



WHITE COLLAR

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

No. 452

1994 — Issue 3

Organizing Victories Galore!

Clark County District Court Votes Local 11 Yes

In an organizing campaign run by OPEIU Local 11 Organizer Jeff Edmiston, the employees at the Clark County District Court voted two-to-one in favor of Local 11 for the purpose of collective bargaining. The vote took place on March 30, 1994.

District Court employees are looking forward to being placed under the
(Continued on page 2)

San Diego Health Care Workers Vote for Local 30

Health care workers employed by Comprehensive Health Clinic (CHC) in San Diego, California, voted overwhelmingly for OPEIU Local 30. The vote on June 17, 1994, was a three-to-one victory for union representation, reported International Union Organizer Donna Shaffer.

(Continued on page 4)

San Francisco Homeless Agency's Workers Join OPEIU Local 3

In a landslide vote in favor of the union, the employees at Central City Hospitality House (CCHH) overwhelmingly voted to join OPEIU Local 3. Hospitality House, established in 1967 as a community center for one of San Francisco's poorest neighborhoods — the Tenderloin — provides opportunities which promote personal growth and self-determination for homeless individuals and other people in need, reported Jeff Rusich, OPEIU International Organizer.

"This is yet another victory for OPEIU," Rusich said. "We have in the past few years organized workers at several agencies which are committed to helping those in need, namely the two largest multi-service centers in San Francisco — St. Vincent de Paul and the Episcopal Community Services Centers. What people are dis-

(Continued on page 2)

Tenant Support Group Chooses Local 8 in Seattle as Representative

Despite an aggressive anti-union campaign staged by their employer, employees at S.L. Start and Associates voted overwhelmingly in favor of union representation with OPEIU Local 8 in Seattle, Washington. The for-profit company operates in three states and provides intensive tenant support to people with development disabilities. The "community support specialists" perform a variety of critical tasks which enable people to live independently in the community.

Within days of the election, the employer filed objections with the National Labor Relations Board to overturn it, but the Board dismissed all charges, said Local 8 Organizer Cindy Schu. In an effort to further stall the representation process, the employer appealed the decision.

(Continued on page 2)

Local 6 Beats Odds in Organizing Mental Health Workers

Despite multiple firings of union supporters, delays at the National Labor Relations Board (NLRB), a 30 percent employee turnover, and the introduction of a new executive director one week before the election, direct care workers at Amego, Inc. voted by more than a two-to-one margin for representation by OPEIU Local 6. The local is headquartered in Boston, Massachusetts.

Although OPEIU's petition for representation was filed with the NLRB in November of last year, reports International Organizer Dale Badoud, Amego attorneys managed to drag out proceedings, denying their employees an election until June 3, 1994.

"The issues at Amego were very straight-forward: safety, dignity and job security," Badoud said. "Worker injuries due to destructive clients are common-

(Continued on page 2)

Local 2 Wins \$3 Million Severance for Bank Employees in Long, Legal Fight

The following edited report appeared in an article by Michelle Singletary in the *Washington Post*, July 6, 1994.

After a four-year legal battle, an appeals court has ruled employees of the National Bank of Washington are entitled to about \$3 million in severance benefits that the Federal Deposit

Insurance Corp. wouldn't pay when the District-based bank was declared insolvent and shut down.

Local 2 President Dan Dyer, who represented approximately 400 of the 900 fired employees, said the decision by the U.S. Circuit Court of Appeals for the District is a major victory for securing the employees rights guaran-

teed by their union contract.

"When the court tells the FDIC that it's wrong about banking law and the union is right, that's a very special day," Dyer said.

The union began its fight with the FDIC shortly after it took control of NBW and closed the District's oldest financial institution in August 1990.

The FDIC fired NBW employees and ended the union contract, leaving the workers without benefits.

Because the federal government picks up the tab for bank failures, the FDIC has broad powers to ensure that takeovers and closings, such as the NBW shutdown, are completed at the least cost to the government. At the time of the shutdown, the FDIC's position was that the agency had the right to terminate contracts, union and otherwise.

