

# WHITE COLLAR

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

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## Labor representatives ring opening bell at New York Stock Exchange

*September 11 victims are focus of events in New York City*

International President Michael Goodwin joined thousands of other labor representatives and rank and file members in commemorating Workers Memorial Day in New York City on Friday, April 26, 2002. Hundreds of similar events took place around the country and world, including Belgium, Canada, Cyprus, Czech Republic, Ireland, Malaysia, New Zealand, Thailand and Great Britain.

Each year on or about April 28, the anniversary of the Occupational Health and Safety Act (OSHA) in the United States, unions and health activists observe Workers Memorial Day to honor workers killed and injured on the job. With the theme, "Mourn for the Dead; Fight for the Living," nationwide events featured yellow and black ribbons, signifying both mourning for those lost and for hope and the continued fight for the living.

This year in New York, Workers Memorial



Representatives from the New York labor movement join NYSE Chairman Dick Grasso (front row, third from left) in ringing the opening bell at the Exchange on Friday, April 26. New York City Central Labor Council President Brian McLaughlin rings bell to start the day. CLC Secretary Ted Jacobsen is to the right of McLaughlin. OPEIU International President Michael Goodwin is pictured (back row, third from right).

Day held special significance in the wake of September 11. Of the approximately 2,800 people who lost their lives at the World Trade Center, 600 of them were union members and nearly all were workers on the job when the attacks occurred or lost their lives working to save others. At this year's event, OPEIU and family members of lost sisters and brothers joined thousands of workers, community leaders, firefighters and police officers to remember workers who sacrificed their lives on September 11.

At the invitation of New York Stock Exchange Chairman Dick Grasso, the day began early for leaders of New York unions who lost members at the WTC with a special ringing of the opening bell at the Exchange led by New York City Central Labor Council President Brian McLaughlin. "It was a wonderful tribute to all our OPEIU

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## Members at G.H.I. settle strike, ratify new contract

*Current employees never have to pay out-of-pocket for health coverage*

The 26-day walkout of 1,200 OPEIU, Local 153, New York, N.Y., members at Group Health Incorporated (G.H.I.) ended with a new contract that includes a guarantee that the employer will never again ask current employees to pay premium sharing or co-pays for office visits and prescription drugs.

"Congratulations to Local 153 Secretary-Treasurer Richard Lanigan, Chief Steward and President of Local 153 Neysa Griffith, and the Local 153 field staff and bargaining committee members," said International President Michael Goodwin. "They all did a terrific job throughout the strike and negotiations, standing their ground to ensure that members received a fair contract that met their goals. Their hard work has rendered a contract that protects the 1,200 OPEIU members and means they will continue to receive health coverage with no out-of-pocket expenses," Goodwin said. Newly hired employees will

have to pay only a small part of the premiums for family coverage and co-payments for office visits and for brand-name prescription drugs when a multi-source is not available.

The four-year agreement includes wage increase provisions of slightly more than 17 percent. Employees will receive 4 percent in each of the contract's first two years and 4.5 percent in each of the last two years.

"The use of 'Ratty the Rat' was very effective," Goodwin said. "Ratty" is a 15-foot inflatable rat that can be legally placed on public property in connection with strikes. The Supreme Court has ruled that the display of the rat is a constitutionally protected first amendment right of freedom of speech. And we definitely saw its effectiveness in this strike, both in raising our visibility and in embarrassing the employer, thus forcing them to negotiate with the union fairly," Goodwin continued.

G.H.I. specializes in providing insurance

for unionized workers and administers and provides health coverage to 2.5 million people.

Senior Representative Michael Thompson joined Chief Steward Neysa Griffith and a committee consisting of Diane Shuler, Linda

Hughes, Devora Moss, Steven Weisman, Sandra Monroe, Paris Price, Robbin Roberts, Larry Sporn, Anthony Walters, Willie Faillo, Barbara LaGoff in reaching the successful agreement.



OPEIU members striking over health benefits at Group Health Incorporated in Manhattan.

ORGANIZING  
FOR  
CHANGE

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# Senior Vice President J.B. Moss dies at age 66

OPEIU is mourning the loss of one of its most dedicated leaders, Senior Vice President J.B. Moss. Moss died in April at age 66.

"J.B. is gone ... but what will never be gone is the memories of him and what he stood for," said International President Michael Goodwin at a memorial service on April 15, 2002. "What will never be gone is the precious time he spent with us. Those memories and those times will be in our hearts and minds forever," Goodwin said.

"J.B. was a strong voice on the Executive Board," Goodwin continued. "He helped guide the Board through many problems and was looked up to by his peers for his knowledge and experience. He served on the finance and VOTE committees for many years and chaired

the all-important Constitution and Laws committee at each convention. When J.B. took the microphone and explained the program, everyone understood and the audience was always in his hands in the end. He was a top advisor to Presidents, Secretary-Treasurers and the Board and was given the title of Senior Vice President after serving on the Board for 26 years. Each and every Board member will truly miss his great contribution to the union," Goodwin concluded.

Moss was employed at General Dynamics Corporation when he joined OPEIU, Local 277 in May 1958. He served two years on the Grievance Committee at General Dynamics, and was elected President and Business Manager of Local 277 in 1960. He served as an International Representative in the New Orleans

area while organizing and negotiating contracts with the MISHOUD facility in the early '60s. He successfully organized several units including the American Income Life Insurance Company and CSC computer center.

In the summer of 1976, Moss was appointed International Vice President of Region IV.

Moss served a variety of community service programs for the Tarrant County Central Labor Council and his local union, as well as taught labor-oriented classes at Tarrant County Junior College.

Prior to his union service, Moss served in the U.S. Army in the 1950s. He graduated from Texas Christian University in 1960 with degrees in Personnel Management and Labor Relations. He is survived by his wife, Martha and children Scott, Shelly, Kelly and Carla Crider.



J.B. Moss

*The following is International President Goodwin's eulogy for J.B. Moss, April 15, 2002:*

On behalf of all of the officers and members of OPEIU, we extend our sincere sympathy to J.B.'s wife Martha, his parents Hazel and L.B., his brothers Jack and Freddie, children Scott, Shelly, Kelly and Carla Crider and his four grandchildren and five great grandchildren.



We have lost a good man – and we lost him sooner than anyone expected. Just a short time ago he was with us – being J.B. at his best – as we all knew him. We thought he was invincible – that his life would go on long into the future – but our creator had a different plan. He called J.B. home early. No one knows why, nor will we ever be given an explanation – we don't question God's plan – we accept it. But if one could speculate about a reason it could be that God wanted J.B. with him, to enjoy his wonderful company, his great sense of humor, his love and his unforgettable pranks. For whatever reason, J.B. is gone, his physical body is gone, and his unmistakable presence is gone. But what will never be gone is the memories of him and what he stood for. What will never be gone is the precious time he spent with us. Those memories and those times will be in our hearts and minds forever.

No one spent more time with J.B. or knew him better than his wife, Martha. J.B. was so fortunate to have her as a life partner. Martha, J.B. loved you so much, with all his heart and soul, and I know you loved him in the same way. You were there for each other each step of a wonderful life. I know that while you will always mourn his loss — you will also look back and cherish the time you spent together as a source of comfort and joy. Thank God you had the

chance to share a wonderful life together.

Everybody in his life loved J.B. When I visited the hospital and saw family and friends gathered to comfort him and say their last goodbyes, I could see in their eyes the sorrow — the deep love — and the great loss that was about to occur. Each in their own way spent time talking to him, hoping and praying that the reality wasn't true. J.B. loved them all and I am sure he heard their voices and felt their pain.

I also saw the love he had for his grandchildren. He was so proud of them. You could see the pride in his face every time their names were mentioned.

J.B.'s "little brother" Freddie told me that J.B. did more for him than could ever be expected of an older brother. This was typical of J.B. — when you were in need, he was there to help.

And what can you say about Becky and Margo? These two women looked after J.B. day in and day out making sure that everything that had to be done was accomplished. They watched over his every need, making sure he kept his appointments and urging him to go to the doctor or to the hospital. They visited him in the hospital every day to keep his spirits up. I know that the family is grateful for all that they have done to care about him.

