



WHITE COLLAR

Office and Professional Employees International Union, AFL-CIO and CLC

No. 422

January-February-March 1987

TVA members win \$5 million in pay equity raises

Rather than risk losing a major sex discrimination lawsuit filed by OPEIU member Judy Hutcheson, the Tennessee Valley Authority settled on \$5 million for the "injured" workers, reports International President John Kelly.

On behalf of the 5,000 TVA employees it represents, OPEIU filed suit in U.S. District Court of Eastern Tennessee. The court found that the union had a "prima facie" case for disparate treatment.

The dispute centered on the 1981 contract negotia-

tions in which TVA changed its salary survey system (used to determine wage increases) from a survey of regional employers to a local survey. Salaries in the regional survey were on-average much higher. And, the local survey was applied only to the largely female, clerical workforce.

As a result, thousands of clerical workers were frozen in grade, while male-dominated occupations received wage increases.

The Authority also agreed to return to binding ar-

bitration for future salary negotiations. They had wrenched this reasonable means of settling wage disputes from the members in the last round of bargaining.

OPEIU International President John Kelly said he hoped the voluntary settlement by TVA, a major federal employer, would become a pattern for other public sector employers.

TVA is a public utility company covering a seven-state area. It services the entire Tennessee Valley.



Bounty hunters net one

One day Peggy Hart "just jotted down my thoughts about someone having their heart broken by someone they loved," and that's how she became a songwriter. Her song, "Your Love Tears Me Apart" was recorded three months later.

"This is the first song I ever wrote," Hart, a data processor in TVA's Division of Operations Support in Chattanooga, and a member of OPEIU Local 119,

says. "It's really exciting to hear it on the radio. People are always saying 'Hey, Peggy, your song is on again.' It seems to be selling pretty well. It's played every day here on WDOD."

It's on the Go-Roc-Co-Pop label. Voice Note Publishing Company put the lyrics to music.

The song tells how someone would feel whose heart

(Continued on page 4)

Local 153 members beat back concessions at GHI

There will be no givebacks for Local 153 at GHI, not that the company didn't try to impose them.

Yes, according to Local 153 Secretary/Treasurer Michael Goodwin, GHI attempted to force concessions on the employees, including the loss of three holidays and three sick days, and tried to expand hours of customer service during the summer months.

But, he said we successfully beat back these regressive efforts and won a terrific new contract with many improvements.

Major achievements

- Wage increases of 4, 4 and 4 percent in each of the contracts' three years.

(Continued on page 2)

County workers flock to Local 6

Employees in four new bargaining units have joined the ranks of OPEIU Local 6 in Massachusetts. The new units are the North Registry of Deeds in Lowell, Massachusetts; the South Registry of Deeds in Cambridge; Unit "A" (maintenance and clerical employees in the commissioner's office) and Unit "B" (clerical employees in the treasurer's office) of Middlesex County.

The History

In 1985 the Middlesex County Commissioner hired Olney Associates, a management consultant, to study job classifications and salary levels in the county. Based on the "Olney Study" the county froze most non-union employee salaries.

Having heard of the progress made by employees of the Trial Court System in Massachusetts through

(Continued on page 2)

New \$100 Club members

Local 119's Executive Board in Chattanooga, Tennessee, have pooled their resources to become a Presidents \$100 Club member.

The \$100 Club is composed of those members who contribute \$100 or more to the Voice of the Electorate (VOTE), OPEIU's political action fund.

Welcome, Local 119, to a group that cares.

In addition, Member Lou Warwick from Local 268 in Tennessee has contributed \$100 in each of the last several years, but was inadvertently omitted from the list of President's 100 Club members.

Local 6 joins President's 100 Club

Business Agent Walter Allen, chairman of Local 6's VOTE campaign announced that as of January 1, 1987, all professional staff of Local 6 have contributed to the President's 100 Club for the current year.

Allen also stated that with the introduction of new and innovative ideas he expects 1987 VOTE contributions to exceed 1986. "Our goal", he said, "is always to exceed our previous year's totals".

VOTE or Voice of the Electorate is OPEIU's political action fund. Members contribute sums to add clout to the members' political agenda.

Local 6 (Continued from page 1)

their Local 6 representation, the affected county workers sought the Local's assistance.

Almost immediately 95 percent of the employees signed cards, designating Local 6 as their official representative for bargaining, reported Local 6 Organizing Director Don Sullivan. Because of the overwhelming union support, North Registry and South Registry of Deeds granted recognition to the union. That is, the county recognized Local 6 as the bargaining agent without an election, since the employees had expressed their wishes already.

But the county withheld recognition for the employees of the commissioner's and treasurer's offices, forcing the union to petition the Massachusetts State Labor Relations Commission to conduct an election, Sullivan said. That election took place on January 21, 1987, and by overwhelming margins the employees chose Local 6 to represent their interests.

The Local and members began negotiations. A tentative agreement has already been reached with the North Registry of Deeds, it is reported; and it is expected that agreements will be forthcoming at each of the other units shortly.

Local Business Manager and International Vice President James Mahoney congratulated the employees of the four units and welcomed them as new Local 6 members.



Pictured above is the victorious Local 153-GHI negotiating committee. Left-to-right, they are Peter Hazard, Mildred Lazarus, Lawrence Sporn, Dorothea Wood, Paul Greenspan, Stella Brathwaite, Neysa Griffith, Barbara LaGoff, Douglas Lewis and Bettye Bruton. On the committee but unavailable for the photo were Becky Conti, Becky Wells and Pat Spencer.

January 23, 1987

John Kelly, President
Office & Professional Employees
International Union
265 W. 14th Street
New York, N.Y. 10011

Dear John,

Enclosed is another contribution from our union in the amount of \$3,000.00, to the Voice of the Electorate.