On Friday, July 1, 1994, the Appeals Court in an unanimous decision reversed two earlier lower court rulings and declared that the FDIC misapplied federal banking laws and must honor NBW union contract.

Under the OPEIU Local 2 contract, eligible employees were entitled to two-weeks severance pay for each year of service. About 350 of the 400 former NBW union workers, with an average of 10 years of service to the bank, will qualify for the payout. Jacqueline Gross, who worked for

(Continued on page 2)



OPEIU Local 2 members laid off from the National Bank of Washington appear here in front of the District of Columbia Federal Courthouse, following one of many court hearings in the NBW case. With them are former Local 2 President and International Vice President L.J. Sheridan and Attorney David Levinson.

In this Issue

Kelly & Coughlin	
Scholarships	6, 7
Union Benefit Programs	8
U.S. and Canadian	
Scholarship Winners	9, 10

Coalition of Labor Union Women Celebrates 20 Years; OPEIU Cited for Support

The Coalition of Labor Union Women celebrated its 20th anniversary with a conference and gala dinner, May 19-20, 1994, in Washington, DC.

CLUW has become a unified voice for union women and over its 20-year history has expanded its constituency to all working women, playing a vital role in passing legislation such as the Equal Pay Act and the Family and Medical Leave Act. In addition, it has trained and educated countless union women to assume leadership roles in their local and national unions.

Lobbying Health Care Reform

The Washington conference was on health care and the need for legislative reform. Several hundred CLUW activists arrived early to visit Capitol Hill and let their legislators know that they wanted nothing less than universal health coverage, employment based financing, comprehensive coverage and cost containment controls. CLUW remains firmly committed to seeing that health care reform is achieved and that women's concerns are addressed.

Gala Dinner Celebration

At the dinner May 20th, CLUW National Vice President (and OPEIU Education Director) Gwen Wells as head of the CLUW Video Committee introduced the newly produced video on the Coalition of Labor Union Women — CLUW: The Power of Sisterhood. "This video," she said, "was designed, not only to celebrate CLUW's past history, but to show — on a very personal level — what CLUW has meant in the lives of individual members. We hope it will be used to organize women, into CLUW certainly, but also into labor unions."

Wells, on behalf of CLUW, also made a special presentation to OPEIU International President Michael for the long-term, comprehensive support of CLUW from OPEIU. Goodwin thanked CLUW and pledged the union's continuing participation.

CLUW's Continuing Importance

"The issues we are addressing are issues that impact everyone," CLUW President Gloria Johnson said. "Until the year 2000 and beyond, CLUW will play a major role in carrying the labor union message."

By the year 2000, women will compose more than 55 percent of the workforce. This statistic alone points to the importance of CLUW.

Today, more than 58 percent of all union members are women, noted OPEIU member Cynthia McCaughan, who directs women's issues at the AFL-CIO Department of Civil Rights. "CLUW has made an important contribution in bringing the concerns and issues of women to the forefront and in educating and training union women to assume leadership positions," she said.

While CLUW's programs have helped union women move ahead in the labor movement and in the community, it has an even greater role as women attain larger numbers in the labor movement and the workforce at large. Since less than 12 percent of the women in the workforce are organized, the real role that CLUW can play is to spread the word on the importance of joining unions. By making sure women's issues are on the legislative agenda and fighting for change, CLUW does exactly that.

[Thanks to Sharolyn A. Rosier for her article in the AFL-CIO News].



OPEIU International President Michael Goodwin accepts from CLUW National Vice President and OPEIU Education and Research Director Gwen Wells a special award from the Coalition of Labor Union at CLUW's 20th Anniversary Celebration, May 20, 1994.