I have many personal memories of the friendship that J.B. extended to me. I, too, will cherish them and remember them for the rest of my life. He was my friend, my mentor and my colleague. He was intelligent and knowledgeable in labor relations. My only fear was that he could have easily taken my job in New York. Thank God he loved cows and horses over skyscrapers and cement. I was relieved and honored when J.B. nominated me for President instead of seeking the job for himself.

Not only did he not want to move out of Texas, he loved working for the members of Local 277 and going to the Lockheed Martin plant. The labor movement was his life's work. The grievances he processed and the contracts he negotiated went a long way in carrying out the mission of labor — to improve the wages and working conditions of working families. J.B. did that and he did it well. He did it skillfully and in a way where everybody won. Both employers and members respected the job he did in balancing the interests of the members with the interest of the business.

He was so proud of organizing the union at

AIL. Under his leadership and working with a progressive employer, the union's political action fund flourished. Local 277 members at AIL contributed hundreds of thousands of dollars to advance the agenda of working families, and J.B. was there to lead the way. He had politicians eager to win his support as he supported so many progressive programs. I am sure that OPEIU and AIL will form a partnership to make sure that J.B.'s contributions to our political action program will never be forgotten.

J.B. was a strong voice on the Executive Board. He helped guide the Board through many problems and was looked up to by his peers for his knowledge and experience. He served on the Finance and VOTE Committees for many years and chaired the all-important Constitution and Laws Committee at each convention. When J.B. took the microphone and explained the program, everyone understood and the audience was always in his hands in the end. He was a top advisor to Presidents, Secretary-Treasurers and the Board and was given the title of Senior Vice President after serving on the Board for 26 years. Each and every Board member will truly miss his great contribution to the union.

Nothing was more enjoyable than being on the road with J.B. He loved to drive everywhere. (Well, at least west of the Mississippi) and he loved the mountains, the lakes, the rivers and all of nature's beauty. And he knew more about how things were formed than anyone. He also knew the history of the aborigines, and what army did this and what army did that and he knew names, dates and places. He was a scholar of American history and studied it over and over again. Because of J.B., I know more about Poncho Villa, the Alamo and General Sam Houston's strategy in 1835 than I thought I ever would. All of J.B.'s recounting of history was very enjoyable. There is a movie that he loved called "The Mountain Man" and we had such a good time as we drove with Martha and J.B. from Portland to Denver looking at the beautiful sites, hearing J.B.'s commentary and watching the movie. He pointed out all of the historical facts along the Oregon trail. It was a trip I will never forget. One time we agreed that I would pick J.B. up at the airport in New York and drive to Montreal. We stopped at a German settlement in upstate New York of which he was very proud and stayed at the Beekman Arms — one of the first inns of its type in the United

States. That night with Martha on the phone, I described the scene in the bedroom — me in one bed and J.B. in the other canopied bed lying in his shorts. Needless to say, it was a sight for sore eyes. The next day we went to Hyde Park and visited the home of FDR. I can't tell you how excited J.B. was to see the radio broadcast booth where FDR spoke to the public.

On the prankster side of J.B., how many of you were victims of those famous impersonations? J.B.'s friend, Kendall Hill, told me how J.B. would call his office and get an unsuspecting secretary on the phone. "This is the Governor of Texas calling," he would say, "Get Kendall Hill on the phone right away." And J.B. would laugh and laugh over the fretting of the excited secretary. He enjoyed spoofing people with these wonderful pranks all the time not to mention snipe hunting and his description of animals that didn't exist.

And what about the "roids" — all of his horses were named with "roid" on the end — and some of his friends, too. It would be Mikearoid, Richaroid, Margoroid — and if he referred to you in this way, it was a sign that you were a true friend.

As we go through life we meet many people who we call our friends. But the truth is that there are really only a few people in our lives that we can call "true blue" friends. People that will stay with us in good times and bad — whether we are right or wrong, they will be on our side. A "true blue" friend is a loyal friend no matter what happens. J.B. was that kind of friend. You could count on his friendship and put it in the bank. If he was your friend he was there for you.

And so we close this wonderful chapter in the life of a man we all loved — a man we will all miss who gave us the memories that we will savor forever. So many of his family and friends agree that there will never be anyone again like J.B.

In some ways, our need to grieve and mourn is outweighed by our need to celebrate his life and be grateful that all of us have been granted the gift of knowing him.

J.B., we all gather here today, not only to say goodbye but also to say that we all love you and will miss you very much. Thank you for your presence, your friendship, your loyalty and your love. You will never be forgotten.

Goodbye Governor, and may you rest in peace.

## "We have the power"

*OPEIU affiliation praised at ITPE convention; President Conley calls for membership mobilization on organizing and political front*

The Industrial, Technical and Professional Employees (ITPE) Convention highlighted the many successes and changes of the past four years since the last convention, as well as outlined the union's ambitious goals for the future.

Speaking before the conference, ITPE President John Conley spoke of much needed renovations recently made to ITPE's headquarters, including the relocation of the union's accounting and membership maintenance departments from Washington, D.C. to Savannah, Ga. providing huge savings. The union has taken other measures to reduce operating costs, such as signing an agreement with Sprint for all long distance and cellular telephone services, thus eliminating calling cards for officers and representatives, and reducing long distance telephone costs by more than \$40,000 in the first year.

ITPE has also made technological advances in the past few years, and has developed its own website at [www.itpe.org](http://www.itpe.org). From that site, members can link to all three ITPE benefit plan sites. Each ITPE branch office is also equipped with the latest computer technology, with the ability to receive and send correspondence by fax and e-mail.

Conley also spoke of organizing successes, such as the International Union for the Natural Health and Alternative Medicine Professions' affiliation with ITPE in April 2000. When it affiliated, IUNH had 200 members; today it has 1,200 members and is projected to have another 1,500 by the end of the year.

In 2000, the ITPE signed an agreement with Choice Hotels International, Inc., according to Conley, that provides a 20 percent discount off published rack rates for all ITPE members at all participating Choice Brand Hotels.

In January and February of 2002 ITPE members approved — by a 76 percent majority vote — a dues increase. "These are some of the changes made during the last four years since our last convention that have had a profound impact on our organization and its members," Conley said. "However, the major event having the greatest impact was during the months of May and June of 2001 when the ITPE membership once again had the foresight in voting unanimously to disaffiliate from MEBA, and approve an affiliation of the ITPE with the Office and Professional Employees International Union, which became effective July 1, 2001," Conley said.

"It is my pleasure to report to you today this new affiliation is right on track," Conley continued. "The working relationship between OPEIU and ITPE couldn't be better. We are equally committed to the labor movement and its mission, which is to unite into one organization — regardless of race, creed, color, sex, nationality, religion or political affiliation — all workers eligible for membership in a trade union," Conley said.

### *A political battle lies ahead*

"We have laid the groundwork to do just that," Conley said. "Now we must roll up our sleeves and get to work. Each of us, making a commitment to our brothers and sisters, and to our community." Conley then spoke of the Enron situation, wherein more than 6,000 workers have lost their jobs, health care and retirement savings as a result of unscrupulous management and "because the folks in the corporate suites didn't frankly care how many workers and shareholders they stepped on," Conley observed.

"We all need to be careful not to miss the point, because at the end of the day, Enron really isn't about money," Conley said. "It's about values. It's about whether employers will treat their employees fairly and with respect. It's about whether companies understand the responsibility they have to their workers and to local communities, and not to speculators and traders on Wall Street," Conley said.

"The AFL-CIO is hard at work on behalf of Enron's workers — not necessarily because they are union members, most of them aren't — but simply because they are working fami-



**ITPE convention delegates.**

lies. Unfortunately, the Enron experience is a culture that is being accepted by too many of our government leaders and being practiced to the max by this administration — favoring the corporate boardrooms and putting the wants of CEO's and big business ahead of the basic needs of working families," Conley said.

