

# WHITE COLLAR

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



## THE CONVENTION MAY BE OVER, BUT WE'RE JUST GETTING STARTED

Resolutions have been passed, officers elected,  
and the push to organize has begun.  
*But first, we need to elect a worker-friendly  
president to lead the country. (See page 14)*



RICHARD LANIGAN ELECTED  
PRESIDENT, ANNOUNCES  
NEW 401(K) PLAN  
Page 3



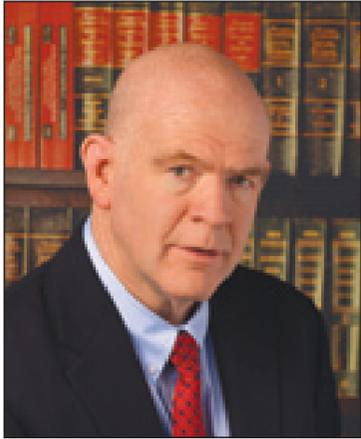
27TH OPEIU  
CONVENTION  
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Pages 5-10



OPEIU INTRODUCES  
SCHOLARSHIPS TO  
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HELI-ONE  
MECHANICS HAVE  
FIRST CONTRACT  
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## Take This Job and...

By Richard Lanigan, President

Recently, two OPEIU members, George and Marsha, were catching up after not seeing each other for a while. Marsha mentioned she was looking for a new job. George, with great interest, asked, “Have you had any interviews?” George further asked with curiosity about the interview process. Marsha mentioned that after an interview and discussion with one of her friends on Facebook, she learned the following about the employer with whom she interviewed.

- The employer had publicly humiliated former employees over their weight and physical appearance.
- The employer was using or had used large numbers of undocumented workers in its businesses, when it could have hired Americans.
- The employer frequently used foreign workers employed in the United States on visas in its business practices, when it could have hired Americans.
- The employer fought its employees’ construction unions over contributions on the employees’ behalf to the unions’ retirement plans, to the point where the union was forced to sue the employer over the contributions. The union won the lawsuit, and the employer finally settled.
- The employer had taken most of its production lines out of the United States and into low-wage countries rather than manufacturing in the United States and employing American workers.
- Since 2008, the employer had constructed two buildings in the United States and chose to use steel manufactured in China, rather than steel manufactured in the United States by American workers.
- The employer filed for bankruptcy several times.
- The employer publicly announced recently that it believes its employees’ wages are too high.
- The employer had a modeling business and chose to employ foreign models rather than American models.
- The employer had a television show and a number of other businesses where former employees have said this employer made remarks about having sex with other employees.
- The employer fought one of its employees’ unions over health care contributions on behalf of its employees. The union was forced to pursue the matter in court. The employer finally settled and made contributions to the plan.
- The employer has been sued by numerous small businesses, workers and their unions because of its failure to pay the full amount of the compensation agreed upon. In one location, the employer was sued by drapery makers, glaziers, carpet installers, cabinet makers, etc. Many of those who sued were forced to settle for much lower amounts than initially agreed upon.
- The employer is on record as having employed more than 1,000 workers from foreign countries.
- The employer owned most of these businesses outright and did not have a fiduciary duty to shareholders to return the highest dividend on the shareholder’s investment, which means that these decisions were driven by a desire to increase personal profit rather than sharing any benefit with American workers.

George said to Marsha, **“With that track record, why would you ever want to go to work for this employer?”** Marsha said, “Because he is promising to make my work experience a ‘great’ one.” George asked, “Who is this employer?” Marsha said, “I don’t know, but I think he’s running for president.”

## Richard Lanigan Elected to Lead OPEIU Mary Mahoney Re-elected Secretary-Treasurer

Richard Lanigan was unanimously elected OPEIU president by the delegates to the 27th OPEIU Convention this June, and pledged to lead the organization with resolve and innovation through the “very serious challenges and opportunities” facing the labor movement.

Mary Mahoney also was re-elected to her third term as secretary-treasurer. “I’ve been able to rely on a wonderful partner who has been supportive and who has got great integrity, who’s been there every step of the way with me,” Lanigan shared with the delegates. “I want to thank Mary for all the hard work that she’s done. She’s a leader and role model.”

In his address to the convention, Lanigan outlined his vision for the future of the organization, how OPEIU would make organizing a top priority and focus its attention and energy on a particular segment of the population: young people.

“Young people are the future. They are the hope of this organization and for the labor movement,” Lanigan said. “They’re very smart, because more than 70 percent of them want to be in a union. To ignore them, you do so at your own peril. They are the future. They’re the future of our local unions. They’re the future of all of our organizations.”

Lanigan said that OPEIU programs and resources would be dedicated to organizing young people, as well as to searching for ways to better serve our younger members.

One of the ways that OPEIU is prioritizing their needs, Lanigan announced, is the restructuring of the OPEIU scholarships to include scholarships solely dedicated to student debt relief. (Read more about these student debt scholarships in *Focus on Young Workers* on page 11.)

“Young people are the future.  
They are the hope of this organization.”

— President Richard Lanigan



Richard Lanigan and Mary Mahoney are elected to lead OPEIU.

Lanigan also noted OPEIU would need to find new and innovative ways to organize new members and industries—particularly in right-to-work states.

“We are the last bastion [for these working people], and when we organize and mobilize and get in the streets, either to bargain a contract or to try to get a candidate elected, things happen. And we have that kind of resolve this year,” Lanigan said.

### OPEIU Introduces New Union-Sponsored 401(k) Plan

Lanigan announced a bold plan to establish a **national OPEIU-sponsored 401(k) plan** that will ensure members pay much lower administrative fees and will include a lifetime annuity option and other features making it a better choice for union members than traditional plans.

“The fact of the matter is that over the last 35 years, the average person in an actively managed 401(k) pays three years of their average wage in fees,” Lanigan said. “We want to lower those fees. We want to make them more accessible. We want there to be member education for people to learn about investments, targeted investments, easy access, automatic enrollment, automatic wage escalation, with a union-designed plan.

“It’s time that unions actually put their imprint on how these things go so that they benefit union members and we take control of our benefit resources and direct it in a way that can benefit our members,” he continued.

Lanigan went on to explain that OPEIU is drafting and will make available to local unions sample language about the 401(k) plan to be bargained into agreements with OPEIU employers—ensuring that while employer-provided pension plans are under attack and continue to fall by the wayside, OPEIU members will have a viable retirement savings option.

*Convention coverage continues on pages 5-10*

## Verizon Strikers Are Back to Work

**Thank you** for your generous contribution to the Verizon Striking Families Solidarity Fund.

The outpouring of support, both financial and on the picket line, boosted strikers' spirits and helped put pressure on Verizon. With your help, striking workers and their families were able to last one day longer than this very wealthy company. That made it possible to achieve our goal of keeping good jobs in our communities and standing up for working families. CWA could not have won this fight alone.

On June 1, after 45 days, 39,000 strikers walked back into work at Verizon having faced down the 15th-largest corporation in America. We are proud of the contract we negotiated that protected job security and pensions, kept call centers open, added 1,500 new call center and technician jobs, brought jobs back from overseas, and won a historic first contract for 75 Verizon Wireless retail store workers.

Between our strike fund and the contributions collected, we were able to assist the members most in need with critical bills. We appreciate your support and your solidarity.

Because the strike ended sooner than we expected, I am returning your contribution of \$25,000. Thank you.

In unity,

Christopher M. Shelton, President  
Communications Workers of America, AFL-CIO  
Washington, D.C.

## Former Vice President Billie Adams' Family Expresses Thanks

**Thank you so much for all ... you have done for me and the family.** It is appreciated. OPEIU has done so much for us. Bill was always proud to work for and be associated with OPEIU, and we wish you all continued success. God bless you all.

Sincerely,

Jean Adams, wife of former OPEIU  
Vice President Billie D. Adams  
Manteno, Illinois

## OPEIU Supports Training Efforts in Texas

On behalf of our Board of Directors, **I would like to personally thank OPEIU for your generous contribution** of \$10,000 toward our Capital Campaign for a New Education and Training Center in Forest Hill, Texas.

We look forward to working with OPEIU, Local 277 President/Business Manager Becky Turner and our community partners to transform this old facility into our new "Expanding Opportunities Now" Education and Training Center. This center will allow unemployed and underemployed workers in the North Central Texas area to receive the technical skills necessary to become employed in high growth careers in the aerospace, logistics and other advanced manufacturing industries.

Again, thank you for your interest in our Capital Campaign. Without your support, this new facility would not have been possible.