Because of these voluntary contributions, our Inspectors Union, Local 600-OPEIU, has become a powerful voice for OPEIU and organized labor in the Commonwealth of Massachusetts.

Since being elected to the full time position of Business Manager and President of Local 600, I have been able to couple our VOTE clout with personal everyday lobbying activity with the State Legislature and this has proven to be invaluable in regard to the needs of our members.

With all best wishes, I remain

Sincerely yours,

John J. Connolly

President, Local 600

Local 153 (Continued from page 1)

- Progression increases from \$5 to \$7 every six months, until the maximum of labor grade is reached. Employees at maximum for 10 years or more will receive \$5 per week extra.
- Promotional increases increase from \$6 to \$10.
- Upgrades for customer area employees (on phones) to a Grade 7, resulting in an increase of \$13.70 weekly for 120 members.
- Employees with 10 years or more who work a 5-day week will move to a 4-day week schedule.
- Tuition reimbursement improvements: Effective January 1, 1987, members receive \$70 per credit, and \$840 for the academic year. Beginning September 1988, \$80 per credit and \$960 for the year.
- Dental benefits improved to the top-of-the-line plan (GHI Spectrum 2000);
- An additional 15 minutes added to lunch in the Albany, Buffalo and Syracuse offices, for check cashing.

Work action

These benefits were not won without a fight, Goodwin said. In order to pressure the company to settle and to back off its regressive demands, members refused to work overtime throughout the 15-session bargaining period. This included all offices: New York, Albany, Buffalo, Long Island and Syracuse.

Goodwin said he could not express his feeling adequately for the excellent job the negotiating committee and members accomplished. He sent his special thanks to the committee: Business Representative Paul Greenspan, Executive Board Member and Chief Shop Steward Stella Brathwaite; Assistant Chief Stewards Lawrence Sporn and Dorothea Wood, Downstate Stewards Bettye Bruton, Neysa Griffith, Peter Hazard, Barbara La Goff, Mildred Lazarus, Douglas Lewis; and Upstate Stewards Becky Conti, Pat Spencer and Becky Wells.



Local 153 members prepare to vote on their new GHI contract.

WHITE COLLAR

Official Organ of
OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION
affiliated with the AFL-CIO, CLC

JOHN KELLY
President

ROMEO CORBEIL
Secretary-Treasurer

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GWEN WELLS
Managing Editor



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Work and Health
by Press Associates, Inc.

Aids and Job Protection

By Phillip L. Polakoff, M.D.

Director, Western Institute for
Occupational/Environmental Sciences

In a precedent-setting ruling Feb. 10, 1987, the California Fair Employment and Housing Commission declared that AIDS patients are protected by state laws that guard the physically handicapped against job discrimination.

This means that employers cannot fire or otherwise discriminate against people with AIDS because of fear of contagion in the workplace.

Although the ruling is subject to appeal through the courts, it may help to clarify some cloudy public policy issues regarding AIDS discrimination—at least in California.

The decision is in line with the position of the civil rights office of the federal Dept. of Health and Human Services. That agency has stated emphatically that the blood-borne AIDS virus is infectious only through intimate contact, such as sexual intercourse, or the sharing of intravenous needles.

On the other hand, that opinion contradicts the position of the U.S. Justice Dept. In a memo issued last year, the Justice Dept. declared that federal contractors who fire AIDS victims based on the fear of contagion cannot be challenged under federal law protecting the handicapped.

The Justice Dept.'s position was widely criticized by public health authorities who said it reinforced unfounded fears that AIDS—acquired immune deficiency syndrome—could be transmitted by casual contact.

What are the facts about AIDS—facts that can save you needless worry about catching AIDS from coworkers?

First, AIDS is a very hard disease to catch. It's caused by a virus that doesn't survive well outside the body. The virus is *not* spread by casual, nonsexual contact.

In other words, you can't catch AIDS from a cough, a sneeze, a handshake, or a hug. Nor can you catch it from the food you eat, no matter who prepared or served that food. You won't get AIDS by working closely with a coworker who has the disease. Nor will you get it by having coffee, going to lunch or sharing toilet facilities with that person.

Careful studies have shown that doctors, nurses, and medical technicians who have taken care of AIDS patients have not contracted the disease from them. Scientists have not found a single instance in which the AIDS virus has been spread through ordinary nonsexual contact in a family, work, or social setting.

Infection with the AIDS virus does not always lead to full-blown AIDS itself. Some infected persons have developed a condition the experts call "AIDS-related complex" (ARC). Symptoms of ARC include fatigue, fever, loss of appetite and weight, diarrhea, night sweats, and swollen lymph nodes in the neck, armpits, or groin. Anyone with one or more of these symptoms that have lasted for more than two weeks should see a doctor.

Scientists at the Public Health Service have estimated (October 1986) that from 1 to 1½ million Americans—in addition to those known to have AIDS—have been infected by the AIDS virus and carry it in their bodies. Many of these people show no signs of illness and do not know they carry the virus, however they can spread it to others in the ways already mentioned.

People at high risk for infection by the AIDS virus should consider taking the test for the AIDS antibody so that, if the test is positive, they can take appropriate action to prevent further spread of the virus. Persons at increased risk of infection include (but are not limited to):

Homosexual and bisexual men (or men who have had sex with another man since 1977); people who inject illegal intravenous drugs or who have done so in the past; persons with symptoms of AIDS or AIDS-related diseases.

A positive result on the antibody test does not mean that a person has AIDS or will necessarily go on to either develop AIDS or AIDS-related illnesses. It does mean that the person has been infected by the virus and may be capable of transmitting it throughout his or her lifetime.



WASHINGTON WINDOW

A Crying Need For Child Care

by Press Associates

Working parents know how exhausting it can be to get infants to a home-based child care provider, toddlers to day care centers and older children off to school.