Conley then spoke of the urgent need for the passage of an unemployment extension bill in the wake of September 11. Instead, Conley noted, the administration has issued a federal budget that "sacrifices the essential initiatives and services that help working families and supports our senior citizens ... that raids the Social Security and Medicare trust funds, and slashes job training for dislocated workers, seasonal farm workers and at-risk youth ... slices into OSHA funding and staffing, cuts non-discrimination efforts and drives the government back into deficit spending.

"Of course, we have a war on and it's a war we have to win and we support the president in his efforts," Conley said, "but we expect more than just a war on terrorism overseas. We expect a leader and a government that will fight hard and relentlessly for working families on the economic battlefields here at home.

"Whatever it takes to get that leadership for working men and women, we have this year to get it," Conley said. "Because we have local and state, as well as federal elections coming up and we have to get ready for them even as we are fighting for our lives in the halls of the United States Congress and in state capitals and city halls around our nation. Our issues are the same — good jobs, strong families, retirement security, health care and education for all Americans. Our values are the same — we believe in equality of opportunity, freedom of religion, freedom of speech, the right to dissent, the right to privacy, the right to form and join unions, and we believe the new global economy should work not just for the big shots and privileged few, but for the people who do the work," Conley said.

"Unfortunately, our numbers aren't the same — despite our increased organizing, we're still barely holding our own as a percentage of the American workforce," Conley said. "Yes, we can, we must and we will do an even better job, but the truth is we need bigger numbers if we're going to help workers speak with a strong voice," Conley urged.

"As much as you are doing, I challenge you to do more and help the labor movement as we work to organize ourselves into a bigger and better position of strength. We have the power because our cause is right, because the facts support our issues, because the debate

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**ITPE Vice President T. Ruthie Jones and OPEIU Secretary-Treasurer Carol Dupuis.**



**Taxi driver Gail Burgess, ITPE President John Conley, OPEIU International President Michael Goodwin, taxi drivers George Dupree and Gail Page, and ITPE Secretary-Treasurer John Brenton III. ITPE has been working to organize taxi drivers in New Orleans, Louisiana.**



**Representative Neil Abercrombie (D-HI) and John Conley.**

# Local 32 wins strike at Philadelphia Federal Credit Union

Local 32 won a big victory for its members during a thirteen-day strike against the Philadelphia Federal Credit Union (PFCU) in April. The unfair labor practice strike led to a three-year contract that includes several improvements over the employer's previous offers.

Local 32 filed unfair labor practice charges against the PFCU with the National Labor



**Local 32 President Ed Andryszczyk, with Philadelphia Federal Credit Union (PFCU)/Local 32 members Marari Rodriguez, Kathy Mills, Theresa Bailey and Tracey Harrison on the picket line.**



**Local 32 member Patty Lyster walks the picket line against the PFCU.**



**Negotiating committee member Gwen Mitchell on strike.**

Relations Board because the employer began harassing employees shortly after the membership rejected a second contract offer. The offers would have forced the employees that Local 32 represents to contribute up to several hundred dollars a month for health care.

The hard-fought effort resulted in a three-year contract that was unanimously ratified by the membership. The new contract calls for substantial pay increases in each year of the contract; several health care options that previously were not available to employees that would require no contribution; a three-year freeze on the flat dollar amount employees would be required to contribute for the traditional health insurance plan for dependent coverage; and a signing bonus in the first year of the contract.

"I think the employer underestimated the resolve of our membership and their willingness to strike over the issue of health care contributions," said Local 32 Business Manager Steven Tully. "Essentially, the employer wanted our members to accept ridiculously high contributions on a percentage basis without any knowledge of how much it would cost them from year to year and with no other plan options available to them."

Tully also said that Local 32's preparation and strategy prior to the strike led to a coordinated effort that caught the employer off guard.

"I think they were surprised at the amount of pressure that we were able to bring on them, and how strongly the labor community in Philadelphia supported us. A large portion of the PFCU's business comes from labor unions, and the unions supported our strike enthusias-

tically; in fact, many unions threatened to withdraw from the Credit Union if the strike was not resolved. We were able to strike at the heart of their business, and this eventually helped us win the strike," Tully said.

Prior to calling the strike, Tully consulted with OPEIU President Michael Goodwin and Vice President Richard Lanigan. Goodwin and Lanigan reviewed the situation with him and gave him advice on how to maximize the effectiveness of the strike.

"Mike and Rich were a great help. They helped us coordinate our efforts, set up the ULP charges, and stressed the importance of gaining the support of the labor unions that participate as members of the Credit Union. The preparations really paid off," Tully said.

Local 32 Business Representative Sharon Eastwick played an integral part in getting the settlement. She believes the hard fought victory was certainly worth the effort.



**PFCU/Local 32 member Kelly McCormick walks the picket line with her fellow members.**

"Now our members know what it will cost them for health care each month for the next three years if they stay with the traditional plan, and they now have the ability to decide if the other health care plan options that don't have a contribution are right for them and their families," Eastwick said.

She also praised the Philadelphia labor community saying, "All of the unions in the area were wonderful to us during the strike. They helped us in any way they could and our members who were on the picket line have a better understanding of why we call each other brothers and sisters in the labor movement. They treated us like family."

Tully and Eastwick also commended negotiating committee members Heather Malloy and Gwen Mitchell for their efforts. "They did a great job under very difficult circumstances and really helped keep morale up on the picket lines," Eastwick said.



**Ryan Tully, son of Local 32 Business Manager Steven Tully, supports the union members by walking the picket line.**

# Local 35 ratifies contract with Northwestern Mutual

Local 35 settled its contract for 1,700 Northwestern Mutual employees that includes significant wage increases, increases in tuition reimbursement and a deferral of the employer's demand for increased health contributions. The three-year agreement, ratified by an overwhelming majority, was effective May 1, 2002.

The contract was the result of intense negotiations and a "member-to-member" organizing and communications program carried out by Local 35 members and staff. The campaign, which produced 60 new members, involved leaflets and newsletters that carefully framed the issues viewed important by union members, said Local 35 Business Manager Judy Burnick. As the employer intensified its communications campaign, Burnick said, the local union met the challenge by calling all unit members and leaving them weekend updates on work phones.

The bargaining team included Burnick; Cindy Oleson, Local 35 Business Representative; Steve Cupery, Business Representative/Organizer; and Northwestern employees Gloria Tetting, Jim Becker, Cindy Trapp-Dietz, Tom Schalk, Joan Reuter, Mary Rothe, LuAnn Hurley and Denise White.

Burnick noted that the bargaining committee sacrificed many evenings and weekends to obtain this agreement. "Their dedication, passion and leadership was an important factor in securing the excellent wage and benefit improvements contained in this new

contract," Burnick said.

"Our members ultimately made the difference in this campaign," Oleson added. "They organized coworkers around our issues and made it clear to the employer that we would be an important force to reckon with if an agreement was not reached."

After sometimes-tense negotiations, the parties did reach an amicable agreement. "The people spoke with one voice and the employer listened," Burnick said.

The new agreement includes the adoption of Local 35's goals:

- A balanced pay package including a cost of living base, merit and variable pay (the company sought to eliminate the cost of living base);
- Pay increases that average 3.75 percent over the first 10 months, 4 percent in the second year, and 4 percent in the third year and are likely to result in real salary gains when measured against projected inflation;
- Variable pay that pays out in year three to be another .75 percent of the average 4 percent merit, which if paid will boost average compensation increases to 7 percent in year three;
- Maximums increased by 2.5-4.5 percent in year one and 3 percent each year thereafter — more than ever achieved in prior contracts;
- Pay increases for levels of performance that beat the last Northwestern Mutual agreement;
- A deferral of the employer's demand for increased employee health contributions holding the maximum to 14 percent (versus the 15

percent demanded by the employer) and making the 14 percent effective after this contract expires;

- The payment to employees who do not take health insurance was increased from \$480 to \$1,000;
- Electricians were moved to Market Rate allowing them to obtain increases above the average contract increase;
- Housekeepers won PH2 pay for cleaning bathrooms and 30 cent per hour premium for floating duties. The PH2 pay will provide them with immediate pay increases of 20 cents per hour and a hike in their pay range of 85 cents per hour (the employer's initial proposal would have lowered all housekeepers to PH1's);
- The employer dropped its proposal to diminish seniority as a mechanism to obtain vacation preference and agreed to retain the current vacation scheduling procedure;
- Sick leave eligibility was improved to include absences due to physician prescribed anesthesia;
- Significant increases in the yearly amount of tuition reimbursement for employees for full-time (13.3 percent graduate courses and 56.25 percent undergraduate) and part-time employees (12.2 percent graduate and 56.25 percent undergraduate);
- Employees required to wear ANSI rated safety shoes had employer reimbursements increased from full payment for the first \$30 to full payment for the first \$75. The maximum

pay-out for such shoes was doubled from \$60 to \$120;

- Parking rates held to no increase until January of 2004;
- Adoption assistance doubled from \$5,000 to \$10,000;
- Funeral leave benefits enhanced to permit three days off for an expanded defined group and need for three days to be determined by the employee and not their manager; and
- Reforms that streamline and expedite the grievance process. The gains under this contract were substantial and enhanced protections against abuses of so-called "last chance agreements."