Fraternally,

Pat Lane, President  
Community Learning Center  
Fort Worth, Texas

## Labor Steps Up to Combat Flint Water Crisis

**Thank you for your generous contribution** to the Rochester & Genesee Valley Area Labor Federation, AFL-CIO's effort to help the community of Flint, Michigan, during their current and ongoing water crisis. There are poisonous amounts of lead in Flint's water, and residents have had to drink, cook and bathe with bottled water for too long!



Organizations like us have taken on the task of filling in where the local government has left them out. It is our duty as union members and local organizations to help when our brothers and sisters are in need. Together, our 11-county jurisdiction raised \$14,117 for this effort. On May 1, a small delegation of volunteers traveled out to Flint to unload the Teamsters Local 118 truck filled with more than 40,000 bottles of water [pictured]. In addition, we supported United Way in their Water for Flint Fund, which has helped to install filters on faucets, purchase dollies for residents, and aid in health care and awareness of the situation. We cannot stand idly by as a city in our own country has no option but to drink, cook and bathe out of a bottle. It should be our human right to [have] drinkable, clean water. Your contribution made this effort a reality. Thank you.

In solidarity,

Dan Maloney, President  
Rochester & Genesee Valley Area  
Labor Federation  
Rochester, New York

## Thanks for Needed GOTV Support

Please let me express our **wholehearted appreciation** on behalf of myself and the officers and members of the San Antonio AFL-CIO Central Labor Council. I want to thank you for your generous donation of \$3,000 for our primary election GOTV project. I cannot tell you how grateful we are for your generosity. Because we are a small labor council, it is very difficult for us to fully operate our political agenda here in San Antonio. Your financial assistance helped us elect and re-elect public officials in our primary election who have constantly been supportive of our issues.

On a very personal basis, please accept my most grateful appreciation for your friendship and faith that OPEIU has had for our work here in San Antonio.

In solidarity,

Linda Chavez-Thompson  
Executive Vice President Emerita  
National AFL-CIO

## 27th OPEIU Convention Working Together to Chart a Brighter Future



President Richard Lanigan addresses the 27th OPEIU Convention.



AFL-CIO President Richard Trumka.

Delegates left the 27th OPEIU Convention feeling inspired and empowered to make a lasting impact on the future of the union and the life of every American worker. As President Richard Lanigan put it, "This convention is just the beginning."

Delegates heard from a number of speakers who offered concrete solutions to the 21st-century challenges facing the labor movement—starting with electing a president who puts first the needs of working people. Speakers included AFL-CIO President Richard Trumka, Florida AFL-CIO President Mike Williams, NAACP Washington Bureau Director Hilary Shelton, Union Privilege Representative Brea Ellis and CNN political commentator Van Jones.

Trumka delivered a powerful speech about the American labor movement and what's at stake in this election, urging convention delegates, "This November, let's vote for an America that works for working people!"

He made it clear that the only way to do that is to "lead by example," encouraging delegates to phone-bank, knock on doors and empower new activists to ensure Hillary Clinton and all pro-worker candidates win this November.

"This is organizing on a mammoth scale," Trumka said. "We will stand together. We will fight together. We will win together. ... We're going to elect a worker-friendly president."

Other speakers from the world of labor, such as North Carolina AFL-CIO Secretary-Treasurer MaryBe McMillan and AFL-CIO Organizing Director Elizabeth Bunn, spoke passionately about the need to find new and creative ways to organize in today's anti-labor reality that has resulted in 26 right-to-work states.

"We need to be bold. We need to take risks, [and] we need OPEIU," Bunn declared. She told delegates that collective bargaining and organizing are the keys to changing the system, and spoke to the importance of the upcoming election and electing the right candidate, jokingly remarking, "I'm sorry that none of your daughters will be the first female president."

### MaryBe McMillan: “Forward Together, Not One Step Back!”

MaryBe McMillan, secretary-treasurer of the North Carolina AFL-CIO, electrified the convention with an impassioned speech about the future of the labor movement and brought delegates to their feet with her encouraging words.

McMillan spoke compellingly about how the anti-labor movement in the South has become a bellwether for the nation.

“With the *Friedrichs* case, with right-to-work spreading, with this crazy presidential election, many wonder what the future holds for our movement. Some wonder if we even have a future at all. I believe the labor movement does have a future,” she said, describing what the South tells us about that future and, perhaps counterintuitively, the hope that it provides.

“If you want to know what it could be like for workers in your state in 10 to 20 years, just take a look at the South,” she continued. “Those of you from Michigan and Wisconsin know all too well what I mean. Because with right-to-work-for-less, with attacks on collective bargaining, your states are becoming a lot like mine.

“So for us in the labor movement, if we want good jobs and decent wages for workers everywhere, then we have to fight the battle that’s most difficult for working people,” McMillan said. “That means you have to organize in the tough places like the South, and it means that we have to organize for the long haul with an eye to the future.

North Carolina AFL-CIO Secretary-Treasurer MaryBe McMillan.



“I believe we have a much brighter future ahead of us,” she continued. “Because out of the struggle in the South, out of that struggle comes hope. Throughout the South, we have seen that when workers stand up and when community leaders and people of faith stand with those workers, victories are possible, even in the unlikely of places.”

She promised that “victory is possible” if we work together, get creative, and expect more from ourselves and the entire labor movement.

*“This is the movement that will challenge inequality and bring justice to everyone. We can build that movement. We will change the nation.”*

— MaryBe McMillan

“It wasn’t easy, but these workers won, and they won by building a movement. We learned a long time ago we can’t win in the right-to-work anti-union South by ourselves. That’s why in the South you see strong coalitions between labor, faith and civil rights groups. You see a new solidarity developing between black, white and brown workers, and you see innovative, nontraditional organizing,” she said, which is directly in line with OPEIU’s mission to organize the unorganized in both traditional and nontraditional industries.

### Thea Lee Explains Economic Impact of Workplace Inequality, Praises OPEIU 401(k)

AFL-CIO Deputy Chief of Staff Thea Lee gave delegates an economic perspective on workplace inequality and the very real impact it has on family earnings, retirement and our nation’s economy. She also pointed out that while the 1 percent may have most of the money, the rest of us have most of the people power. By working together, we can effect real change.

“One of the reasons unions have been under attack so viciously at the state level in Wisconsin, in Michigan, in Ohio, in Missouri, is because we’re so effective,” Lee said. “They’re afraid of us because unions are the last remaining thing standing between the wealthy and the last of their goals.

“So we should be proud of the attacks, but we should fight back,” she continued. “We have critical mass to make big change.”

Lee, an economist, discussed the looming retirement crisis in the U.S., saying we need to strengthen and expand Social Security by raising the cap on earnings to 90 percent, protect our pensions and find innovative options for our members to save for retirement.

“I know that OPEIU is working on a new 401(k) program, and I think that’s a great idea,” she said. “Retirement money is worker money. ... Workers need a voice, and the OPEIU 401(k) will give workers that voice.

“Some [401(k)s] have such high fees that they eat up your savings over time, and that doesn’t make any sense,” she continued. “You don’t save so that you can pay money to some money manager and to sort of fritter all that money out the back door. You save so that you can have that money when you retire, when you need it.

“And I know that the OPEIU plan is looking to make sure that the fees are reasonable and are kept under control, so that’s hugely important.”

### Hilary Shelton: NAACP Stands with OPEIU to Fight Inequality in the Workplace

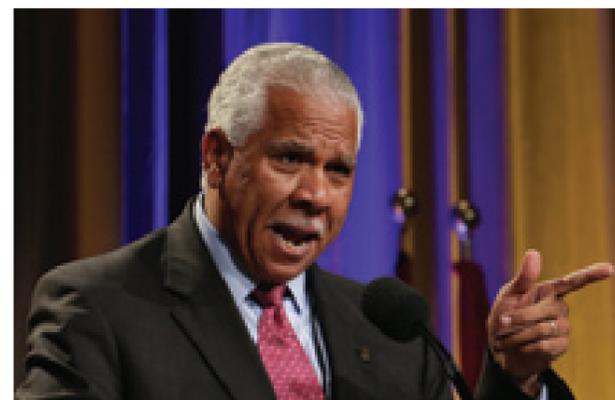
NAACP Washington Bureau Director and Senior Vice President for Advocacy and Policy Hilary Shelton illustrated the parallels between the civil rights movement and the fight for workplace equality, noting that workplace equality is a civil rights issue.

“We’ve got to increase the minimum wage to a living wage,” he said. “It is a national disgrace and an international embarrassment when arguably the most powerful country on the face of the earth still has a system in which... if you work for the minimum wage and you try and take care of a family of [three], you come out making over \$4,000 below the poverty line. It has got to stop. We need leadership that’s going to make [that] happen.”