Then there's the anxiety when children get sick and must stay home, and the fat cut out of hard-earned paychecks to pay for child care.

But economic necessity has made working mothers one of the fastest growing segments of the labor force. In 1950, only one out of every eight married women with a child under the age of six was working.

For two-earner families, or for the 25 percent of all working mothers with dependent children who are single, divorced or widowed, the task of finding affordable, quality child care can be formidable.

The child care dilemma for the U.S. workforce, which is now 44 percent women, is the focus of a new report, "Juggling Jobs and Babies: America's Child Care Challenge." The study was prepared for the Population Reference Bureau by Martin O'Connell of the Census Bureau and David E. Bloom of Harvard University.

The report found that the child care industry, both for-profit and nonprofit, is growing in response to need, but demand has outpaced growth and the cost of child care is high, whether working parents choose a child care center or hire someone to care for children at home.

The supply of in-home care by friends and relatives, especially free care, is limited, the study notes, partly because potential babysitters increasingly hold paying jobs.

Estimates for weekly home care costs range from a low of \$165 in St. Louis, Dallas, and San Francisco to a high of \$340 in Boston. For child care centers, weekly costs range from \$50 to \$160 in the four metropolitan areas.

For minimum wage and low-income workers, such child care costs can price them out of the job market. A 1982 Census Bureau survey found that about 13 percent of women with preschool age children said they would seek work if they had access to affordable child care. This was especially true for unmarried women, black women, women who never finished high school, and women from low-income families.

The number of employers providing child care facilities increased from under 50 in 1970 to

about 2,000 in 1986, with a large percentage of these firms in California and within the health care industry.

But compared with the nation's 6 million employers or 44,000 companies with 100 or more workers, this is a drop in the bucket. Only 1 percent of employees in medium and large firms were eligible for even a partial defrayment of child care costs in 1985.

Nor has the United States responded to the problem on a national policy level. Child care tax credits, enacted in 1976, allowed \$720 maximum for one dependent child in 1986, but that was far below real estimated costs, and the credit does virtually nothing for low-income parents.

In 1981 at the bidding of the Reagan Administration, Congress folded the Title XX program, which provided child care funds for low- and moderate-income families, into a block grant and cut child care funds by \$200 million. This action reduced the number of children served by the program in 32 states.

Legislation to provide unpaid family and medical leave died in the last few sessions of Congress due to strong opposition from business groups.

As for state action, only two—New York and California—instituted labor-urged child care programs for state workers, and Hawaii just opened its first government-sponsored day care center. Arizona, California, Connecticut and Florida provide tax benefits to employers that offer child care assistance. In Massachusetts, an experimental program provides low-interest loans to companies to establish child care centers.

For Congress to wait for employers to catch up on policies that could help ease workers' child care burdens—like on-site child care centers, job benefits which include child care, flexible work arrangements, liberalized parental leave, and leave to care for children—would be a great mistake, especially in light of new initiatives on job training and welfare reform which could be undermined by child care problems.

As the study's authors conclude, "Most employers will need coaxing by federal, state and local governments to adopt progressive child care policies, even though such actions might actually serve their own interests by improving employee loyalty and job satisfaction.

Local 459 members settle at Community Mental Health

OPEIU Local 459 in Lansing, Michigan, has more than 350 members at Community Mental Health. They work in two different bargaining units: the "large" unit, composed of social workers, nurses and secretaries; and the "residential" unit, those who run the group homes.

Both of these units are working under three-year contracts with economic reopeners each October, said Local 459 Service Representative Joseph Marutiak. This, he said, is the last year of that contract. And, the economic reopeners for 1986 were settled January 1987.

The settlement for the large unit was a four percent salary increase retroactive to October 1986; a 40 percent increase in longevity bonuses retroactive to last year, two additional months of health insurance for employees on disability, and a letter-of-understanding, allowing employees to give some of their sick time to other employees on disability, Marutiak announced.

The residential unit settlement included a six percent salary increase retroactive to October 1986 for all employees except overnight aides, who receive



A happy Local 459 negotiating committee is pictured here. Standing (left-to-right) are Walt Pinkham, Cathy Adams, Debra Farrell, John Berres and Avis Allmon. Sitting (l-to-r) are Annette Courter, Chris Chambers, and Service Representative Joseph Marutiak. Jody Hawks was unavailable for the photo.

three percent; 11 paid holidays for business aides; health care coverage for dependents of overnight aides and increases in longevity. In addition, the activity aide position was upgraded. The dental insurance for aides was changed to reflect a lower annual maximum, but to include coverage for dependents.

The settlements were overwhelmingly ratified by the two groups.

Local 397 protects student's right to OPEIU membership

Saskatchewan Government Insurance (SGI) is facing an estimated \$160,000 bill as a result of a recent Saskatchewan Labour Relations Board (SLRB) ruling, which arose out of an OPEIU Local 397 unfair labour practice charge in June 1986.

The Board ruled, reports Vice President William Wittal, that SGI failed to bargain and illegally forced 62 students, hired in May 1986, to sign individual employment contracts, excluding them from union membership. One student refused to sign and was dismissed.

In the ruling, the SLRB found that SGI interfered with the student's right to bargain collectively through a certified union and ordered his reinstatement.

The corporation hired the students at 75 percent of entry level wages, worked them longer hours than provided in the union contract, and failed to provide any benefits enjoyed by OPEIU members.

The Board order states that SGI must refrain from any further violations of the Saskatchewan Trade Union Act and settle the monetary issue with the union.

Bounty hunters net one

(Continued from page 1)

was breaking, who was really hurting, Hart says. "I compare it to a spider web and how entangled a person can become when life is closing in—all of the mixed emotions involved with a breakup."

She has since written other songs, such as "Lying, Cheating Ways" and "Sunshine of Love." They have yet to be recorded, but Hart is hopeful. "I may not be able to write some things well, but I know how to express my feelings on paper—that's what it takes to write a good song."