**Members of Local 35's bargaining team. Pictured left to right are Business Representative Cindy Oleson; Northwestern employees Gloria Tetting, Joan Reuter, Cindy Trapp-Dietz, Tom Schalk, and Jim Becker; and Business Manager Judy Burnick.**

## "We have the power"



OPEIU Director of Organization and Field Services Kevin Kistler, ITPE International Representative Green Lewis and ITPE Director of Organization Dennis Arrington.

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favors our side and because the majority of Americans share our views and our hopes ... because there are no more committed and determined fighters in the struggle for social and economic justice on this earth than all of you," Conley concluded.

ITPE affiliated with OPEIU on July 1, 2001, and recently received a charter for the newly



John Conley, Michael Goodwin, ITPE Vice Presidents Elwood Hampton and T. Ruthie Jones.

formed Local 4873 in Savannah, Ga.

ITPE has 10,000 members, a staff of 28 employees and maintains its headquarters in Savannah, Ga. with offices around the country. The ITPE affiliated with OPEIU to benefit from its organizing expertise and staff support in order to build ITPE to an even bigger and stronger union.

## Professional Helicopter Pilots Association recognized at IFALPA conference

A delegation from OPEIU's new Professional Helicopter Pilot Association (PHPA) was invited to attend this year's 57th annual International Federation of Airline Pilot's Association's (IFALPA) Conference in Stavanger, Norway. In attendance were Kevin Kistler, OPEIU's Director of Organization and Field Services; Butch Grafton, PHPA President; Jack Bower, PHPA Treasurer; and Tony Fonze, Managing Editor of PHPA's magazine, *Autorotate*.

The IFALPA serves as the global voice of airline pilots, promoting uncompromised levels of aviation safety while providing a broad



Stavanger, Norway serves as a hub for North Sea offshore oil operations.

range of services and support to its member associations. Hundreds of pilots from all over the globe, representing every major airline

and pilot's union, were present.

Members of the IFALPA helicopter committee welcomed PHPA's attendance and no time was wasted as the representatives from the United States actively participated in discussions regarding a variety of technical helicopter piloting subjects. The American's participation on this prestigious committee was unanimously approved by all of the attending committee members in a surprising turn of events when PHPA President Butch Grafton was nominated and elected to the position of committee Vice Chairman.

Congratulations to PHPA and Brother Grafton.



From left to right, Jack Bower, PHPA Treasurer, PHPA President Butch Grafton, ALPA First Vice President Denise J. Dolan, Director of Organization and Field Services Kevin Kistler, and Tony Fonze, *Autorotate* magazine Managing Editor.

### Local 12 pension fund merges with Local 153 fund

The Board of Trustees of Local 12, Minneapolis, Minnesota, has approved a merger of its pension fund with the Local 153, New York, N.Y., pension fund. The merger, which was also

approved unanimously by the Local 153 Board of Trustees, will be effective in the fall of 2002. "We are now working out due diligence related to the merger," said Local 153 Secretary-Treasurer Richard Lanigan.

### OPEIU Canadian National Committee restructured *New Canadian Vice Presidents elected*

Sheila Morrison was elected by the OPEIU Canadian National Committee (CNC) to serve as Vice President in the seat reserved for women. Morrison, who was elected at the CNC's fall meeting in 2001, replaces Claude Grenier on the Executive Board. The Board thanks Grenier for her many years of service to OPEIU and wishes her well in her future endeavors. Vice President Nick Kapell also resigned from the Executive Board effective at the conclusion of the April 2002 CNC meeting. The Board also thanks Kapell for his dedicated service to OPEIU and wishes him well.

Also elected to the Executive Board was Ruth Workewich, named a Vice President at the CNC's April 2002 meeting. She replaces Carol Dupuis, who now serves as OPEIU International Secretary-Treasurer.

### Local 3 expands Catastrophic Leave Bank

OPEIU, Local 3, Berkeley, California, has negotiated to expand their Catastrophic Leave Bank, a fund that can be utilized by workers suffering from catastrophic illness who have exhausted their own paid leave, reported OPEIU Vice President and Local 3 Secretary-Treasurer Nancy Wohlforth.

An employee who retires after five or more years of continuous service with the employer may cash out accrued sick leave up to a maximum of two weeks. All unused or uncompensated sick leave held by an employee upon their termination or retirement is now placed in the Catastrophic Leave Bank. Transfer is in daily increments.

## Goodwin reelected as officer of Hotel Trades Council

OPEIU International President Michael Goodwin was reelected as Secretary-Treasurer of the New York Hotel and Motel Trades Council, AFL-CIO, on May 1, 2002.

The Hotel and Motel Trades Council represents approximately 25,000 members and consists of nine local unions from International Unions including, OPEIU, HERE, SEIU, IUOE, IBEW, IUPAT and USWA.

# OPEIU commemorates Workers Memorial Day

Continued from page 1

members and all those personally affected by September 11," Goodwin said. "The financial industry was one of the direct targets of the terrorist attacks. By ringing the stock exchange opening bell in honor of these lost brothers and sisters we're demonstrating the true spirit of Workers Memorial Day — we mourn for those lost but renew our commitment to fight for the rights and safety of all workers," Goodwin concluded.

A special memorial service held at Trinity Church, just blocks away from the World

Trade Center site, honored the 2,800 workers. The service, which included victims' survivors, World Trade Center workers who escaped and religious and union leaders, was followed by a bagpipe-led procession to the World Trade Center site at Ground Zero. Speakers noted that while nothing could have saved the workers from the terrorist attacks, fighting for safer workplaces and helping workers improve their lives through unions is a fitting way to honor the victims.

"We have come together to mourn the lives of the men and women who were trag-

ically killed on September 11 as they began their workday," said AFL-CIO President John Sweeney. "We mourn the heroes who gave their lives rescuing others. And we also promise to honor all the other workers who died or were injured on the job last year — not just in terrorist attacks, but in workplace accidents and as a result of dangerous conditions. We renew our promise to keep fighting for safe workplaces in your memory," Sweeney concluded.

New York City union members also distributed approximately 100,000 leaflets at

subway stations, bus stops and on street corners that asked New Yorkers to observe a minute of silence at noon to honor the workers killed at the World Trade Center and on the job elsewhere in 2001. Participants at the Ground Zero ceremony and New Yorkers around the city paid tribute to the dead with their noon-time silence.

According to the most recent Bureau of Labor Statistics figures, 5,915 workers died from traumatic on-the-job injuries last year, while another 50,000 to 60,000 die each year from occupation-related diseases.

## OPEIU/FCT organizing via the Web!

The OPEIU and its affiliate, the Federation of Catholic Teachers (FCT), OPEIU, Local 153, are utilizing the Internet to organize teachers in the Brooklyn Catholic school system.

The FCT has set up the website to provide information to teachers in the 159 schools in the Brooklyn Diocese about the FCT and how it can help the teachers fight against proposed increases in their health insurance premiums. Three of these schools have already elected the FCT as their representative — Queen of All Saints, Blessed Sacrament and St. Bartholomew. The teachers in three other schools have also filed for an election — St. Andrew Avellino, Holy Name and St. Gregory the Great.