*“We’ve got to increase the minimum wage to a living wage.”*

— Hilary Shelton

NAACP Washington Bureau Director Hilary Shelton.



Shelton made it clear that voting pro-labor candidates into office is the key to that equality, saying, “You can’t make the changes, you can’t fix the problem, you can’t make America live up to its constitutional promises if you can’t deliver the vote.”

### Van Jones Provides Insight into 2016 Election

CNN political commentator and activist Van Jones used humor, political acumen and personal anecdotes to shed a bright light on the seriousness of the November presidential election.

“We can’t sit back and just hope Donald Trump will lose. We have to make sure he loses,” Jones said. “Let me tell you something: Donald Trump is going to go into neighborhoods and say, ‘I’m rich. I can make you rich.’ And people are going to believe it. We can’t let his lies become a reality.”



CNN political commentator and activist Van Jones.

*“Donald Trump must lose.”*

— Van Jones

### SUPPORT AMERICAN JOBS! CHECK THE LABEL!

**DO NOT BUY** Nabisco/Wondelēz snacks made in Mexico and tell your grocery manager to stock **ONLY AMERICAN-MADE!**  
**CHECK THE LABEL** for these **TWO** indicators:

<p>1 Check for words “Made in Mexico”:</p>	<p>2 Check the plant identification code: <b>DO NOT BUY:</b> 888 (Mexico, Mexico) 889 (Mexico, Mexico)</p> <p><b>DO BUY:</b> 444 (Chicago, Ill.) 445 (Chicago, Ill.) 446 (Chicago, Ill.) 447 (Chicago, Ill.) 448 (Chicago, Ill.) 449 (Chicago, Ill.) 450 (Chicago, Ill.) 451 (Chicago, Ill.) 452 (Chicago, Ill.) 453 (Chicago, Ill.) 454 (Chicago, Ill.) 455 (Chicago, Ill.) 456 (Chicago, Ill.) 457 (Chicago, Ill.) 458 (Chicago, Ill.) 459 (Chicago, Ill.) 460 (Chicago, Ill.)</p>
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[www.fightforamericanjobs.org](http://www.fightforamericanjobs.org)

### OPEIU Joins Fight Against Mondelēz

Ron Baker, strategic campaign coordinator for The Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM), addressed the convention as part of the Nabisco 600 Tour, a campaign supported by OPEIU. The campaign aims to spread the word about the 600 laid-off BCTGM Local 300 members from the Nabisco bakery in Chicago, whose jobs were offshored to Salinas, Mexico, by parent company Mondelēz. Learn more at [fightforamericanjobs.org](http://fightforamericanjobs.org).

## OPEIU Podiatrists Say Union Equals Fairness



R. Daniel Davis, DPM, president of the American Podiatric Medical Association.

John Mattiacci, DPM, president of Guild 45 Podiatry, and R. Daniel Davis, DPM, president of the American Podiatric Medical Association, spoke of the many challenges that come with being a small medical profession that has “not been treated equally with other medical professions” and the important role that OPEIU has played in their success.

“We recognize that, as the smallest medical profession there is, there is strength in unity,” Davis said. “Being in a union gives us something that we could not achieve in any other forum. We recognize that this alliance will not solve all of our problems. But it will get us to the table where these issues are discussed. And that is something we would not otherwise have unless we had the union behind us.”

“Make no doubt about it, health care is changing,” he continued. “Our affiliation with OPEIU keeps us in the forefront of those changes. They are beside us. They are working with us.”

“We have to go out and fight now in this health care environment,” he said. “We have to fight as a small organization for our members, because there is strength in unity. And if we have to go into a fight, I will tell you right now, as the president of the APMA, that I would rather go into that fight with OPEIU and labor beside me. When we go into that fight with labor on our side, we know that we’re going to win, not just for members of our association, but we’ll win for the patients of this country to get better health care that they deserve, and that physicians should get the reimbursement that we deserve for the treatment that we provide.”



International President Emeritus Michael Goodwin.

## Michael Goodwin Named International President Emeritus

The convention paid tribute to former President Michael Goodwin, recognizing his more than 55 years of service to OPEIU and its members. President Richard Lanigan, Secretary-Treasurer Mary Mahoney and, in a video message, U.S. Sen. Charles Schumer (D-N.Y.), along with many others, shared their personal gratitude for Goodwin’s leadership of OPEIU and unwavering commitment to America’s workers.

Delegates unanimously passed an executive board resolution bestowing International President Emeritus status on Goodwin, who served as OPEIU president from 1994 to 2015.

“Former International President Michael Goodwin has dedicated his life to OPEIU and its members, having served more than 55 years as a member and leader of the union,” the resolution read. “The OPEIU officers, members and staff would like to recognize Goodwin for his many and diverse contributions to OPEIU, and for his role in making it the strong and vibrant organization it is today. The delegates to this 27th OPEIU Convention hereby confer on Michael Goodwin the well-deserved title of International President Emeritus.”

Goodwin continues to serve the labor movement in his role as business manager of Local 153 in New York City.

*“I’m so humbled and awed. I really have had a wonderful life at OPEIU.”*

— Michael Goodwin



## OPEIU’s Rising Stars Shine: Millennial Activists Represent Labor Movement’s Future

Corinne Cosentino (Local 8), Dominique Prince (Local 393) and Carolina Aceves (Local 30), representing the next generation of OPEIU leaders and activists, shared how important it is to attract and enlist millennials in the fight for workers’ rights. Prince, a newlywed and expectant father, explained that despite recently being laid off, he continues to work as a volunteer organizer because he recognizes that a strong labor movement is the key to protecting his family’s future. These were truly inspirational messages from three young people who are proving that age is just a number.

## New Membership Benefit Introduced

A new **identity theft protection benefit** was introduced at the convention that will be available to all OPEIU members in good standing in 2017.

Adding to the substantial list of membership benefits—which includes a towing service that entitles all members and family living in the same household to up to two tow/service calls per year, and a \$2,000 death and \$2,000 accidental death and dismemberment benefit—all members will have, **at no cost to them**, access to a proactive, comprehensive defense against identity theft.

If you become a victim of identity theft, OPEIU’s identity theft protection solution, InfoArmor’s PrivacyArmor, and its trained experts will help to restore your identity to pre-theft status. This can save you money and hundreds of hours of your time.

The threat of identity theft is growing, and the OPEIU program will help protect our members against a crime that affected almost 13 million Americans last year, costing them \$56 billion.

Further information about the identity theft benefit and when the program will be available to OPEIU members will be coming in the near future.

## Education and Training Take Center Stage

The convention stressed the importance of education and training for our leaders, stewards and activist members—particularly at the local union level—and President Richard Lanigan said that emphasis will be placed on education in the coming year.

“The International Union will partner with locals,” Lanigan said. “If you have active staff people, people who are on your executive board, people that you see in the wings, young people that are developing who you believe would be a candidate for the AFL-CIO, we’ll sponsor that person to be trained, and we’ll pay half the cost. And if the local needs more than that, we’ll talk about that. But anyone who wants to go to the AFL-CIO Organizing Institute is going,” he pledged.

For a local union to receive this new educational subsidy, an organizing or AFL-CIO Common Sense Economics component must be included in its program. Common Sense Economics is a training and education program, conducted by and for union members and progressive allies, to educate working people on how the economy works and how actions and policies affect the economy.

The International reports that HNA/OPEIU Local 50 in Honolulu, Hawai’i, is the first local union to take advantage of the new subsidy and, with the assistance of the International, is hosting training for its leadership and stewards on the arbitration process.

## Organizing and Political Action Victories Recognized

OPEIU presented its highest organizing award, the 2015 Henderson B. Douglas Memorial Award, to Walter Allen Jr., OPEIU vice president, and executive director and chief financial officer of Local 30, San Diego, California, for his role in organizing three bargaining units in California. Two were at Sharp Memorial Hospital covering food and environmental service workers, and the third was at Bear Valley Community Hospital covering service employees and patient care providers.

Other organizing awards were presented to ITPEU/OPEIU Local 4873 (Gold); OPEIU Vice President and Guild 45 Podiatry President John A. Mattiacci, DPM (Silver); Local 8 in Seattle, Washington (Bronze); and Local 459 in Lansing, Michigan (Bronze). Special recognition awards were given to the Federation of Catholic Teachers (FCT)/Local 153 for its show of unity during a series of rolling strikes and successful efforts to keep New York's Catholic schools open; Local 306 for its participation in the longest strike in CNS/Pantex plant's history in Amarillo, Texas; and to the Florida Nurses Association (FNA) LERC/Local 713 for its efforts to improve working conditions for nurses in the state.

The 2016 J.B. Moss VOTE Fund Awards for outstanding contributions and support of OPEIU's political action fund were given to Kelly Gschwend and Local 29, and to Locals 494 and 100.