The record company sent "Your Love Tears Me Apart" to about 200 stations around the country, Hart says. "Relatives of a friend of mine said it's been very successful in Texas," she says.

"It's a great feeling to accomplish something few people achieve, and I am very fortunate to have my song selected. I may never see any real money from it, but with that sense of accomplishment, that's all right," she concluded.

[Article submitted by Local 119 President Jeanne Farmer, who donates her \$25 reward back to the union's political action fund Voice of the Electorate.]

Local 19 shares the holiday spirit with area children

Local 19 President Don Mohammed reports that Local 19 members decided that their focus should be on helping all their brothers and sisters over the holiday season.

At their November general membership meeting they approved a children's Christmas party. The party was organized by Member Eileen Tippin with the help of many volunteers and family members.

"On December 13, 1986, Local 19 proudly held its First Annual Children's Christmas Party at the St. Hedwig Cultural Center with Christmas movies, presents, candy, pictures of the children with Santa,

OPEIU is offering a reward to members who serve as bounty hunters. To collect, you must turn in another OPEIU rank-and-file member—a friend.

That is, we want photos (black and white film only) and stories of OPEIU members who are involved in interesting work or interesting hobbies or excel in some way. For example, we know that there are outstanding members out there who serve their communities (as big brothers or sisters, on community boards, in homeless shelters, etc.); who are terrific golfers, tennis players, gardeners; who win awards and trophies for many things; who teach or write in their spare time. Or, there are members who have unique jobs, like animal trainers.

We (as well as you) are interested in reading about such members and seeing photos of them at their jobs, performing their hobbies or other areas of involvement.

If we print the photo and story you submit, you will immediately be sent \$25, as well as receiving credit in *White Collar*, just as we will to Jeanne Farmer for the article submitted here.

Happy hunting, bounty hunters.



and a brief speech by me. This event provided a much needed break for all of our brothers and sisters before taking up the business of the New Year," Mohammed said.

The members of Local 19 work at Toledo Edison Company, a utility company in Toledo, Ohio.

Kaiser HMO members win on wages

Local 2's Kaiser-Permanente members are celebrating their new three-year collective bargaining agreement, announced Local 2 Business Representative Dan McShain.

These health maintenance organizations (HMO) employees will realize nearly 10 percent in across-the-board wage increases. But, they will actually get much more in many cases, McShain said. A new step was added for workers with at least six years of service. Also, the percentage wage increase between steps was raised from 2½ to 3 percent.

With both step and across-the-board increases OPEIU members are making great gains. And, members on shifts will see their shift differential rise from 40 to 50 cents for afternoon shifts and 50 to 75 cents for night shifts.

Many other improvements were won, he reported. Just a few were:

- a new provision of regional seniority for promotions and transfers, providing greater job security for these workers;
- double time and one-half for working Christmas Day or New Year's Day in 1988;
- increase tuition assistance from \$350 to \$400 per year and \$10,000 to \$12,000 total;
- increased dental coverage of 60 to 80 percent; and
- inclusion of AFL-CIO Employees Federal Credit Union, giving members access to savings opportunities as well as low-interest loans.

The Local 2 negotiating committee assisting McShain were Ron Harmon, Nina Jones, Lorraine Kitchen, Pam Porter and Jackie Riddick.

OTEU morale survey—an innovation for unions

Morale is not traditionally an issue unions have addressed, said OTEU 378 President Anne Harvey. However, she said, after the problems that Hydro members have been through during the last four years, the OTEU felt it was important to investigate the situation.

Hydro is a Crown corporation—a utility company—located in Vancouver, British Columbia. OTEU has 2,626 members at the company. More than 50 percent—1,363—of the members responded to the survey.

As Harvey said, “the response to the survey was overwhelming and told us that our members definitely thought morale was an issue to be dealt with. We feel the most effective way to address it would be in cooperation with Hydro management.

“If morale can be improved there are definite benefits for the company. As one Hydro member said in the survey, ‘Happy people work harder.’

“There’s an opportunity for a real success story here. A task force would provide a general solution to the employee morale problem.

“We’ve held several meetings and exchanged correspondence with Hydro management. They are concerned about incurring additional operational expenses; however, there are some suggestions to im-

prove morale that would not cost anything to implement.

“The problem of management’s negative attitude to employee feedback will require an energetic commitment on the part of senior management to convince middle management that there is positive value to employee feedback.”

Solutions

For example, Hydro could hold department section meetings at least every six weeks in areas that are not already doing so.

Middle management should be prepared to expect very little feedback at the first few meetings until employees have become convinced that the change in communication style is a long-term change. Also, employees will have to feel secure that comments made at meetings will not be dealt with out of context.

Higher management would outline procedures for middle management to circulate information about department goals and general information about Hydro such as PPIs and new PPIs and changes in policy. This sharing of information already occurs in some divisions such as engineering, but not in other areas, such as finance.

Hydro could also extend the user-feedback process in the implementation of new systems. Employees feel they are told after decisions have been finalized and then suffer from the problems which arise when they point out why a system is not working.

And, finally providing some feedback mechanism for employee suggestions would be useful.

“While none of the above suggestions would incur any expense, other suggestions we have made would involve only minor costs,” said Harvey.

OPEIU mourns two

Reeder Carson

Reeder Carson died after three weeks of hospitalization. He is survived by his wife Val.

Carson was one of the 10 vice presidents at the union’s founding convention, held in Cincinnati, Ohio, January 1945. He remained a vice president for Region II until 1953.

Initially he was subsidized by the American Federation of Labor to organize the unorganized workers at the Tennessee Valley Authority. Ultimately he was fired from TVA for his organizing activities.