The Brooklyn Diocese has proposed

increases in health insurance premiums to \$40 per month for single coverage, \$100 per month for a couple, and \$160 per month for families. In its most recent contract negotiations, the FCT prevented the Archdiocese of New York from imposing similar increases in health insurance premiums, and achieved a guaranteed continuation of rates of \$20 per month for single coverage, \$25 per month for a couple, and \$30 per month for a family.

The FCT represents more than 3,000 Catholic School teachers in 236 schools in the Archdiocese of New York.

For more information about the FCT and their organizing campaign with the Brooklyn Diocese, visit their website at [www.4fct.org](http://www.4fct.org).

## AFL-CIO rules in OPEIU's favor in Article XX case

An AFL-CIO Executive Council Appeals Committee has ruled in OPEIU's favor, overturning a recent Article XX ruling. The decision states, "In sum, we find that SCPEA (OPEIU Local 90) substantially conformed with the fundamental rules governing affiliation in its constitution, and we therefore reverse the determination of the Umpire."

The Southern California Professional Engineering Association (SCPEA)/OPEIU

Local 90, under the auspices of the International Union, had filed an Article XX case against The Society of Professional Engineering Employees in Aerospace (SPEEA), alleging that SPEEA, "supported, and has now intervened on, a decertification petition presently pending before the NLRB, and has supported a campaign to elect SCPEA officers who are committed to disaffiliating from OPEIU." An AFL-CIO impartial umpire had cleared SPEEA, but OPEIU protested that ruling.

Article XX of the AFL-CIO Constitution deals with the settlement of internal disputes between unions in the Federation. SPEEA is an affiliate of the International Federation of Professional and Technical Engineers (IFPTE).

In a related story, SCPEA/OPEIU Local 90 recently asked OPEIU to place them in a voluntary trusteeship to preserve the union. The International has assumed control over the affairs and assets of SCPEA, appointing Director of Organization and Field Services Kevin Kistler as Trustee. Kistler has appointed Unit Chairs and Group Representatives in order to continue membership representation.

## Building a strong political voice for working families

*AFL-CIO approves per capita increase for member mobilization program*

At its February 2002 meeting in New Orleans, La., the AFL-CIO Executive Council overwhelmingly supported an additional 4-cent-per-month per capita payment to ensure continuing, stable funding for the labor movement's member mobilization program. The General Board then approved the recommendation.

According to the AFL-CIO, in the past three election cycles, the AFL-CIO has used a combination of dedicated per capita funding and discretionary funds contributed by unions on a voluntary basis to lead an increasingly successful unified, cooperative program of grassroots political action among all its member unions to build a strong political voice for working families.

The Executive Council took the critical but difficult stand to seek dedicated, supplementary per capita funding for this now-proven program after almost a year of consideration. Per capita funding, the council decided, is the best way for unions to anticipate and budget on an ongoing basis for the program, and more fair than voluntary contributions to spread the expenses among all unions.

The working families agenda calls for:

- Creating and maintaining good jobs;
- Rebuilding America;
- Safeguarding retirement security;
- Ensuring health care security;
- Holding corporations accountable;
- Improving and protecting public education; and
- Laying the crucial foundations for reform of America's inadequate labor laws.

## OPEIU meets with Fannie Mae

*Plan to automate real estate appraisal spurs OPEIU, AFL-CIO to action*

Pressure from the OPEIU and the AFL-CIO has caused Fannie Mae to agree to meet with OPEIU to discuss the government-sponsored group's acceptance of automated real estate approvals. This has even led to two stories about the campaign in the *American Banker* magazine.

After calls by the AFL-CIO to direct its \$5 trillion in pension funds away from government issued papers, Fannie Mae officials said they would "welcome" a meeting with OPEIU International President Michael Goodwin.

"Officials for the federation's 66 unions — which are major investors in mortgage-backed securities — say the appraisers' concerns led to a grassroots campaign aimed at persuading the AFL-CIO's leadership to use its vast pension holdings as a lobbying tool to

change the corporate strategies of Fannie and Freddie. "There is a lot of pension money tied up in mortgage financing," said Michael Goodwin, a vice president of the AFL-CIO's executive council and president of the 145,000 member Office and Professional Employees International Union. "We are going to try to use that leverage we have with billions of dollars that are controlled by the AFL-CIO funds and turn it into a voice that can be heard," reports *American Banker*.

The first meeting was held in May 2002 attended by AFL-CIO Assistant General Council Damon Silvers, OPEIU General Counsel Melvin Schwarzwald, International President Michael Goodwin and Appraisers Guild 44 Representatives William Sentner and Dominick Pompeo.

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# OPEIU hosts exhibit at 2002 Union Industries Show

OPEIU once again participated in the AFL-CIO Union Industries Show held in Minneapolis, Minn., April 5-8, 2002. This was the fourth time that Minneapolis has hosted the exhibition (1953, 1973, 1991 and 2002) since it began in 1938. The Union Industries Show is organized and produced by the Union Label & Service Trades Department (ULSTD), AFL-CIO.

On hand to represent the OPEIU were International Vice Presidents Judy Solkovits and Anita Roy, as well as OPEIU Purchasing Agent Geoffrey J. Palmer, M.A., and to field questions, provide informative insight and add to the already family fun atmosphere with raffles and giveaways.

The purpose of the Union Industries Show is to showcase and promote union-made American products and union services. The exhibitors include AFL-CIO national and international unions, government agencies, community service affiliations, and union-

organized companies represented by union employees. The Union Industry Show gives the public an up-close look at organized labor through live demonstrations of skills of union workers, discussions of labor/management relations and giveaways of union-made products.

The Union Industries Show admission was free and open to the general public. Schools, clubs, and a variety of other organizations were encouraged to attend. The exhibition catered to these special groups by hosting early hours on opening day in order for students to benefit from the learning experience that the show has to offer. School students as well as general fair-goers visited exhibits from the aviation industry, culinary field, energy conservation, health care, technical and clerical workers, and theatrical arts. There were plenty of daily demonstrations presenting skilled industries of textiles, printing, glassblowing, bricklaying, operating

engineers and more. Due to the vast eclectic group of companies and skilled workers in attendance, the Union Industries Show is considered the nation's largest and most unique job fair.

The 2002 AFL-CIO Union Industries Show suffered a loss when long-time show manager Dennis K. Kivikko passed away on December 6, 2001. Kivikko was Secretary-Treasurer of the Union Label & Service Trades Department. This year's Union Industries Show was dedicated to Kivikko and his life-long efforts and achievements.

There was another dedication made to all the union members who lost their lives during the terrorist attacks of September 11. A display was erected that included a list of all lost union members and their union affiliations. Exhibitors and visitors alike were deeply moved.

Even with these losses, the exhibitors were able to find joy though their annual solidarity at the Union Industries Show. More than 300 exhibitors are expected at the next show to be held in Pittsburgh, Pa., May 2-5, 2003.



Judy Solkovits at the OPEIU booth.



International Vice Presidents Judy Solkovits (left), Anita Roy and International Purchasing Agent Geoffrey Palmer represent OPEIU at the 2002 Union Industries Show in Minneapolis, April 5-8.



Jeff Palmer and retired Los Angeles County school teacher Dave Solkovits at the OPEIU exhibit.

## Women working more hours, facing new challenges

Women are working longer hours than ever before, particularly working mothers, and are facing an entirely new set of challenges as they attempt to balance family and work.

That's the word from the latest bi-annual survey of 20,000 working women conducted by the AFL-CIO. According to the study, women are working longer hours and are increasingly finding themselves working irregular schedules that don't match those of their spouses or partners. The study found that 63 percent of women are working 40 hours a week or more, up 3 percent since 2000.

The most startling finding is the amount and type of hours married working mothers spend each week. Sixty-eight percent are working more than 40 hours, and 38 percent work hours that their spouses don't.

Irregular hours, such as nights and weekends, and the likelihood of working hours

that differ from their spouse's vary dramatically by education level, race and ethnicity.