*International Vice President and Local 30 Executive Director and Chief Financial Officer Walter Allen Jr., center, is presented the 2015 Henderson B. Douglas Memorial Award by President Richard Lanigan and Secretary-Treasurer Mary Mahoney.*

## Focus On Young Workers

### OPEIU Scholarships Will Help Pay Student Debt

The statistics are staggering. Approximately 43 million Americans owe more than \$1.3 trillion in student loans. To put it in better perspective, the average 2016 college graduate is entering the job market with \$37,172 in student loan debt.

To help members who are saddled with student debt, OPEIU is announcing a restructuring of the OPEIU scholarship program to include scholarships designated solely for the repayment of student debt. "OPEIU members who are going to school and parents of OPEIU members who are paying for their kids' tuition will be able to apply for this program that will help them pay student debt," said President Richard Lanigan.

OPEIU also will provide its local unions with sample language to bargain tuition reimbursement into their contracts so that it "not only applies to people who are going to school in the present, but also people who went to school in the past.

"We want to be a role-model union on this issue, and we want to show that we're not only talking the talk, but that we want to walk the walk on these issues that affect young people," Lanigan noted.

### You May Be Eligible for Student Debt Forgiveness

If you work in public service, you may be eligible for a federal student debt forgiveness program. Through a government program called Public Service Loan Forgiveness, all of your direct federal student loans could be forgiven, tax-free.

To qualify, you must have 10 years of qualifying on-time payments toward your debt and be working in public service at least 30 hours a week beginning after Oct. 1, 2007. To see if you qualify, visit [forgivemystudentdebt.org](http://forgivemystudentdebt.org) for more information and eligibility requirements.

## The OPEIU Executive Board



*The newly elected OPEIU Executive Board is sworn in by Secretary-Treasurer Emerita Nancy Wohlforth. From left are Dr. John A. Mattiacci (Guild 45 Podiatry), Lisa Blake (Local 42), Walter Allen Jr. (Local 30), Dennis R. Arrington (ITPEU/OPEIU Local 4873), Mary Short (Local 32), Greg Blackman (Local 100), Secretary-Treasurer Mary Mahoney, President Richard Lanigan, Becky Turner (Local 277), Maureen Meehan-Golonka (HNA/OPEIU Local 50), Tamara Rubyn (Local 29), Suzanne Mode (Local 8), Sharon Taylor (Local 459), Aaron Sanders (Local 512), Michael Bodinsky, Esq. (Local 112), Michael Goodwin (Local 153) and Bruce Wade (DAG 2007A, Canada).*

**Did you know?**

**Millennials are the generation least likely to be covered by a union.**

Only **5.9 percent** of millennials are covered by a union contract at the age of 30, compared with **17 percent** of baby boomers who were covered at the same age. And you Generation Xers? By age 30, **7.6 percent** were covered by a union contract.



## Congratulations to All OPEIU Scholarship Recipients

Congratulations are in order to the winners of the 2016 OPEIU Scholarships. Information and applications for the 2017 scholarships will be available in January at [opeiu.org](http://opeiu.org) (click on the Member Resources tab). Winners are chosen by random drawing.

### Howard Coughlin Memorial Scholarship Fund—Full-Time Winners



Alejandro Reid  
DAG 2007A  
Region I



Edward Pan  
Local 2  
Region II



Ankur Kayastha  
Local 2  
Region II



Sean O'Keefe  
Local 6  
Region II



Kaylyn Wauhob  
Local 6  
Region II



Melissa Echenique  
Local 100  
Region III



Sabrina Apodaca  
Local 251  
Region IV



Nadia Ybarra  
Local 30  
Region V



Kasie Apo Takayama  
Local 50  
Region V



Jacob Fry  
Local 11  
Region VI



Kaylin Hare  
Local 12  
Region VII



Cade Dawn  
Local 12  
Region VII

### Howard Coughlin Memorial Scholarship Fund—Part-Time Winners



Jose Angel  
Local 153  
Region II



Pamela Jones  
Local 2001  
Region III



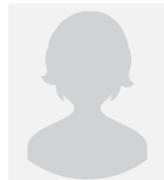
Pamela Hansen-Hellwege  
Local 251, Region IV



Kenny Barlow  
Local 29  
Region V



Elania McDaniel  
Local 30  
Region V



Nina Williams  
Local 8  
Region VI



Paige Dombrowski  
Local 393  
Region VII

### John Kelly Labor Studies Scholarship Fund Winners



Myra Hepburn  
Local 153  
Region II



Keith Anderko  
Local 2  
Region II



Jacqueline Berg  
Local 8  
Region VI

## Campers Learn About Labor Movement While Having Summer Fun

OPEIU summer campers enjoy learning about the labor movement and workers' rights while participating in fun outdoor activities made possible through the Romeo Corbeil/Gilles Beaugregard Memorial Fund. Each year, up to 20 scholarships are awarded on the basis of at least one per region. The camp, held each July at the University of Missouri in Columbia, Missouri, is open to OPEIU members' children between the ages of 13 and 16. Visit [opeiu.org](http://opeiu.org) to learn more about the camp and how to apply for the 2017 scholarships.

The 2016 Romeo Corbeil/Gilles Beaugregard summer campers were Michael Beireis Jr. (Local 12), Emani Brewer (Local 29), Andrew Joseph Brown (Local 2), Daniel Covarrubias (Local 30), Jenna Renee Docherty (Local 40), Amber Lynn Dombrowski (Local 393), Bianca Escoto (Local 29), Julian Justice (Local 494), Ivan Lopez Jr. (Local 30), Belle McCarthy (Local 2), Madison Medina (Local 174), Victor Mesa (Local 537), Loreay Moore (Local 29), Matthew Murphy (Local 29), Domonique Ramirez (Local 251), Savanna Saechao (Local 29) and Devin Saephan (Local 29).



Local 30 celebrates with its OPEIU scholarship winners, Nadia Ybarra, second from left, and Elania McDaniel, third from left. Also pictured are Local 30 President Marianne Giordano and International Vice President and Executive Director/Chief Financial Officer Walter Allen Jr.

# PRESIDENTIAL ELECTION 2016—Your Vote Matters\*

## After a seemingly unending campaign, it's decision time!

OPEIU has endorsed Hillary Clinton for president, believing she has the experience and steadiness necessary to bring people together, guide this country and get real results.

Whatever your political affiliation, it's important to consider the candidates' qualifications carefully and then vote for the person who will be best for working families—not just for wealthy billionaires. Our country needs someone with the knowledge and temperament to be commander-in-chief. Above all, we need someone who believes we are stronger when we build an economy that works for everyone—not just those at the top—with good jobs and a good education available to everyone.

Compare where the two candidates stand on issues important to working families.



**A demonstrated strong advocate for working families.**  
Clinton believes that paid family leave, earned sick days, fair schedules, equal pay for women and quality affordable child care are critical for working families in today's economy.

### WORKING FAMILIES

**A demonstrated strong advocate for one person—Donald Trump!**  
Trump says he loves right-to-work laws that drive down wages and benefits, undermine worker protections and safety, and have virtually eliminated unions in some states.

**Believes unions are critical to providing safe, good-paying jobs for workers so they can provide for their families.**  
Clinton has said that labor will always have a champion in the White House and a seat at the table if she is president. She also opposes right-to-work and the Trans-Pacific Partnership trade agreement because it will hurt workers' rights and wages.

### GOOD-PAYING JOBS

**Believes American wages are too high. Refuses to recognize a union election at his hotel.**  
Trump has said he believes American wages are too high and that he opposes raising the minimum wage. He thinks U.S. automakers should force workers to accept lower wages by threatening to move production to lower-wage states.

**Believes corporations and the wealthy must pay their fair share in taxes.**  
Clinton will close the loopholes that corporations use to avoid paying taxes and require millionaires to pay a tax rate at least as high as middle-class taxpayers pay.

### TAXES

**Trump's economic policies would help millionaires like him, not working families. (That is, if he even pays taxes!)**  
Independent analysts say Trump's tax plan would cut taxes for the wealthiest by an average of \$1.3 million a year, paid for by cutting education and putting Medicare at risk.

**Will fight to protect retirement security for workers and their families.**  
Clinton supports strengthening and expanding Social Security, and has fought against efforts to privatize it or raise the retirement age.