Carson was then hired by OPEIU Local 52 in Sheffield, Alabama, as a business agent. He organized for the local across seven states and finally gained recognition for the white collar workers at TVA.

He continued to serve TVA’s white collar employees until his retirement in 1974.

He made a great contribution to these thousands of OPEIU members and will be long remembered.



Joe Scully

Joe Scully lost a long struggle against cancer. He is survived by his brothers.

Scully served as shop steward at Sealand Corporation, Local 153 executive board member and business representative, and OPEIU International Representative in Galveston, Pittsburgh and New England.

Those close to Scully remember him as one dedicated to workers and OPEIU, but also as an avid sports fan, a man who had Army season tickets for over 10 years, man who loved his Hoboken, New Jersey home and family. They remember that his involvement in unions could be attributed to his father, who worked for the Teamsters, and to his oldest brother, who was also an active union leader.

Scully actually got his start working for Sealand Corporation in New Jersey in 1959 after serving four years in the U.S. Navy. He was quickly caught up in workers’ rights, unionism and improving living conditions for workers. He eventually became an OPEIU Local 153 shop steward at the company for more than 1,000 members.

His long-time friend and co-worker Robert Grabowski said that the meetings were never dull at Sealand when Scully organized them. “It was no surprise to us when Joe left Sealand in 1970 to become a full-time business representative to Local 153. We had the largest turnout of well-wishers in Sealand’s history,” he said.

Scully went on not only to become a successful business representative for the Local, but eventually for the International Union, representing workers from all over the country.

He will always be remembered by these workers as a leader, a fighter and champion of workers’ rights, but mostly as a friend.

Local 15 charter member North retires

Local 15 Charter Member Margaret North receives her 40-year OPEIU pin from Secretary-Treasurer Opal Skilling.



“On February 2, 1945, Office Employees International Union Local 15 was chartered by 15 women. Unlike the other unions of the period, Local 15 was made up totally of women members,” reports Local 15 Secretary-Treasurer Opal Skilling.

Margaret North, Skilling said, was one of these charter members. She retired on October 31, 1986, and Local 15 held a dinner in her honor.

Skilling, along with coworkers from the Carpenters Hall and Fishermens Hall—two shops in which she had worked—attended and presented her with an honorary membership card and an OPEIU 40-year pin.

Skilling expressed the wishes of all when she said, “We wish you every happiness in your retirement and appreciate your dedication to your local union and the labour movement in general.”

North’s background

North was no stranger to the labour movement. She grew up in Vancouver where her father, Charlie Stewart, was for many years business agent of the Street Railwaymen’s Union. Her mother, Annie, was active in the Women’s Labour League which played a role in the unemployed movement of the 1930s.

After finishing her education at John Oliver High School, she went to work for the Fishermen’s Union, where she was an office worker for 20 years before her 23 years working for the Carpenter’s Union.

North lives in Vancouver with her husband George, who is bargaining director of the B.C. Teachers Federation, and their son Georgie, a student at Langara College. They also have two daughters, Jana and Tarea, as well as three grandsons.

OPEIU members on the rise: Jean Ingrao

Executive Secretary of the Maritime Trade Department Jean Ingrao has been active in unions for 37 “rewarding and enjoyable” years. During that time Ingrao has worked as administrative aide to the Special Assistant to the President of the AFL-CIO, administrative assistant to the Executive Secretary-Treasurer and administrator to the Executive Secretary-Treasurer.



Jean Ingrao

In early 1979 Ingrao was unanimously elected to the prestigious office of the Executive Secretary-Treasurer of the Maritime Trades Department and has since been unanimously re-elected every four years.

Along with her everyday, heavy work load, Ingrao is a member of the Labor Policy Advisory Committee to the Special Trade Representative and also a member of the Public Advisory Committee of the Law of the Sea Conference. Ingrao serves on the Board of Directors of the Labor Institute for Human Enrichment, Inc. and on the Labor Committee for the Boy Scouts.

A member of several other committees, Jean still finds time to be with her husband Leonard and two sons, Michael and Mark, who have been very supportive through the years.

When asked if there was a difference between women in unions 37 years ago and now, Ingrao responded with a definite “yes.” And, although she has seen a marked change for the better, “there are still not enough women at the policy making level.” Ingrao would like to see more women in the labor movement involved at higher levels of administration.

Report of CLUW Convention- November 1986

by Gwen Newton, Vice President

The recently held convention of the Coalition of Labor Union Women in St. Louis, Missouri, by any standards was an enormous success.

Attendance was more than 850 delegates and alternates. In addition, there were 20 foreign guests representing a number of labor union organizations from around the world. They came from South Africa, England, Central and South American countries, Germany, France and Canada. Also in attendance were many notable national and international union presidents which included OPEIU President John Kelly, who brought greetings filled with praise for the outstanding and vital role CLUW has played in strengthening the labor movement and society as a whole.

In one such address regarding the recent elections held across our nation, the delegates were reminded that 130 women won primary elections for federal and statewide offices. Over the past 10 years, women have doubled their numbers in state legislatures and more than doubled their numbers as mayors of cities. It was pointed out that women finally have the chance to prove themselves due to civil rights laws and affirmative action guidelines. It was emphasized that in many work places, we would not have any women at all, if it were not for these federal actions. Were it not for these federal actions, we would not have many women with the training and background to run for public office.



OPEIU International President John Kelly addresses the more than 850 delegates to the Convention of the Coalition of Labor Union Women.

working women's issues, Women Awareness Week, and corporate campaigns lobbying skills and public relations.

One of the constitutional amendments passed by the delegates was to increase the number of vice presidents from seven (7) to eight (8) on the National Officers Council. Marsha Zakowski from the steelworkers was elected by acclamation as were all other vice presidents and officers of the National Officers Council.