"The need for family income is high — especially in the soft economy — and what we're seeing is a lot more women looking for and working at full-time jobs," said Karen Nussbaum, AFL-CIO Assistant to the President. She also added that more mothers working longer, more irregular hours is directly influencing the family. "The families that are doing their best to weather the unstable labor market to the best of their efforts are increasingly seeing that it tears them apart."

Today's unstable economy has also changed the issues on women's minds. Nussbaum says that where previously equal pay and respect at the office dominated, now health-care security, pension benefits and paid family leave are more important. Ninety-one percent of working women rate health-care costs as the number one legislative priority.

## Former OPEIU office manager and her daughter killed in auto accident

OPEIU mourns the loss of Dee A. Musgrove, office manager and secretary in the OPEIU International Secretary-Treasurer's office from 1982 to 1995. Musgrove was 62.

Musgrove and her daughter, Deborah L. Scruggs, 43, were crushed to death when a truck hauling more than nine tons of concrete toppled onto their minivan and then collided with two bicyclists in Ocean View, Del. The bicyclists suffered fractures and multiple cuts. The cause of the accident was undetermined at press time.

OPEIU extends its deepest sympathy to the family and friends of Dee Musgrove and Ms. Scruggs.

## Work and Health

# Eye Surgery Not For Everybody

By Phillip L. Polakoff, M.D.

There are plenty of reasons workers who wear glasses wish they didn't have to: They can be troublesome when your job requires you to wear protective goggles or a face shield. They can fog up in cold weather. They keep sliding down your nose when it's hot and your face is sweaty. If you drop them, or have them jarred off, they can break.

Contact lenses have been the answer for many. While contacts solve some of the problems associated with glasses, they are still delicate things you have to take care of.

Now fast-forward to laser eye surgery. Quick — taking about 10 minutes per eye — and relatively painless, with good results for many, although pricey. The procedure has become widely popular.

Throw away those pesky glasses. Forget the hassle of hunting for lost contacts or soaking them and inserting them. Freedom at last!

Hold on! That may sound like the promise. But eye surgery is not the answer for everybody with a vision problem, according to a leading group of eye care professionals.

After a comprehensive review of the popular LASIK procedure, researchers from the American Academy of Ophthalmology issued a cautionary report in a recent issue of the organization's official journal.

Dr. Christopher Rapuano, chairman of the committee, which drafted the report, said, "LASIK is an excellent procedure for many, but not all, patients. Those who are not good

candidates should not have the surgery."

The best candidates, according to the report, are adults whose vision is stable, whose sight is only moderately distorted, and who have no other eye problems.

Patients who have mild to moderate nearsightedness — objects that are closer appear clearer than those farther away — tend to have consistently positive results.

But LASIK also helps correct astigmatism, an irregular curve of the cornea that causes objects to be blurry at any distance.

The report does not address the effectiveness of the surgery on farsightedness.

Now the downside: Undercorrection is common. So is overcorrection, which can leave a nearsighted patient farsighted.

There can be bothersome side effects — seeing glares, halos or nighttime starbursts with itchy, dry eyes.

Catastrophic outcomes such as loss of an eye or severe loss of vision are extremely rare, according to the report. However, a very small minority of patients has been left with persistent, even partially disabling problems. Unlike their original myopia, these cannot always be corrected by vision aids.

If you've been thinking about eye surgery, take time to make sure you are a good candidate. Choose a conservative physician — based on the advice of your internist or an eye doctor who does not do the surgery — who would be alert to any possible problems that could lead to an unsatisfactory outcome.



## Washington Window Monumental Incompetence

Now let's see if we've got the details right:

A conscientious FBI agent in the Twin Cities arrests Zacarias Moussaoui, the so-called "20th hijacker," for visa violations, before September 11. After investigating his suspicious activities at a Minnesota flight school, she passes the info upwards and asks for a search warrant for his personal computer — and is turned down. Higher-ups ignore her findings.

FBI agents in Phoenix become similarly suspicious of a number of Middle Eastern immigrants and their flight training there. They open an investigation and discover the suspects want to practice aircraft takeoffs and cruising, but not landing. And there are terrorist links.

The Phoenix agents report their findings upwards. The report is quashed, and not sent to the agent in Minnesota.

Witnesses in the 1995 trial of the suspects in the 1993 truck bombing of the World Trade Center — the bombing that failed — discuss al-Qaeda and its antagonism to the U.S., as well as some of its plans. Sheikh Omar Abdel Rahman, an al-Qaeda mentor, is convicted of the bombing plot and jailed.

The trial transcript is never passed on to the FBI, even though the FBI is supposedly part of the Justice Department, which prosecuted the bombers.

The CIA, which handles intelligence overseas, does not put together the pieces of evidence from the bombings of the U.S. embassies in East Africa and the USS Cole. Nor does it pass them on to the FBI, because such communication is barred by law.

But the CIA does inform the Clinton administration, which uses that and other evidence to try to unsuccessfully blow al-Qaeda's former headquarters in the Sudan to smithereens.

CIA Director George Tenet starts warning in June 2001 of al-Qaeda airplane hijackings. By June 28, he says they could occur "in several weeks." He briefs President Bush on August 6 about al-Qaeda threats to the U.S., focusing on hijackings.

But the threats are not specific and do not include plans to hurl planes, loaded with passengers and fuel, into buildings

— though al-Qaeda's mentor had already tried to blow up the World Trade Center in 1993.

Meanwhile, other administration officials conclude Tenet is "crying wolf." They start work on an anti-al-Qaeda plan, slowly.

Nobody in the Bush administration connects all this evidence together and realizes, until September 11, that the main threat to the U.S. is from al-Qaeda and similar murderous terrorists, and not the remnants of the old Soviet bloc.

Why do we get the idea this entire picture shows monumental incompetence, at the least, on the part of top officials?

Maybe because that's exactly what it is. The president, after the Supreme Court dumped him in the Oval Office in 2001, swore to "preserve, protect and defend the Constitution of the United States" — and, by implication, the whole country. So did his minions and underlings.

From what this sounds like, until September 11, he wasn't doing his job.

We can't call it dereliction of duty, yet. That's because the threats did not have specific targets. Al-Qaeda didn't say: "We're going to fly two planes into the World Trade Center and another into the Pentagon" and the fourth who knows where.

But the threats were specific enough — hijackings — and the motives were already outlined in the 1995 trial. The bombings of the embassies and the USS Cole showed al-Qaeda was serious. Yet the administration did not pay attention, or worse.

So we can only conclude such extreme incompetence led top U.S. officials, including the man in the White House, to not recognize the threat al-Qaeda posed to U.S. security and elevate it to top priority, before al-Qaeda murdered 3,000 people.

And that monumental incompetence means the administration must take the blame for not defending the country, a basic task.

If there are to be investigations of this monumental incompetence, then probers must ask one key question: "Why?"

And George W. Bush had better give an honest answer.

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# 2002 Southeast/Southwest Educational Conference stresses effective communication and negotiation

The 2002 Southeast/Southwest Educational Conference offered the many delegates in attendance comprehensive training on Effective Communication and Negotiation, conducted by Professor of Law Charles B. Wiggins of the University of San Diego School of Law. The conference was held

in Memphis, Tennessee on May 17-19, 2002.

In addition to local union officers and members, also in attendance were OPEIU International President Michael Goodwin and Director of Organization and Field Services Kevin Kistler. An orientation segment was also presented on the benefits avail-

able to members through the Union Privilege Benefits Program, along with a segment on what local leaders can do to effectively participate in the political process.

As usual at OPEIU Educational Conferences, participants also had the opportunity to meet with President Goodwin to discuss local needs and

concerns. Local unions are encouraged to participate in these valuable educational conferences; to that end, the International Union provides a \$600 subsidy to participating local unions.

Region III Vice President Philip Pope awarded two different state license plates, "OPEIU-1," to two happy participants.



Delegates listen to Director of Organization and Field Services Kevin Kistler as he details conference agenda.



Region III Vice President Philip Pope and International President Michael Goodwin discuss the conference with International Representative Paul Bohelski.