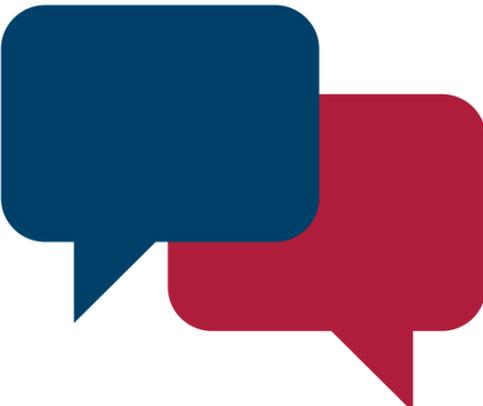
### PROTECTING RETIREES

**Throughout his career, Trump has enriched himself at the expense of others.**  
At his casinos, Trump walked away with millions while his company went bankrupt and thousands of workers were laid off. We know Trump University was a scam, and New York's attorney general said the Trump Foundation violated state law and ordered it to stop fundraising.

Her plan will create more than 10 million jobs.

## THE BOTTOM LINE

His plan will cost America 3.5 million jobs.



## Straight from their own mouths

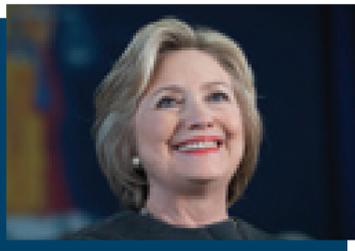


Photo credit: Gage Skidmore

### On jobs...

"I'll always have workers' backs—because when workers are strong, America is strong."

"Wages are too high."

### On unions...

"Unions helped build the greatest middle class in history."

"I like right-to-work. My position on right-to-work is 100 percent."

### On women's rights...

"Human rights are women's rights, and women's rights are human rights."

"I think putting a wife to work is a very dangerous thing. ... When I come home and dinner's not ready, I go through the roof."

### The last word...

"We're going to say no to attacks on working families, and no to bad trade deals and unfair labor practices, including the Trans-Pacific Partnership."

"Outsourcing jobs is not always a terrible thing."

\*Every vote counts! Consider that in 2004, George W. Bush won re-election by winning Ohio, and he won there by fewer than 14 votes per precinct.

## Putting People Back to Work by Ending Era of Noncompete Agreements

OPEIU is taking steps to combat noncompete agreements that leave workers unable to find employment, taking on corporate giants such as WeWork and others who enforce these clauses.

Noncompete clauses—whereby an employer imposes an agreement that for a certain amount of time after leaving their job the employee won't work in any position that could be seen as competitive with the employer—have become standard practice among businesses large and small in the U.S., even in typically unskilled industries such as fast food where employees barely earn minimum wage. Even summer interns are being asked to sign such agreements.

The tide is beginning to turn against these agreements, though, as states including New York, Hawai'i, New Mexico, Oregon and Utah, among others, recognize the impact they have on their economies and take steps to curtail them. As an example, the New York attorney general's office recently scored a victory when it reached a settlement with Jimmy John's sandwich shop to end the use of mandatory noncompete agreements at all of its New York franchises.

OPEIU Local 153 in New York also is taking direct action, filing unfair labor practice charges against WeWork concerning its nondisclosure and nonsolicitation agreements, as well as its mandatory

arbitration agreements. The New York and Illinois attorneys general are investigating the union's allegation that these noncompete agreements are too broad and restrictive.

OPEIU has called on other unions and state federation bodies to get involved and take a stand against such agreements, which limit people's ability to find suitable employment to provide for themselves and their families.

"We have to do everything possible to fight this injustice and eliminate any means designed to limit a worker's ability to find a job, change jobs or start a new business," President Richard Lanigan said.

## Cynthia Schu Named OPEIU Organizing Director

Cynthia Schu has been named OPEIU's organizing director to help fulfill the union's mission of bringing the benefits of union membership to working people throughout North America.

"I am so proud that Cindy has agreed to become our director of organizing," President Richard Lanigan said. "Cindy brings a wealth of knowledge and experience and is respected throughout OPEIU and the labor movement for her many organizing accomplishments and knowledge of innovative and creative approaches to reaching working people.

"Cindy will help develop the organizing capacity of OPEIU by working with local union leaders, activists and volunteers, International and local union staff, and the OPEIU Executive Board," he said.

"I'm thrilled at this opportunity to work with our diverse OPEIU membership and staff to build and enhance organizing programs that will continue to impact the lives of working people across the country," Schu said. "Coordinating our resources and energies will be key to ensuring organizing remains a top priority."

Schu joins the International after leading organizing efforts at Local 8 in Washington state since 1991. During that time, she often assisted OPEIU with various organizing campaigns and provided training at several educational conferences.

Schu has spent her career working to better the lives of working people. "Freedom from Poverty through Action" served as the motto for the nonprofit organization where she worked as a home care director after graduate school. "The motto was a contradiction, given the agency employed mostly middle-aged female caregivers with no health insurance or paid time off and poverty-level wages," Schu said.

The injustice compelled her, with the support of her union, Local 8, to organize home care workers in Washington state for the first time. The successful campaign resulted in health insurance, paid sick leave and wage increases for workers statewide.

After experiencing how union action can make a real difference in working people's lives, Schu joined the staff of Local 8 in 1991 as an organizer. She previously had served for two years on the local's executive board. As an organizer, and later as organizing director, she helped thousands of health care, social service, office and public-sector workers successfully unite in a union. Local 8's commitment to organizing was recognized with multiple awards under

Schu's leadership, including the Henderson B. Douglas Memorial Award, OPEIU's highest organizing award, in 2008.

In 2001, Schu was elected secretary-treasurer of Local 8, while continuing to serve as the local's organizing director. She also has served as a retirement plan trustee and as a member of various advocacy groups. She holds a Master of Social Work from the University of Washington.



Cynthia Schu, OPEIU's organizing director.

## Baton Rouge Needs Our Help

OPEIU members in Baton Rouge, Louisiana, are dealing with the aftereffects of recent devastating storms and flooding in their area. To assist our brothers and sisters, OPEIU has established the **OPEIU Relief Fund**. Donations are most appreciated and can be sent to: Mary Mahoney, Secretary-Treasurer, OPEIU, 80 Eighth Ave., 6th Floor, New York, NY 10011.

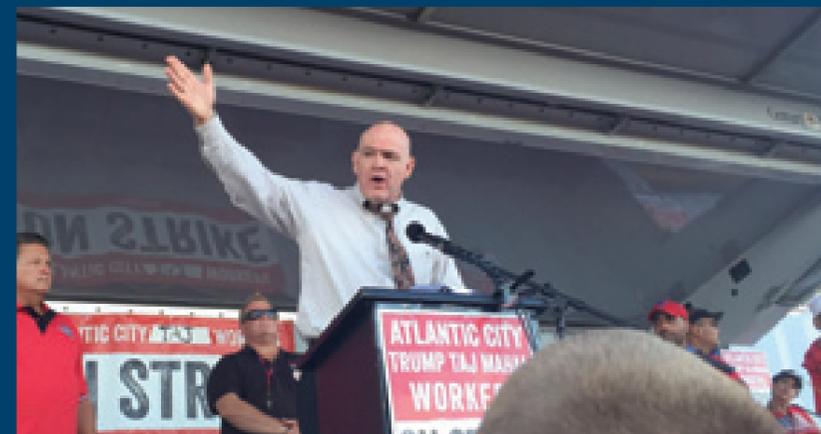
## The Irish Echo Honors Lanigan's Contribution to Labor Movement



President Richard Lanigan received the Labor Champion Award at the 2016 Irish Echo Labor Awards on Sept. 16. The awards honor the contribution of the Irish to the U.S. labor movement. Founded in 1928, the Irish Echo is the oldest Irish-American weekly newspaper in the United States.

OPEIU President Emeritus and Local 153 Business Manager Michael Goodwin, left, was on hand to present the award to Lanigan.

## Lanigan Stands Up to Trump



President Richard Lanigan addressed the more than 1,000 people gathered to demonstrate at the Trump Taj Mahal in Atlantic City, New Jersey, on July 21, the same night Donald Trump accepted the Republican Party's nomination for president. Demonstrators protested the hotel's low wages and lack of health insurance, and called for the hotel to negotiate a fair contract. OPEIU joined in support of the UNITE HERE Local 54 workers on strike against the hotel. After a three-month strike, the hotel closed its doors in October.

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**UnionPlus.org**



**SAVINGS • SERVICE • SOLIDARITY**

## NLRB Rules That Student Teachers Have Right to Unionize ...

The National Labor Relations Board (NLRB) recently ruled that student assistants working at private colleges and universities are statutory employees covered by the National Labor Relations Act and have the right to collectively bargain. Estimates are that more than 100,000 teaching and research assistants now will be able to unionize.