Six Canadian Scholarship Winners



Jean-Francois Julien



Jesse Colin Dalen



Christopher J. Hill



Claudie Morneau



Lori Rhonda Thompson

Six OPEIU scholarship winners from across Canada have been chosen for 1994. The scholarship competition drew more than 100 applications. The scholarships represent a maximum of \$4,000 in financial contributions over four years to each winning student's college education. The 1994 winners are:

Jean-Francois Julien, son of Montreal Local 434 member Gisele Julien;

Jesse Colin Dalen, son of Ron N. Dalen who is a member of Vancouver, British Columbia's Local 378;

Christopher J. Hill, son of Jim Hill, member of Local 397 in Regina, Saskatchewan;

Dale F. Cooper, who is a member of Local 225, headquartered in Ottawa, Ontario (photo unavailable);

Claudie Morneau, daughter of Montreal Local 57 member Denyse Dube; and

Lori Rhonda Thompson, daughter of Regina Local 397 member Gary Thompson.

"We are very proud of these students, whom we wish the very best in their pursuit of higher education," International President Michael Goodwin said.



COALITION OF LABOR UNION WOMEN

Application For National Membership

Name _____

Address _____

Phone: (H) _____ (W) _____

International Union _____ Local Union _____

National membership in CLUW is good for one full year from date of issuance of membership card by National Treasurer

I would like to join CLUW as a: (check one)

Regular Member—\$20 () Contributing Member—\$25 ()

Supporting Member—\$50 () Sustaining Member—\$100 ()

Retiree Member—\$10 () Chapter Dues: amount paid: \$ _____

Position held in Union: _____

I am a member of a bona fide collective bargaining Organization

"Dues, contributions or gifts to CLUW are not deductible as charitable contributions for federal income tax purposes."

Signature _____

Recruited By: _____ Vice President (OPEIU)

Attach your check to this card, enclose in envelope and

MAIL TO: **Gloria Johnson, President, CLUW**
c/o IUE, 1126 16th St., NW
Washington, D.C. 20036

Tennessee Stewards Raise Money for VOTE



Here International Vice President Thomas Babb presents a Voice of the Electorate (VOTE) "President's 100 Club" plaque to Local 199 shop stewards who work at the Tennessee Valley Authority's Sequoyah Nuclear Plant. From left-to-right they are Mike Burchard, Linda Taylor, Teresa Hogue, Veronica Hudgins and Sheila King. This group contributed \$100 to the union's political action fund — VOTE — because they realize the importance of political activity and supporting candidates for office.

The stewards at the TVA Watts Bar Nuclear Plant also contributed to the President's 100 Club, International Representative Ron Hutson told us. Those stewards awaiting their plaque are Kathleen Gibson, Bob McDaniel and Ricky Vaughn.

Blue Cross Contract in New Jersey: Once Again Health Care Emerges as Number One Issue

After four months of negotiations, OPEIU Local 32 members at Blue Cross and Blue Shield of New Jersey have gained a new union contract. The three-year agreement was ratified by a two-to-one margin in a mail ballot, said Local Business Manager and International Vice President Pat Tully.

Tully added, "We met our highest priorities. Our primary goal was to maintain the level of benefits and to continue to provide a choice of medical coverage for our members." Many of the same benefits that BCBS employees were able to keep have been taken from management and non-union employees during the last three years.

Another key issue was the holiday schedule. The company sought to reduce the number of holidays from 14 to 10. While the members gave back three holidays (Columbus Day, Veterans Day and Election Day), they were able to get three additional paid personal days in return. In addition, the company's efforts to take back one vacation week were stymied as Local 32 retained the current vacation schedule, as well as a 37.5-hour workweek.

The Local 32 negotiating teams was led by Assistant Business Manager Lois Cuccinello, Local Vice President and Chief Shop Steward Juanita Ray, and Executive Board Member Gloria Hunter.

The Consumer Price Index for Canada and the U.S.