One of the most important resolutions—Resolution #1, which was passed unanimously by the delegates was that CLUW hold a national conference on organizing the unorganized this coming year. The purpose of the conference is designed to train women to develop the necessary skills to be effective organizers.



Pictured above is the recently elected CLUW executive board. President Joyce Miller is seated center, while OPEIU Vice President Gwen Newton is standing, third from the left.

OPEIU officers and delegates elected at the CLUW Convention were:

Gwen Newton who was re-elected for her 4th term as a vice president and member of the National Officers Council.

Elected as regular delegates to the National Executive Board were Bobbie Creque, Washington, D.C.; Lorna Johnson, San Francisco; and Emagene Walker, New York. Elected as alternates to the National Executive Board were Janice Borunda, Los Angeles; Vilma Upchurch, San Diego; and Vivian Wadlington, New York. Additionally, Vivian is also president of the New York chapter of CLUW. Vilma Upchurch has been a business representative on Local 30's staff in San Diego for 10 years.

OPEIU delegates to the convention also included other representatives from around the country and a newly appointed business agent from Local 12 (Minneapolis, Minnesota) Joann Nelson.

In addition to a number of resolutions and constitutional amendments acted upon by the delegates, there were workshops which were held throughout the convention on a variety of subjects and issues, i.e., women and pension rights, women's wages in a new economy, increasing women's participation in their unions—

Leaders from all unions will be invited to participate. Organizing the unorganized is a top priority with CLUW and we will seek the cooperation and assistance of the AFL-CIO in the coordination of this most important conference.

One of the major addresses of the convention was given by Shirley Carr, President, Canadian Labour Council, the council's first woman president. Never before have the delegates of a CLUW Convention responded so heartily to what everyone agreed was one of the most earth-shaking presentations ever given at a convention.



Following her election as CLUW Vice President, Gwen Newton receives a standing ovation.

WOMEN WORKERS' HISTORY

CHAPTER 8. THERE FROM THE FIRST!

WOMEN WORKERS WENT ON STRIKE FOR THE FIRST TIME IN 1824, TAKING PART IN WHAT WAS PROBABLY THE FIRST EVER STRIKE OF AMERICAN FACTORY WORKERS. THE STRIKE TOOK PLACE IN PAWTUCKET, R.I. SITE OF THE FIRST SUCCESSFUL WATER-POWER COTTON MILL...

...NOT TO MENTION, FIRST SUCCESSFUL SWEATSHOP!!

ON MAY 24TH THE MILL OWNERS DECIDED TO INCREASE THE WORK DAY BY AN HOUR (BY ELIMINATING BREAK TIME), AND TO REDUCE THE PIECE RATES OF WEAVERS. YOUNG WOMEN, BY 25%...

SAY, WHAT?!!

THE EMPLOYERS CLAIMED THE WEAVERS MADE 2% ABOVE THEIR BOARD, AND THAT REPRESENTED "EXTRAVAGANT WAGES FOR YOUNG WOMEN..."

BEFORE YOU KNOW IT, THEY'LL EXPECT TO BE PAID AS MUCH AS MEN!!

GEE, I HOPE THIS STRIKE STUFF DOESN'T CATCH ON!!

ON STRIKE LOCAL 1

ON STRIKE LOCAL 2

THE MILL WORKERS RESPONDED IMMEDIATELY. ALL 102 WOMEN WEAVERS AGREED TO STRIKE UNTIL OLD RATES WERE RESTORED!!

GILMORE UE MURKIN/CONTRAK!

WOMEN WORKERS' HISTORY

CHAPTER 9. THE MILLS WERE IDLE

THE FIRST ALL-WOMEN STRIKE TOOK PLACE IN DOVER, N.H. IN DEC. 1828. WHEN MILL WORKERS REBELLED AGAINST COMPANY ATTEMPTS TO IMPOSE NEW RULES INCLUDING FINES FOR TARDINESS AND A BAN ON TALKING AT WORK.

I DON'T LIKE THIS NO TALKING RULE!!

YOU CAN SAY THAT AGAIN!!

ONE FINE MORNING THE MILLS WERE IDLE. EVERY OPERATIVE WAS OUT, LEAVING THE OVERSEERS TO RUN THEM ALONE. A WITNESS LATER WROTE:

LED BY A BAND, THE STRIKERS MARCHED THROUGH TOWN WITH FLAGS AND INSRIPTIONS, AND SHOT OFF GUNPOWDER. THEY DEMANDED TO KNOW HOW THEY, THE WOMEN OF DOVER MILLS, COULD "EVER BEAR THE SHOCKING FATE OF SLAVES TO SHARE!!"

THIS ISN'T VERY LADY LIKE!!

GET USE TO IT!!

A NATIONAL NEWSPAPER SUGGESTED SHARPLY THAT THE GOVERNOR MAY HAVE TO CALL OUT THE MILITIA TO PREVENT A GYNOCRACY. NO TROOPS WERE CALLED. THE COMPANY ADVERTISED FOR "BETTER BEHAVED WOMEN," BUT REPORTEDLY WITHDREW THE OFFENSIVE RULES.

GILMORE UE MURKIN/CONTRAK!

Cost-saving MasterCard offer coming in the mail

Office and Professional Employees International Union members are receiving a special mailing from the union describing a new Union Privilege credit card benefit.

The Union Privilege Card MasterCard has no annual fee, a lower rate than most other credit cards, and personalized service. This better deal for union members has been negotiated by the AFL-CIO and OPEIU using the combined purchasing power of 13.5 million union members and their families.

Most of us pay too much for credit cards today. Rates run as high as 21% and annual fees up to \$40. That's why OPEIU, in cooperation with the AFL-CIO's Union Privilege Benefit Programs, has arranged for a special, cost-saving MasterCard for union members only. Throughout its history, the labor movement has improved the lives of American workers by raising wages and bettering conditions in the workplace. Now America's unions are working together to extend extra benefits to members in the marketplace. At the same time, the community will become more aware of the importance of union members' buying power.