The case involved TAs and RAs at Columbia University who are seeking to join the United Auto Workers. The three-person board majority reversed an earlier decision, *Brown University*, that found that TAs and RAs were students, not workers, saying it “deprived an entire category of workers of the protections of the Act without a convincing justification.” The board’s ruling sent the Columbia case back to its New York region to determine voting eligibility.

While the favorable decision is a victory for organized labor and for student teachers, the fight may not be over as Reps. Phil Roe (R-Tenn.) and Virginia Foxx (R-N.C.), who chair the House subcommittee dealing with workforce rights and higher education, have vowed to “push back” against the ruling.

## ... And Makes Labor Law-Breaking More Expensive

An NLRB memo tells regions how to force employers to reimburse illegally fired workers for more than just net back pay. “It’s pro-worker decisions like these that drive home how important it is to elect a president who will put the needs of working people first,” President Richard Lanigan says.

For companies, labor law-breaking may get more expensive—unlike what happened to Alice Keyes 17 years ago, and since then.

Then, Nortech Lumber of Roseville, California, retaliated against Keyes, an Operating Engineers Local 3 activist, by shifting her—despite her carpal tunnel syndrome—to an arduous, isolated job of pulling nails from boards outdoors. And when she couldn’t do that because of rain, Nortech found other backbreaking tasks for her.

The jobs only made her ailment worse, and Keyes had to take time off, and spend a lot of money on doctors, before she could return to work.

Keyes and Local 3 went to the NLRB with a labor law-breaking charge against Nortech, and it ruled for them, two years later. The NLRB gave Keyes net back pay and ordered Nortech to give her back her original job, on lumber-sorting lines.

But, unlike its judge back then, the board left her stuck with the medical bills.

Now, the board’s general counsel’s office—its enforcement arm—wants to change that scenario, and not just for medical bills, either.

In a July 28 memo, Associate General Counsel Anne Purcell tells regional offices how to file for reimbursement of workers’ other expenses, such as late fees for past-due mortgage payments or outlays for specific illnesses workers must pay out of pocket—expenses they get hit with when they lose jobs and health insurance due to company labor law-breaking. And Purcell goes into detail about which expenses can be covered and which can’t.

“The board should not require the victims of unfair labor practices to bear the consequential costs imposed on them by a respondent’s unlawful conduct,” Purcell’s memo says.

Covering more of an illegally fired worker’s expenses—regardless of how much or how little—goes beyond labor law’s standard remedy: reinstatement of the worker with net back pay, which is what Keyes got 15 years ago when she won her case against Nortech.

Relief of the worker that labor law “empowers the board to grant is to be adapted to the situation which calls for redress,” Purcell adds. She cites the Nortech case as an example.

Purcell’s memo does not go whole hog for workers, however. If the injured worker loses her house while being jobless because she can’t make the mortgage payments, the board won’t order the company to pay her enough to recover the house.

But a board regional director or administrative law judge can order the offending employer to pay her late fees on the mortgage payments, if she manages to hang onto the house.

“If an employee suffers an economic loss as a result of an unlawful elimination or reduction of pay or benefits, the employee will not be made whole unless and until the respondent compensates the employee for those consequential economic losses, in addition to back pay,” Purcell’s memo says. If an employee can’t pay their mortgage, for example, they should be compensated for any costs associated with that, including foreclosure expenses and moving costs.

Paying the workers for the economic costs of being illegally fired achieves one labor law goal, Purcell adds. But it’s not deterrence. The goal is “the (National Labor Relations) Act’s remedial purpose of restoring the economic status quo that would have been obtained but for a respondent’s unlawful act.” But added costs “can’t be punitive” of the firm, either, Purcell says. *Press Associates*

## First Contract Reached for Mechanics at Heli-One



The joint negotiating team on Sept. 23, after reaching a final agreement. Pictured, from left, are Heli-One/CHC Director of Maintenance Nik Racic; union negotiators Enzo Martorana and Steve Bains; OPEIU Representative Patt Gibbs and Senior Representative Paul Bohelski; Heli-One/CHC spokesperson Israel Chafetz, Esq., Local Senior Human Resources Manager Nick Pollard, Director of Global Human Resources and Labor Relations Victoria Every, and Senior Manager of Safety Terry Shea; and OPEIU Representative Paul Huertas.

After a three-year campaign, a final agreement has been reached for a first contract for OPEIU mechanics employed at Heli-One/CHC's helicopter maintenance facility in Boundary Bay, British Columbia, Canada.

The three-year agreement includes seniority provisions, six defined departments and adoption of a wage scale based upon each department and job family, layoff and "bumping" (staffing reductions based on seniority) provisions, severance pay for up to 52 weeks plus 4 percent pay into the member's pension plan, and premium pay for lead positions. There are also two signing bonuses, one payable six months after contract ratification and the other two years into the agreement.

## An Eventful Spring and Summer at Local 6

It's been a very eventful spring and summer at Local 6 in Massachusetts. The local bid farewell to Secretary-Treasurer Donna Barrette and Business Manager Dick Martin as they began the next chapters in their lives, and Local 6 wishes them long, enjoyable and well-deserved retirements. Local 6 also welcomed four new members to the team: Business Manager George Noel, Business Agents Sheila McGillicuddy and Joe Montagna, and Finance Administrator Steve "Doc" Rutstein.

Noel brings decades of experience in labor-management relations and tireless advocacy for workers and their families. Prior to joining Local 6, he was a public-sector field representative for SEIU 509 representing social workers employed by a wide variety of Massachusetts state agencies.

Noel was initiated into IBEW Local 1505 in October 1975, and his service to the labor movement began as a shop steward and later as a chief steward at the local. He was elected business manager/financial secretary, representing more than 2,000 maintenance and production workers at all Raytheon facilities across the commonwealth as their chief contract negotiator and principal officer of the union.

Noel served as a delegate to the Greater Boston Central Labor Council and the Greater Lowell Central Labor Council. He also took a leadership role in the labor movement across the commonwealth with his 2002 election as vice president of the Massachusetts AFL-CIO, and helped form the Merrimack Valley Central Labor Council and was elected as its first president.

In January 2007, Gov. Deval Patrick appointed Noel as director of the Massachusetts Department of Labor. During his time in state government, Noel was the director of field operations for the Executive Office of Labor and Workforce Development (EOLWD), where he oversaw the Massachusetts Rapid Response team, the National Emergency Grant Program and the Trade Adjustment Assistance Program aiding displaced workers. He also administered

the workers' compensation system in the commonwealth as the Department of Industrial Accidents' deputy director and eventual director.

Throughout his career, Noel has been actively involved in efforts to retain and create jobs. He was labor representative on the Massachusetts Defense Technology Initiative, a public-private partnership formed to save 33,000 defense-related Massachusetts jobs during military restructuring. Noel also served on the Merrimack Valley Workforce Investment Board as one of its labor representatives and later representing EOLWD. He earned his Bachelor of Arts in labor studies from the University of Massachusetts Boston.

Sheila McGillicuddy is a 15-year veteran of the labor movement who brings an enthusiasm and passion normally reserved for those new to the movement. She came to Local 6 from CWA Local 1400, and is an experienced steward and organizer.

*Continued on page 22*

## Red Cross Decision: A Big Win for Local 459 Members



Strikers demonstrate against the American Red Cross and its unfair labor practices in 2010.

In a long-delayed ruling, the National Labor Relations Board (NLRB) recently upheld unfair labor charges against the American Red Cross (ARC) for conduct in 2009 negotiations. Local 459 members at the ARC have not had new contracts since 2009, but they held firm and enjoyed greater wages and benefits because of their solidarity.

When the ARC/Local 459 contracts expired in 2009, negotiations were held for new contracts. The ARC demanded huge cuts in pay and benefits, thus no agreement was reached and the old contracts expired.

"The ARC implemented a number of changes in benefits, claiming it had the right to make these unilateral changes," said International Vice President and Local 459 President Sharon Taylor. "They changed retiree health care, 401(k) contributions, pension plan for new hires and health insurance for active employees."

The ARC also violated a number of other labor laws by not bargaining in good faith. Local 459 filed charges with the NLRB, and a long journey began.

The regional NLRB agreed with Local 459 and issued a complaint, yet the ARC refused to restore the benefits. In 2011, an NLRB administrative law judge held a trial and upheld almost all the charges, but the ARC still refused to restore the benefits. Since 2011, ARC employees have been waiting for the NLRB—not the regional office, but the five people appointed by the president—to affirm the judge's decision.

On Sept. 1, after a five-year wait, Local 459 finally received the decision: The NLRB agreed with the judge and added a couple of additional violations.

