

The two-hour meeting took place at the Local 57 headquarters and included Canadian Director Michel Lajeunesse, who is also Vice President of the Québec Federation of Labour, Henri Massé and René Roy, respectively President and Secretary-General of the Q.F.L., Louis Bolduc of the UFCW and Maurice Laplante, President of Local 57.



OPEIU Canadian Director Michel Lajeunesse (right) with Han Donfang, founder of the first independent labor organization in China and (left) Henri Massé, President of the Québec Federation of Labour. The Q.F.L. and its affiliates support labor activists campaigning for democracy and workers' rights.

## Local 57, Montreal, Québec

### First contract at caisse populaire Pointe-Claire/Dorval

New members at caisse populaire Pointe-Claire/Dorval unanimously ratified a first contract on October 23, 2000 after three meetings with a conciliation officer appointed by the Québec Labour Department.

"Lack of respect from the management at caisse populaire Pointe-Claire/Dorval toward the employees triggered unionization," said union representative Martine De Carufel, who led the negotiating committee. "Employees were tired of being treated badly."

"Members on the negotiating committee worked very hard to obtain union recognition and inclusion of contract language on time clearance for union activities, and I want to commend them for their commitment and determination to achieving the contract," De Carufel continued. The negotiating committee included Pierrette Wand and Louise Campeau.

The three-year collective bargaining agreement also provides wage parity with the other caisse populaire employees represented by SEPB 57.

### Lawyers from Batshaw Youth Centre unionize with SEPB 57

Local 57 in Montreal has 11 new union members from Montreal Youth Centres. The youth centre serves the English-speaking population of Montreal, providing protection services for children and teenagers in difficulty. This youth centre

is the fifth to join OPEIU in the greater Montreal area. SEPB 57 organizers are now working with lawyers from youth centres in Québec City.

SEPB 57 represents more than 100 members in professional jurisdictions.

### OPEIU wins at Caisse Centrale Desjardins

It was back to work for the 29 members of Local 57 at Caisse Centrale Desjardins on October 3, 2000.

A new three-year agreement was ratified by the employees on September 26, ending a bitter 10-month strike at the financial institution. The main issue in dispute was job security and the gap in wages with the Mouvement Desjardins' other caisses populaires employees, also represented by SEPB 57.

"We achieved our goal of improving con-

tract language on job security and realized parity with the other institutions of Mouvement Desjardins in Montreal," said union representative Réal St. Pierre. "Employees will see an overall 8 percent increase in wages. Salary adjustments ranging from 2 percent to 8.3 percent in the first year of the agreement were also negotiated."

"The determination of our members throughout the strike was an inspiration to all, and we are very proud of them," St. Pierre concluded.

### Caisse populaire Desjardins Baie-Comeau join SEPB 57

Local 57 has filed an application for certification for the approximately 30 employees at caisse populaire Desjardins in Baie-Comeau on the lower North

Shore.

Local 57 represents some 5,000 members in the Mouvement Desjardins financial institutions network across the province.