The union has no profit motive in the program nor are any dues funds used. The primary goal of the credit card program is to make the hard-earned dollars of our members go farther.

All members will be eligible to apply—individual members who already have another MasterCard, those who have other credit cards, and members who do not have any credit cards. In fact, members can pay off all the balances on their other higher-rate cards and start saving on finance charges as soon as they qualify for the new MasterCard.

In addition to the low rates and no annual fee, here are other features of the union credit card:

- **SKIP PAYMENT**—Every January and September, members have the option of not making a payment (as long as they have been making their minimum payments previously). Finance charges continue to accrue, but there are no penalty fees.
- **STRIKE EMERGENCY PROTECTION**—You can skip payments for 2 months if you're off the job for more than 30 consecutive days on a union-sanctioned strike.



- **WORLDWIDE ACCEPTANCE**—Like any MasterCard, it can be used at over 5.1 million locations worldwide for shopping, travel, or almost anything.
 - **FREE ADDITIONAL CARDS**—For eligible adult family members.
 - **CONVENIENT REVOLVING CREDIT**—Members can pay their balance in full each month or can make monthly payments as low as \$10 depending on their balance.
 - **\$250,000 FREE TRAVEL ACCIDENT INSURANCE**
 - **CONVENIENT TOLL-FREE CUSTOMER SERVICE**
 - **IMMEDIATE CASH ADVANCE OPTION**
- Only union members in good standing are eligible to apply for this MasterCard. Members may, however, apply with a joint applicant.
- This Union Privilege Card MasterCard uses the simple, straightforward principle called TRUE CREDIT with no hard-to-understand rules concerning how or when finance charges apply. When the card is used, members pay finance charges from the date of transaction but at a favorable variable rate—currently 12.5%. This finance charge will apply even if the monthly balance is paid off in full. On traditional credit cards, fees are also charged from the date of trans-

action whenever any balance is kept. This is often not understood by cardholders (three out of four of whom do keep balances every month). Members who have a balance on other cards with rates as high as 19% (even 21% with some cards) will save money by transferring these high-rate balances to their new MasterCard. Unlike other credit cards, it costs members nothing to get the Union Privilege Card MasterCard nor to renew it.

The ANNUAL PERCENTAGE RATE (APR), adjusted quarterly, will be a variable rate of 5% above the Prime Rate published in the *Wall Street Journal* the last business day of the previous quarter. That rate will take effect on the 15th of the next month.

The Bank of New York (Delaware), a major nationwide financial institution, is the bank providing this MasterCard program and servicing all qualified members. OPEIU can not be involved in the credit review process. All applications are sent directly (and confidentially) to the bank. As with any MasterCard, each individual must meet certain credit standards to qualify for the card.

All OPEIU members are eligible to apply for this cost-saving MasterCard. Members who do not receive the mailing by the end of March may call their local union to get an application.

1987 conferences scheduled . . .

The delegates to the 1986 International Convention passed policy statements in support of paternal leave, child care, employment opportunities, pay equity for all workers, and more—all issues of major concern to American working people and their families. In addition, within these policy statements the delegates called for educational programs on these issues.

The 1987 Regional Education Conferences, therefore, will focus on **The American Family and the Workplace**. We will try to update our officers, staff, and members on these issues; and our priorities will be means of gaining advances in these areas at the bargaining table and in legislation.

Also the **Full-Time Staff Education Conference** will discuss the most effective way to make legislative gains, which will include a session on lobbying. We will make a foray to Capitol Hill to lobby legislators on the new parental leave bill. And, we expect to be addressed by several U.S. Senators and Representatives.

The conferences are scheduled in some exciting centrally located cities. We hope you will mark the dates and places in your calendar and see us there.

Conference	Dates	Place
Northwest/West	April 22-25	Portland, OR
Full-Time Staff	May 3-6	Washington, D.C.
Southwest/Southeast	May 13-16	Nashville, TN
Northeast	September 16-19	Boston, MA
North Central	October 14-17	Chicago, IL
Erie	November 11-14	Cleveland, OH

The AFL-CIO's Industrial Union Department will be holding its Annual Legislative Conference just following ours—May 6 and 7—at the Washington Hilton in Washington, D.C. Plant closings, trade policy and occupational health head the agenda. If you wish to attend, you must make your own arrangements and can contact the IUD Legislative Section for more details.

Incorrect Conference Dates

We incorrectly reported the dates for the Southwest-Southeast Regional Educational Conference. Please make a note that the **correct dates are May 13-16, 1987**.

We did correctly report that the conference will take place in Nashville, Tennessee. And, it will be at the Hyatt Regency.

Further information on the conference and reservation cards should be mailed shortly to all local unions in these regions.

We hope we have not greatly inconvenienced anyone through this error. Our apologies.



The need for comprehensive health care for the elderly

by John Kelly
International President

In lieu of my usual column, I want to share with you a recent letter I received from U.S. Representative Claude Pepper (D-FL), Chairman of the Select Committee on Aging, Subcommittee on Health and Long-Term Care.

You are no doubt aware that the President's recent announcement to support a catastrophic health insurance proposal was greeted with great enthusiasm in the Congress. The country now recognizes the need to address the catastrophic health care needs of older Americans.

While I am pleased that the President agrees that we must assist our elderly against the bankrupting costs of a catastrophic illness, I am shocked that he would knowingly or unknowingly lead the American people to believe that the plan he endorsed would "free the elderly from the fear of catastrophic illness" and provide "that last full measure of security." That claim is simply not true.

In essence, the President's plan simply covers long hospital stays—which less than 1 percent of the entire Medicare population currently requires. In exchange for a \$4.92 monthly premium, Medicare would cover an unlimited number of days of hospital care, with each Medicare beneficiary paying no more than \$2,000 each year in coinsurance and deductibles. Simply put, his plan would help only 3 percent of the total Medicare population.