**The decision is 40 pages, but a major part of the ruling is that, after a contract expires, an employer cannot rely on the old contract or a past practice to make changes.** The NLRB noted that "unilateral changes to terms and conditions of employment, purportedly made pursuant to a past practice developed under an expired management-rights clause, are unlawful." It may seem counterintuitive, but the rights of the employees to keep their benefits increased after the contracts expired because when the contracts expired, so did the management-rights clause and any waivers.

The NLRB ordered the ARC to rescind all of its unilateral changes and to make the employees whole for any losses. It also ordered the ARC to pay employees for any adverse tax consequences of receiving a lump-sum back-pay award.

"While it's difficult to calculate the amount of money owed to employees, the ARC previously offered around \$300,000 to settle, so it's clear the actual amount owed employees is much higher," Taylor said.

But the fight doesn't end there. The ARC is expected to appeal the decision to federal court. This could begin another long wait, but Local 459 members at the ARC have shown that they believe in solidarity, now and in the future. According to Taylor, they have a better work life because of this solidarity, and it will get even better when this is finally resolved.

"For now, the NLRB has agreed that our members were wronged," she said.

*An Eventful Spring and Summer at Local 6*

*Continued from page 21*

McGillicuddy organized Budget Rent-A-Car workers at Logan International Airport in Boston into Local 201 CWA/IUE. US Airways/Piedmont ramp, tower and customer service representatives became CWA members due to her efforts. She helped optometrists in Massachusetts and Rhode Island and AT&T Wireless workers in Maine and New Hampshire gain a voice in their workplaces by joining together in a union. She served as a Jobs with Justice Solidarity Committee co-chair and delegate to the North Shore Central Labor Council. She earned her Bachelor of Arts in marketing and Associate of Science in management from Bentley University.

Prior to bringing his 27 years of labor experience to Local 6, Joe Montagna worked as a business agent for the New England Joint Board of UNITE HERE, where he represented workers in the garment, textile and manufacturing industries. Before that, he spent 14 years as the business agent for AEEF-CWA Local 1300 representing 400 television, radio and multimedia professional, technical and clerical workers at WGBH. Long an active member of Massachusetts Jobs with Justice, he has worked on organizing labor-community solidarity efforts for campaigns such as Caterpillar, A.E. Staley, UPS and Justice for Janitors.

Doc Rutstein comes to Local 6 with financial and management experience in a wide variety of industries. He served for 11 years as the office manager for Global Neckwear Marketing. He earned his Bachelor of Science in management and Certificate in Accountancy from Bentley University.

The new team members join Local 6 seasoned veterans Dick Russell and Garrett Mahoney, both business agents, and Benefits Administrator Louise Mahoney.

“By all measures, we had a very fruitful spring and summer,” Noel said. “We negotiated and ratified contracts for our members at the Massachusetts AFL-CIO, Plymouth Registry of Deeds, Wareham School Secretaries Association, a contract extension for the nurses at the Rutland Regional Medical Center in Rutland, Vermont, and with the City of Berlin, New Hampshire. We also reached a tentative agreement for our members with the Town of Westford, Mass. We are currently in bargaining for several other small units.

“At the Massachusetts Trial Court, we are preparing for bargaining with management,” he continued. “Our team is involved in impact bargaining for our dedicated and talented court reporters whose existence is in jeopardy due to new technology acquired by the courts. We have initiated a Performance Review Labor-Management Committee to oversee the trial court’s performance reviews of our members.

“We have also initiated labor-management meetings with the trial court’s facilities management. We are confident that our bimonthly statewide and regional meetings will solve problems and improve our members’ working conditions,” Noel said.

## Local 129’s JoAnne Andrepont Retires After 41 Years of Service



*JoAnne Andrepont, seated right, celebrates her retirement with Local 129 President Sherry Patton, standing, and Steward Jessica Citizen.*

JoAnne Andrepont is expressing gratitude for her experiences as an OPEIU member and steward of Local 129 in Lake Jackson, Texas, saying that being an OPEIU member “has given me the opportunity to work in various departments, expanding my knowledge in the workplace. These opportunities allowed me to be of better service for my fellow union co-workers.”

After 41 years of service, Andrepont now will enjoy her retirement, well-earned after a long and eventful career that began as an employee of CITGO Petroleum in October 1975. “I was hired temporarily to work in the traffic department, but ended up staying 41 years,” she says.

She joined OPEIU in the 1980s and in the ‘90s became a steward for what was then known as Local 87, which represented the CITGO employees. When the local experienced declining membership, Andrepont and Local 87’s leaders worked with OPEIU to facilitate a merger with Local 129. After the membership approved the merger, Andrepont became the job site representative for the Lake Charles Refinery Complex, where she participated in contract negotiations with Local 129 President Sherry Patton.

“It has been a pleasure working with President Patton, and I appreciate all that I have learned from her. I wish Local 129 and the OPEIU organization continued success,” Andrepont said.

## Local 153 Reaches Contract Extension with Blue Cross

A contract extension was reached with HealthNow New York Inc., doing business as BlueCross BlueShield of Western New York, on July 27 in Buffalo, according to Local 153 Business Representative Robert McLennan.

The 454 bargaining unit employees, formerly Local 212, merged into Local 153 in 2013. There was a past history of conflict and strikes between the union and the employer, but that relationship has dramatically improved in recent years. Local 153 is party to a collective bargaining agreement scheduled to expire in April 2017. At the suggestion of International President and Local 153 Secretary-Treasurer Richard Lanigan, however, the union and the employer met early to discuss the possibility of a contract extension to avoid the usual pressures of contract deadlines.

Negotiation sessions were held in Buffalo, led by McLennan and a committee consisting of Grievance Committee Chair and Local 153 Board member Brenda St. John and members Roberta Novack, Lynn Brooks, Donna Amos and Christina Tortorice. Business Manager Michael Goodwin also attended the negotiations.

An agreement was reached providing 5.75 percent in additional wage increases for a two-year extension of the contract to April 25, 2019. The members received a 2 percent wage increase on April 25, 2016, bringing the total wage increases in the three-year period April 2016-2019 to 7.75 percent, the largest wage increase in any recent three-year contract period with the company. The contract also provides biennial step increases to all employees earning less than the top rate of pay for their respective job title and labor grade.

The additional wage increases negotiated were 1 percent effective Sept. 1; 2.25 percent effective July 1, 2017; and 2.5 percent effective July 1, 2018. In addition, the union won an agreement with the company to maintain and extend, without modification, the health care provisions of Article XIV for the full contract term, a major achievement.

Data provided by the company indicated that 42 percent of the bargaining unit have less than five years of service and 35 percent of the unit have more than 20 years of service. The bargaining unit has grown

more than 36 percent since 2011, increasing from 333 to 454. This growth is attributed in part to the company’s willingness to bring back work to Buffalo that was previously subcontracted out and the improved relationship between the company and the union. It was noted during the negotiations that union-represented employees earn substantially more than their counterparts in the surrounding market, such as claims processors who earn \$21.22 per hour versus \$15.86, service representatives who earn \$19.49 per hour versus \$15.30 and account specialists who earn \$23.47 per hour versus \$14.73.

The contract was enthusiastically ratified by the bargaining unit on Aug. 8 by a vote of 161 to 28. There were 440 people in the unit. Lanigan congratulated the bargaining committee on its great success in achieving the excellent extension agreement. The union will use this achievement to organize employees at other insurance companies in the Buffalo area.

## It’s the Real Thing: Local 179 Members Ratify Contract with Coca-Cola

Members of Local 179 have ratified a three-year agreement with Chattanooga Coca-Cola Bottling Co. that includes yearly pay increases and other contract improvements.

The new contract improves language regarding assignment of temporary work, bidding and selection rights, vacation scheduling, temporary job swaps to cover absences, use of cellphones, video surveillance and a host of other issues.

The contract provides pay increases for production employees of 3 percent in the first year, and 2 percent in both the second and third years. Sales employees also received increases based upon classifications as high as 3 percent in the first year and 2 percent in the second and third years. There are also improvements to the sick-leave policy, a conversion of hourly sales employees to a daily rate with calculated overtime, and increases in the mechanic tool and steel-toed shoe allowances, among other things.

Local 179 was able to hold off efforts by the company to split the unit into two bargaining units with two separately bargained contracts. Instead, all employees continue to operate under the auspices of one agreement.

Local 179 recently held officer elections, and Brandon Anderson was elected president.



*Members of the Local 179 negotiating committee meet with Coca-Cola representatives to bargain a new contract.*

## Locals 40 and 459 Nurses Help Kids in Need



Local 40's annual school supply and backpack drive was a big success again this year, collecting more than 200 backpacks fully stocked for the children in its community of Mt. Clemens, Michigan. But the even bigger news is that Local 40 soon will have established an official charitable foundation, the OPEIU Local 40 Nurses Charity Fund.