Goodwin meets with Local 73, Jacksonville, Fla. President/Business Representative Paul Mari and Vice President Kathy Baker.



Local 367, Memphis, Tenn. delegate Christine Booker participates in the discussion.

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## *Lobbyist Corner*

# Second verse, same as the first: Issues affecting workers again pushed to backburner during Congress' second session

Submitted by OPEIU Lobbyist Robert McGlotten of McGlotten & Jarvis

**T**he second session of the 107th Congress has begun its countdown to the November elections. In the first three months of the session, both the House and Senate failed to pass many of the legislative programs to assist workers, such as prescription drugs, a patients' bill of rights and the minimum wage.

### **Patients' Bill of Rights**

The House and Senate passed different versions of a patients' bill of rights. The main disparity in the bills is the ability for a patient to sue HMOs. OPEIU supports the Senate version.

### **Prescription Drug Benefits**

Similarly to a patients' bill of rights, legislators could not agree on a prescription drug plan for seniors. Again, like the patients' bill of rights, Congress hopes to take this up this session. OPEIU supports giving relief to our seniors by supporting a prescription drug plan.

### **Trade**

The Administration is seeking a presidential trade negotiating authority package. The labor movement, including OPEIU, is seeking an expanded trade adjustment assistance (TAA) provision that would provide a healthcare benefit through the COBRA program.

### **Immigration Reform**

Immigration reform and improving relations with Mexico have not been acted upon. OPEIU supports immigration reform.

### **Minimum Wage Increase**

The Senate Democrats planned to push for a \$1.50 increase to the federal hourly minimum wage, but got sidetracked by other legislation. OPEIU supports a minimum wage increase.

### **Campaign Finance Reform**

Passed by the Senate and signed into law by President Bush. However, Senator Mitch

McConnell (R-KY) has indicated that he will mount a constitutional challenge to the legislation and has formed a legal team headed by former Independent Counsel, Ken Starr.

### **Extended Unemployment Compensation**

Legislation authorizing 13 additional weeks of unemployment compensation was passed by both Houses and signed into law by the president.

### **Pension Reform**

In the wake of Enron, both the House and the Senate have crafted versions of pension protections for workers. OPEIU supports the bill authored by Senator Ted Kennedy (D-MA).

### **Getting involved**

Grassroots involvement significantly amplifies our Union's lobbying efforts. Phone calls and personal letters encouraging your congressional representatives to back labor-friendly measures are invaluable. Elected officials need direct feedback from our members, urging them to sponsor and support OPEIU-endorsed legislation. Every letter counts. Every phone call can make a difference. If you prefer to make written contact, OPEIU strongly advises you to mail all correspondence, as opposed to sending an e-mail. With your support, we can press for more immediate action on key bills awaiting hearings in both the House and Senate, such as the minimum wage and the pension reform bill.

If you know who your House representative is, the Clerk of the House maintains addresses and phone numbers of all Members and Committees: Clerk of the House, U.S. Capitol, Room H154, Washington, DC 20515; phone (202) 225-7000; hours 9 a.m. to 6 p.m., Monday through Friday.

Please direct your questions about communication with your Senators to the specific office(s) in question using the following format: Office of Senator (Name), United States Senate, Washington, DC 20510.

You may also phone the United States Capitol's switchboard at (202) 224-3121. An operator will connect you directly with the House or Senate office you request.

If you are not sure who your representative is, the following web sites contain links to congressional directories: <http://www.house.gov/writerep> and [http://www.senate.gov/learning/learn\\_faq.html](http://www.senate.gov/learning/learn_faq.html). You can also access this information at your local library.

## Canadian News

# Eastern Canada Council holds triennial meeting

## *Laplante replaces Grenier as ECC President*

**T**he Eastern Canada Council (ECC) of the OPEIU held their triennial meeting on May 3-5 at the Sheraton Laval in Laval, Québec. About 60 delegates attended the meeting.

Maurice Laplante was elected new President of the Eastern Canada Council. Laplante replaces Claude Grenier, who stepped down after serving six years in that position.

Michel Lajeunesse, OPEIU Canadian Director, and Secretary General of Local 57 was re-elected Coordinator of the ECC, Chantal Dumoulin was elected Secretary and Daniel Larose was elected Treasurer.

Guest speakers at the meeting included former Canadian Ambassador Kimon Valaskakis, one of the founding members of

the Athens Club. Valaskakis addressed the delegates about globalization and governance. Professor Frederic Lesemann of the

Université du Québec a Montréal spoke about the dynamics of the new workplace.

New ECC President Laplante is also an

International Vice President of OPEIU, representing Region I. He has served as President of SEPB 57 for more than 20 years.



**ECC Coordinator and Canadian Director Michel Lajeunesse (left), OPEIU International Secretary-Treasurer Carol Dupuis (center) and SEPB 463 President Chantal Dumoulin.**



**Claude Grenier (center), SEPB 434 President Daniel Larose (left) and SEPB 434 Treasurer François Leduc at the Eastern Canada Council farewell banquet dinner in honor of Grenier.**

# Canadian News

## OPEIU wins Exceptional Service Spirit Award from United Way

Local 378 has won a United Way Exceptional Service Spirit Award for outstanding contribution to the UW campaign. This is the first year the award has been presented in the labor category.

Local 378 was recognized for its extensive membership participation, ongoing support for the labor loan representative program as well as its initiative to contact CEOs at the various companies whose workers are represented by Local 378 and suggest working together to promote the United Way.

"Labor and management can cooperate in helping people in our communities," noted Local 378 President Jerri New.



Local 378 President Jerri New (center), along with Vice Presidents Karen Rockwell and Doug Hill, accepted a United Way Exceptional Service Spirit Award for outstanding contribution to the UW campaign at a celebration breakfast on January 30, 2002.

## Local 378 newspaper wins three awards

OPEIU Local 378 *News* won three communications awards from the International Labor Communications Association (ILCA) AFL-CIO for work published in 2000. ILCA, based with the AFL-CIO offices in Washington, DC, was delayed in distributing the awards by the tragic events of September 11, 2001.

The Local 378 newspaper, produced by Local 378 Communications Director Paula Stromberg, garnered the prestigious Max Steinbock Award for the story "Racism - It Hurts."

The ILCA judges commented, "Among the many excellent submissions for the Max Steinbock Award, this story stands out in dealing with 'an issue of concern to working families with particular sensitivity and insight into the human spirit.' It personalizes the devastating and permanent effects of racism in a way that forces readers to inspect their own outward behavior as well as their internal judgments and biases. [OPEIU mem-

ber] Frances Powless, the subject of the piece, is a brave woman who did a great service for working families by telling her story.

"The local deserves lots of credit for its gutsiness in taking on an issue that few unions even acknowledge," the judges continued.

Other communications awards were for "General Excellence" of the OPEIU 378 newspaper and "Unique Performance."

Stromberg has won national and international communications awards every year since joining the OPEIU office in 1986.



Paula Stromberg

## Local 378 President and Executive Board elected by acclamation; situation at BC Hydro worsens

In British Columbia, Jerri New was re-elected by acclamation as President of Local 378 on March 18, 2002. She ran unopposed for her second three-year term in the 2002 triennial elections for Local 378. All candidates who ran for the 378 Executive Board were also acclaimed. One BC Hydro Board position remains vacant.

### Job security threat worsens

Local 378 members are dealing with unprecedented threats to their job security. The provincial government is clearly cutting public services and crown corporations, and members at BC Hydro and ICBC are under scrutiny. So far, the government has made no announcements about ICBC and BC Hydro, leaving more than 8,000 OPEIU members at the two crown corporations uncertain about their future.

At BC Hydro, the company has been restructured and plans are proceeding to sell off parts of the business.

Last year, 600 Local 378 members at

ICBC accepted voluntary separation packages. The remaining ICBC employees struggle with increased workload and stress.

In the meantime, Local 378 continues to publicize its message, "Hands off Hydro" and "Don't Wreck ICBC," through print and broadcast ads, rallies, buttons, t-shirts and protest postcards.