The President's plan would not cover Alzheimer's—which afflicts over 3,000,000 Americans; it would not assist over 500,000 Parkinson victims; his plan would not cover long-term care in a nursing home or in the home; it offers no help to seniors in buying prescription drugs, which cost them about \$10 billion annually; it will not cover hearing aids which cost an average of \$500 per person a year; his plan would not cover dental care, eye care, routine physician exams or foot care. The President's plan would not help the 83-year-old gentleman from Maine who wrote me stating:

"... here I sit the loneliest man that ever lived. I have admitted my wife, of 55 years, to a nursing home. She has Alzheimer's and I am caught between a rock and a hard place. I can no longer provide the round the clock she requires and I will soon be unable to pay the costs of care she now receives which have exhausted our \$160,000 in life savings."

This represents just one of the 700,000 older individuals in America who will be forced into poverty

this year due to the catastrophic costs of the health care they need. They would not be helped by the President's plan.

Any serious catastrophic health care proposal should cover not only long stays in a hospital but long stays in the home or in a nursing home as well. It should cover illnesses like cancer, Alzheimer's, Parkinson's, Huntington's, heart disease, and the like, that do not require hospitalization and which are largely unprotected by insurance—either private or public.

I have introduced legislation, H.R. 65, "the Catastrophic Health Insurance Act of 1987," which would in fact provide older Americans with catastrophic and comprehensive coverage they are hoping for. H.R. 65 provides coverage for long or short stays in a hospital, in the home or in a nursing home. It would cover many items currently uncovered by Medicare or private insurance, including dental care, eye care, hearing care, prescription drugs, foot care, physical exams and the like.

H.R. 65 would not involve the investment of new federal expenditures. Rather, it would involve a more sensible and efficient management of our health care dollar. This comprehensive package of benefits would be financed, in part, by the amount Medicare pays now for services under Parts A and B of the program, and in part, by the amount Medicare beneficiaries currently pay for participation in Part B of the Medicare program (\$17.90 a month) and the amount they spend per month on medigap insurance (about \$50 a month). In no case would any senior citizen pay more than 10% of their income on health care premiums in a given year. While H.R. 65 would permit Americans to go to any doctor they desired, quality of care and accessibility of services would be required under my bill.

In short, H.R. 65 is a comprehensive and catastrophic health care plan for older Americans. It is a meaningful, affordable and lasting response to the health care crisis we now face. I hope you will lend your support to this bill which will mean so much to so many. I urge you to let your Congressman know of your desire for comprehensive medical care. It would be a tragedy to accept less, at a time when the nation is ready to do so much more.

I add my strong support for comprehensive health care and urge you to write your representatives in support of H.R. 65.



THE CATASTROPHIC HEALTH CARE PLAN proposed by the Reagan Administration was attacked as a misleading and inadequate "umbrella" by senior citizens groups and lawmakers on Capitol Hill. From left, are: Cyril F. Brickfield, executive director, American Association of Retired Persons; Rep. Claude Pepper (D-Fla.); William R. Hutton, executive director, National Council of Senior Citizens; Rep. Henry Waxman (D-Calif.); and Ronald F. Pollack, executive director, Villers Advocacy Associates.

PAI Photo Service.

OOPs, we goofed!

We inadvertently omitted the names of International Vice Presidents James Bloodworth and Michael Walker from the Season's Greetings in the last issue. They, of course, wanted to extend their greetings to all officers, members and staff, too.

We apologize to both of them for the oversight.

Local 397 welcomes SGEU members

In Saskatchewan, Canada, the employees of the Highway Traffic Board, legislated under the umbrella of Saskatchewan Government Insurance, voted to join OPEIU Local 397. The Driver and Vehicle Safety Services Branch (DVSSB), as they will be known, will be part of the Motor Vehicle Division. Representatives from SGEU, Public Service Commission, Department of Transportation, SGI, the employees and OPEIU worked together for over a month to draw up a transfer agreement, said International Vice President William Wittal.

The agreement provides for the retention, transfer and/or phasing in of benefits to bring our new members under our collective agreement, Wittal said. A job audit will be conducted on the positions within one year to ensure accurate job descriptions and

salaries commensurate with the work and level of responsibility.

The agreement also stipulates the posting of vacancies as either SGI or DVSSB. Applicants from the designated area will be given preference in postings for a period of one year. If there are no certified applicants, the normal contract provisions will apply. Also, for a period of one year the listed requirement of one year as a senior clerk in an Adjuster I composition will refer to one year of SGI experience, Wittal reports.

We hope, he said, the transition has been as smooth as possible. Our thanks to Phyllis Sali and Zonie Krawchuk for their help in arriving at the transfer agreement.

U.S. Price Index

U.S. Bureau of Labor Statistics
New Base 1967 = 100

1985	
August	319.6
September	320.5
October	321.3
November	322.6
December	323.4

1986	
January	324.3
February	323.2
March	321.4
April	320.4
May	321.4
June	323.0
July	322.9
August	323.4
September	324.9
October	325.0
November	325.4
December	325.7

1987	
January	327.7
February	329.0

Canadian Index

Statistics Canada
New Base 1981 = '100

1985	
August	127.8
September	128.0
October	128.4
November	128.9
December	129.5

1986	
January	130.1
February	130.6
March	130.9
April	131.1
May	131.7
June	131.9
July	132.9
August	133.3
September	133.3
October	134.0
November	134.7
December	134.9

1987	
January	135.2
February	135.8

If you move, send your old and new address, including zip code and social security or social insurance number and Local Union number to: Gilles Beauregard, Sec.-Treas., 815 16th Street, N.W., Suite 606, Washington, D.C. 20006.