Local 40's nurses are very excited to take this step to formalize their many charitable endeavors, and are proving that OPEIU nurses are dedicated to helping others—in and outside of the workplace.

Local 459's nurses are similarly doing good works in their community of Lansing, Michigan, recently conducting

their own annual Stuff a Backpack project to help abused, neglected and at-risk children in the foster care system.

"Most of these kids would be singled out and teased on their first day of school because they didn't have the backpacks and supplies like the other children," said Local 459 Chief Steward and OPEIU Nurses Council Vice Chair Julie Murray. "I set up collection bins at each of our hospitals and encouraged units to start a friendly challenge to see who can be crowned the 'most generous unit.' The kids definitely benefit from this project, but so does every person who contributed something and is able to see what can be accomplished when we come together as a union."

Way to go, Locals 40 and 459!

Local 40 President Janice Czarnecki, left, Mount Clemens Community Schools Athletic Director Dawnte Hannah and Local 40 McLaren Macomb Unit Vice President Jeff Morawski with some of the many backpacks union members stuffed and delivered for needy kids in Mt. Clemens, Michigan.



Photo credit: Free Alms

Capital Pride Alliance President of the Board Bernie Delia, left, and Executive Director Ryan Bos with award recipient Chelsea Bland, center.

## Local 2's Chelsea Bland is Strong Advocate for LGBTQ Rights

Local 2's Chelsea Bland was awarded one of the Capital Pride Alliance's annual LGBTQ rights awards for exemplary contributions to LGBTQ pride in the Washington, D.C., region, receiving the 2016 Bill Miles Award for Outstanding Volunteer Service. Bland is a Local 2 steward and chair of its LGBTQ committee.

"Chelsea is a young worker and proud union member working to leave her mark on the labor movement," said the Capital Pride Alliance. "She is a strong advocate for LGBTQ rights and for supporting spaces of intersectionality within the labor movement."

## OPEIU Nurses Join Rally for Safe Staffing Levels

The OPEIU Nurses Council (ONC) has made safe staffing levels a top priority and joined hundreds of nurses in a rally in Washington, D.C., calling for the passage of legislation that would make staffing ratios the law of the land.

Nurses from Locals 40 and 459 in Michigan traveled to Washington to press for passage of S.864, National Nursing Shortage Reform and Patient Advocacy Act, and H.R. 1602, Nurse Staffing Standards for Patient Safety and Quality Care Act of 2015, both aimed at improving patient safety by implementing staffing ratios and addressing the nurse shortage.

Local 459's Julie Murray, who also serves as ONC vice chair, addressed the crowd while dressed in the traditional white nursing uniform complete with cape and cap worn by the OPEIU Nurses Honor Guard, which recognizes and honors women and men who have dedicated their lives to the nursing profession. The honor guard pays tribute to individuals at the time of their death by attending the funeral or

memorial service, reciting The Nightingale Tribute and presenting a white rose signifying the nurse's devotion to his or her profession. To learn more about the safe staffing issue and the OPEIU Nurses Honor Guard, visit [opeiunursesCouncil.org](http://opeiunursesCouncil.org).



Photos credit: David Miller, RN, SMNS



From left, retired Local 40 member and Crittenton Vice President Syd Villerot, Local 40 Trustee Cassandra Bell, Local 40 Recording Secretary Linda Stempkowski and Local 459 Steward Kyra Keusch at the rally.

OPEIU Nurses Council Vice Chair and Local 459 Chief Steward Julie Murray.

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## Local 537's Darian Epherson Awarded Maria Landa-Rios Memorial Scholarship

Darian Epherson has been awarded Local 537's 2016 Maria Landa-Rios Memorial Scholarship, whose namesake was the president of Local 537 until her death in 2001. Landa-Rios' passion was education and the importance of attending college, according to Local 537 Business Manager/Secretary-Treasurer Jacqueline White-Brown. Epherson is attending her final year at the University of California at Berkeley, after spending the summer interning at Pixar Animation Studios.

## Local 8 to Join Coalition of Kaiser Permanente Unions



Local 8 leaders at Group Health Cooperative (GHC) gathered to plan the transition to Kaiser Permanente, with assistance from International Vice Presidents Suzanne Mode (Local 8 business manager) and Walter Allen Jr. (Local 30 executive director and chief financial officer).

Kaiser is in the process of acquiring Group Health, and Local 8 will then join the 12,000 OPEIU members who are part of the unique Coalition of Kaiser Permanente Unions.

Congratulations also to Local 8's 900 members at GHC who recently received the

Tommy McLean Activist Award to honor their standing together during a 10-month contract campaign. Local 8 members took bold action to protect their pensions, provide successor language, gain wage increases and win on other core issues.

## New Government Study Reveals Flu Virus is Airborne

Have you ever had the flu? Are you potentially exposed to sick people at work?

Most seasonal flu activity occurs between October and May and peaks between December and February. Seasonal influenza causes an average of 36,000 deaths, mainly among the elderly; 200,000 hospitalizations; and 111 million lost workdays every year in the U.S. Flu is a higher risk for children, pregnant women, and people with medical conditions such as heart disease, asthma, immune system disorders and obesity.

The flu is different from a cold in that it comes on suddenly and typically includes a fever that lasts three to four days. People with the flu often feel some or all of these symptoms: fever or chills; cough; sore throat; runny or stuffy nose; muscle or body aches; headache; fatigue (tiredness); vomiting and diarrhea, though this is more common in children than adults.

Symptoms start one to four days after the virus enters the body. **That means people may be contagious before they are sick.** Some people can be infected with the flu virus but have no symptoms. During this time, they still may spread the virus to others.

**Flu is a workplace hazard for OPEIU members in health care and occupations where there is close contact with the public.** Getting the flu on the job is no joke. While fever typically lasts three to four days, severe symptoms last a week. On average, people are contagious for a week, and the illness resolves in about two weeks. This can cause lost work time and lost wages, and disrupt family life and activities.

The Centers for Disease Control and Prevention (CDC) states that the flu is spread when a person who is contagious coughs, sneezes or talks, and droplets get into the eyes, nose or mouth of people in close contact. It also can be spread by contact with items contaminated by a person with the flu, including utensils, furniture and workplace environments.

A study by the federal National Institute for Occupational Safety and Health reveals that flu is also an **airborne hazard!** In the study, 53 percent of the study participants tested

positive for influenza A aerosols during coughing and 47 percent tested positive during exhalation. An aerosol is a suspension of tiny particles or droplets in the air.

The Occupational Safety and Health Administration has no standard protecting workers from influenza. The CDC recommends that all adults get the annual influenza vaccination, however, which is made from inactivated or killed flu viruses and does not cause flu illness. The vaccine formulation is changed every year based on the previous year's influenza epidemic. For 2016-17, the vaccine will protect against three viruses: H1N1, H3N2 and influenza B/Victoria lineage. An additional vaccine is being produced that will protect against four viruses that include the addition of B/Yamagata lineage.

The nasal spray that uses a live attenuated influenza vaccine is being discontinued this year because it was ineffective.

Some health care employers have begun mandating annual influenza vaccine or requiring staff to wear surgical masks if they opt out. **OPEIU and its OPEIU Nurses Council (ONC) have joined with many other unions and public health experts in objecting to these mandates.** Flu vaccine should be an individual decision, not a condition of employment. A major concern has been that the vaccine often is not very effective. In fact, the 2015-16 vaccine was only 64 percent effective. Others have objected to being vaccinated based on medical, religious or personal reasons. Studies show that the vaccine is safe, and many who opt out do so based on fear of vaccine side effects, myths about the vaccine and inconvenience. The appropriate response to these concerns is education, not mandates.

Other workplace protections that should be in place include:

- Hand washing.
- Use of an alcohol-based hand gel when hand-washing facilities are not available.

- Signage instructing people with flu-like symptoms to stay away until they are healthy.
- Providing tissues, with instructions for customers, clients, patients and staff to use them, toss them in the garbage and wash their hands.
- Washing frequently touched objects, such as door handles, kitchen and bathroom surfaces, drinking fountains, and phone receivers, with an EPA-registered disinfectant.
- Avoiding sharing utensils, such as glasses and spoons, and food.

**With the new study revealing that flu may be transmitted by aerosol, it is even more important that employers implement prevention programs to protect the well-being of staff and clients.**

The use of respirators in health care and other industries where workers are in close contact with known or suspected people with flu should be part of the protective program. Note that surgical masks are not respirators and will not protect workers from breathing in small infectious particles.

<sup>1</sup>*Viable influenza A virus in airborne particles expelled during coughs versus exhalations, William G. Lindsley, et al., [www.influenzajournal.com](http://www.influenzajournal.com) 2016.*

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