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1993 Canada CPI	129.6	130.0	129.9	129.9	130.1	130.2	130.5	130.6	130.7	130.9	131.5	131.3
% Change from Prior Month	0.4	0.3	-0.1	0.0	0.1	0.1	0.2	0.1	0.1	0.2	0.5	-0.2
% Change from Year Earlier	2.0	2.3	1.9	1.8	1.8	1.8	1.6	1.7	1.9	1.9	1.9	1.7
1994 Canada CPI	131.3	130.3	130.1	130.2	129.9	130.2	130.7					
% Change from Prior Month	0.0	-0.8	-0.2	0.1	-0.2	0.0	0.4					
% Change from Year Earlier	1.3	0.2	0.2	0.2	-0.2	0.2	0.2					
1993 U.S. CPI-W	*417.8	*419.2	*420.4	*421.6	*422.6	*423.1	*423.2	*424.2	*424.9	*426.7	*427.1	*426.8
**140.3	140.7	141.1	141.6	141.9	142.0	142.1	142.4	142.6	143.3	143.4	143.3	
% Change from Prior Month	0.4	0.3	0.3	0.4	0.2	0.1	0.1	0.2	0.1	0.5	0.1	-0.1
% Change from Year Earlier	3.2	3.2	3.0	3.1	3.1	2.8	2.7	2.6	2.5	2.7	2.6	2.5
1994 U.S. CPI-W	*427.7	*428.8	*430.2	*430.9	*431.7	*433.2	*434.3	*436.4				
**143.8	144.0	144.4	144.7	144.9	145.4	145.8	146.5					
% Change from Prior Month	0.2	0.3	0.3	0.2	0.1	0.3	0.3	0.5				
% Change from Year Earlier	2.4	2.3	2.3	2.2	2.1	2.4	2.6	2.9				

*CPI-W figured on a 1967 base
**CPI-W figured on a 1982-84 base

Gay OPEIU Members Attend Conference

Pride at Work, a conference for lesbian and gay union members, was held at AFSCME District 37 headquarters in New York City during the Stonewall 25 Anniversary weekend. Over 300 gay and lesbian union members from across the country, as well as from Europe, attended the day-long conference on June 24, 1994.

At the opening session DC 37 Executive Director Stanley Hill welcomed attendees and emphasized the role the AFL-CIO plays in furthering the rights of all workers — including gays and lesbians. "An injury to one is an injury to all" was one of the long-time labor mottos he quoted.

The balance of the morning was divided between union-specific and regional meetings at which unionists discussed topics important to their local unions, international and organizing efforts in geographic regions. In the Washington, DC area the group Lambda Labor has existed for over a year with nearly 200 members. Among those in Lambda are OPEIU Local 2 members from the AFL-CIO, Teamsters, Electrical Workers, Electronic Workers, Teachers, AFSCME and SEIU.

The National Lesbian and Gay Labor Organization (NLGLO) was formed during the afternoon session of the conference. This group will

serve as the umbrella organization for the various independent gay union groups throughout the country. At present there are groups in Salt Lake City, San Francisco, Los Angeles, Philadelphia, Washington, New York and Boston. NLGLO, based in New York, will have as its primary goal to work within unions to build support and develop leadership of lesbian and gay union members and to bring union/workplace issues into the gay community.

To this goal, NLGLO will seek to increase participation of gay union members in the labor movement. Also, it will encourage unions to fully implement the 1983 AFL-CIO resolution "to take an active role in opposing measures which reduce the right of people based on their sexual orientation and participate in appropriate coalitions in order to defeat such measures."

"It was great to see so many gay and lesbian trade unionists all in one place! We had brothers and sisters from San Francisco, Iowa, Illinois, Florida — just about everywhere — attend the meetings. We all had been involved at one time or another with similar workplace issues such as job discrimination or harassment based on sexual orientation," David White from OPEIU Local 2 in Washington, DC said.



Pictured here is the OPEIU Caucus at the Pride at Work Conference, held in New York City, June 24, 1994. Left-to-right they are Nancy Wohlforth (Local 3, San Francisco); David White, Michael Gordon and Linda Romero (Local 2, Washington).

Even Russians Are Sporting OPEIU T-Shirts

"I thought you might find this photo interesting," reported Local 212 Business Representative Gerald Skrzeczkowski. "It is of a Russian boy named Troila and as you can see, he is wearing a tee shirt with our logo featured on it."