Local 378, representing more than 3,000 BC Hydro workers, wants to stop the BC Liberal government's plans to privatize, deregulate and break up the crown corporation.

Using the local's two consumer information websites, [www.handsoffhydro.com](http://www.handsoffhydro.com) and [www.saveicbc.com](http://www.saveicbc.com), the public is e-mailing messages to elected government representatives.

Also as part of the campaign, Local 378 is asking all city councils around the province to endorse resolutions opposing the privatization of ICBC and BC Hydro.

For up-to-date information on fight-back campaigns in British Columbia, visit the BC Federation of Labour website [www.campaignbc.ca](http://www.campaignbc.ca).

## Sheila Morrison elected International Vice President

Sheila Morrison, Local 15, Vancouver, British Columbia, was elected International Vice President for OPEIU by the Canadian National Committee (CNC) at its meeting on October 1-2 at Mont-Tremblant, Québec. Morrison replaces Claude Grenier, who served in that capacity since 1998. Grenier resigned her position as International Vice President after being offered a new position with the Solidarity Fund of the Québec Federation of Labour. At the 1998 International Convention, the OPEIU Executive Board designated that three International Vice President seats would be solely reserved for women.

Morrison has been with the labor movement for more than 22 years, serving as an

office steward of Local 15 while employed by the Carpenters Union. She has also been a member of numerous negotiating committees. She was appointed as trustee of the Master Trade Union Pension Plan in 1993 and now serves as chair. She was also elected as trustee to the Master Construction Trade Benefit plan from 1993-1999. She has been serving as Secretary-Treasurer of Local 15 since April 1999 and is a member of Constitution & Bylaws, Financial Advisory, Organizing and Women's Committees of her local union. She has sat on the CNC since May 1999.



## U.S. native group acknowledges OPEIU efforts to combat racism

The Lummi Nation, a U.S. native group, has endorsed OPEIU Local 378 effort's to expose racism for the personal and institutional damage it does. *The Lummi Nation News* or *Squol Quol* in Washington State asked permission to reprint OPEIU 378 *News*' award-winning story in their newspaper.

"We reprinted Frances Powless' story about racism in our *Squol Quol* newspaper because we thought it was powerful and wanted to share her experience with our

community," said Aaron Thomas (Haw-Hetton), Director of Communications for the Lummi Nation based in Bellingham, Wash.

"Although the Lummi Nation does not have a union itself, we respect the efforts of the labor movement to help people across the U.S. and Canada to have fair treatment on the job."

Lummi people are members of the Coast Salish Nations spanning from Vancouver Island to Olympia, Washington.

## Editorial



# Engineers at Boeing fight to retain representation rights

By Michael Goodwin, International President

Forty-three hundred engineers at The Boeing Company in Southern California are fighting for their lives to save their contract and, in fact, their representation rights in a National Labor Board election scheduled for July 9 and 11.

It all started more than two years ago when the engineers, represented by an independent union for more than 50 years, sought the strength of the AFL-CIO through affiliation with one of its 66 national or international unions. The independent union's name is the Southern California Professional Engineering Association (SCPEA). The Executive Council of SCPEA chose OPEIU and that decision was approved by the membership. Another AFL-CIO union, IFPTE, disagreed, however, and launched a campaign to overturn the vote and provide a new election with IFPTE on the ballot.

The OPEIU believed that IFPTE was interfering with OPEIU's Article XX rights under the AFL-CIO Constitution and filed charges. An AFL-CIO arbitration found the OPEIU affiliation deficient and OPEIU appealed. OPEIU's appeal was sustained by the AFL-CIO and IFPTE was directed out. In the meantime, a member of the dissident SCPEA faction calling itself a "Voice and a Choice" filed a petition with the NLRB to decertify SCPEA; that petition was pending until the Article XX issues were resolved.

At an AFL-CIO compliance hearing, AFL-CIO Secretary-Treasurer Richard Trumka offered his assistance to bring about unity and avoid the "No Union" option provided for in the NLRB election. With his assistance, a meeting was called between OPEIU and IFPTE and an agreement was reached to conduct an internal election. The election to be conducted by the American Arbitration

Association is subject to withdrawal by the petitioner of the NLRB petition and approval of the withdrawal by the NLRB. The OPEIU staff attended four SCPEA meetings to ask the engineers to convince the petitioner to withdraw. At stake is 50 years of collective bargaining representation.

Two meetings were held in Long Beach, Ca. on Monday, July 10 and two meetings were held in Huntington Beach, Calif. on Tuesday, July 11. The primary purpose of these meetings was to consider a "Resolution to Save Our Contract." The resolution noted that should collective bargaining representa-

antee no less than 3 percent per year with the further "me too" provision guaranteeing that if the unrepresented employee merit pool exceeds 3 percent, represented employees will receive the higher amount. It was further noted that the grievance and arbitration procedure that provides a "just cause" provision has saved the jobs of many engineers who were falsely accused. With regard to the adverse effects of working without a contract, an example was used concerning vacation provisions for unrepresented employees that states: "This procedure does not constitute a contractual obligation, and the com-

shop proposal in 2005 negotiations, a newly established non-member advisory council with semi-annual meetings hosted by the International Union, election of officers immediately following vote, no increase in dues for members who voluntarily join the union guaranteed through March 2005 and an autonomous self governing local union.

Adding to the win/win nature of the internal election proposal, OPEIU Senior Vice President Gary Kirkland negotiated an excellent four-year contract covering the engineers that runs through March 3, 2005. This means that without the "No Union" option the contract is already in place for three more years. The contract was overwhelmingly ratified by the members. The problem here is that SCPEA has always been an open shop and a majority of the engineers, although covered by the contract, never joined. They are, however, eligible to vote in either election.

Director of Organization and Field Services Kevin Kistler was appointed Trustee over the affairs of SCPEA and is doing a good job in unifying the various factions. His mission is twofold; first, to try and get the petition withdrawn and hold an internal election or second, win a majority vote in the NLRB election.

OPEIU's motivation in offering IFPTE a place on the ballot is solely to protect SCPEA's long standing representation rights. The OPEIU wants to eliminate any possibility of SCPEA losing representation rights after 50 years and wants the remaining years of the contract to remain in place. Even if such an internal election means IFPTE or SCPEA is chosen, OPEIU believes that would be much more preferable than "No Union."

Without union representation and a contract, the engineers will be reclassified as "employees at will" and The Boeing Company will have the legal right to end the employment of any employee at any time, for any reason, with or without notice.

Nobody wants to see that!

*"Any union is better than no union"*

tion be lost, the contract would be inoperative and of no effect, effectively reclassifying employees to "employees at will." When employees are without a union and become "employees at will," The Boeing Company will have the legal right to end the employment of any employee at any time, for any reason, with or without notice. The resolution also called upon the petitioner to withdraw the petition pending before the NLRB, and allow represented employees to maintain collective bargaining representation and the guaranteed wages, benefits and job security of the contract. It asked engineering employees to support the internal election agreement between OPEIU and IFPTE and pointed out that the contract provided a significantly better pension plan than unrepresented employees, a \$2,000 signing bonus, a 2.75 percent bonus to be paid in September 2004, a guarantee of no premium sharing for CCO and HMO plans and reduced co-payments. The contract wage provisions guar-

pany reserves the right, in its sole discretion, to amend, notify, or discontinue its use without prior notice, notwithstanding any persons acts, omissions or statements to the contrary." After hours of debate and discussion the "Resolution to Save Our Contract" was overwhelmingly approved with a margin in excess of 90 percent.

If the petitioner doesn't withdraw, the NLRB election will take place and the engineers will choose between OPEIU and "No Union." The internal election conducted by the AAA, however, will give engineers a choice of OPEIU, IFPTE or a return to independent status. It would not provide a "No Union" option and it would not threaten 50 years of representation rights. Any union is better than no union.

The OPEIU summarized its program to save the contract titled "Everybody Wins!" The key points of the program were: preserve collective bargaining rights, save the contract in effect through March 5, 2005, no agency



# SAVE OUR CONTRACT

## Vote "YES" on July 9 and 11!