"One of our members had a son going to Moscow and she asked me if I could give her anything from our union that her son could present to his Russian counterpart. I gave her one of our local tee shirts and as you can see, the OPEIU is now recognized in Russia."

OPEIU Local 212 represents members in the Buffalo, New York area — and Moscow?



OPEIU PEOPLE AND LOCALS



Filibuster: An Abusive Tactic

by Michael Goodwin, International President

Once again the minority in the U.S. Senate voted to deny the rights of the majority. On Tuesday, July 12, the Senators defeated a cloture vote on the striker replacement bill, also known as the Workplace Fairness Act or S.55, by a vote of 53-47, and again on Wednesday, July 13, by a vote of 53-46.

The bill would have banned employers from permanently replacing strikers exercising their rights under the National Labor Relations Act. The House of Representatives passed the same measure by a vote of 230-190.

When the bill was introduced on the Senate floor, the Republican minority announced a filibuster which allows prolonged debate. In order to break a filibuster, a cloture vote must pass with at least 60 Senators voting in favor. This means that a minority number of Senators (47 on July 12 and 46 on July 13) have prevented the full Senate from voting on the bill. This in spite of the fact that it was supported by a majority in the House of Representatives, the Senate itself, the President of the United States and the American people.

I don't know why the Democrats don't insist on dealing with a filibuster the old-fashioned way. Many of you have seen the old movie classic "Mr. Smith Goes to Washington" with Jimmy Stewart. In the movie Jimmy Stewart plays a Congressman who breaks a filibuster by holding the floor for hours and hours to the point of complete exhaustion.

Today the mere mention of the inten-

tion to filibuster results in the other side withdrawing the legislation. I think we should go back to the old days and deal with a filibuster by holding the floor for as long as possible and then passing the debate to an ally. Public opinion and support would then develop to allow a vote on the legislation.

Eleventh-hour efforts to find the 60 votes needed for cloture were frustrated by tight discipline among all but three of the Republican "guardians of gridlock" and by the breakdown of Democratic Party discipline

"I think we should go back to the old days and deal with a filibuster by holding the floor for as long as possible and then passing the debate to an ally."

among Pryor and Bumpers of Arkansas, Boren of Oklahoma, Mathews of Tennessee, Nunn of Georgia, and Hollings of South Carolina. The Senate's action in denying the rights of the majority to vote on the striker replacement bill by use of a filibuster is another notch on the hired guns of the special interests who benefit from a denial of workers' rights.

The right to withhold your work — to act together for the common good on the job — is close to the core of what identifies the American system of liberty. It sets our nation and our time apart from the despotism and exploitation of other times and governmental and economic systems. Consequently something essential was lost when the U.S. Senate refused working Americans a vote on the issue and imposed the tyranny of the minority called filibuster. Working people know better. They know their rights were abridged. And they know that, as a result, America is headed in the wrong direction, toward expansion of the nation's second-tier, low-paid underclass.

OPEIU extends its deepest thanks to each of you for all of the efforts you have made to pass the striker replacement bill. Our ability to mount a

credible campaign in the Senate in a relatively short time was due entirely to your tremendous efforts and sacrifices in organizing letter writing, phone calling, demonstrations, vigils, long trips to lobby Senators in Washington, support in the religious, civil rights and human rights communities, and the numerous other activities that have commanded your attention in the past months — and, for many of you, years.

There will be many battles to come on workers rights. In fact, Senators Metzenbaum (D-OH) and Harkin (D-IA) pledge to attach the striker replacement bill to another piece of legislation later this year in an effort to evade the filibuster tactic. We know that, as always, we can count on your support. OPEIU members are always there to help when called upon. Our sincere thanks.



International President Michael Goodwin meets with House Democratic Majority Leader Richard Gephardt on a recent visit to the International Union Office.

WANTED

SIX PERMANENT REPLACEMENTS



David L. Boren (D-OK)



Dale Bumpers (D-AR)



Ernest F. Hollings (D-SC)



Harlan Mathews (D-TN)



Sam Nunn (D-GA)



David Pryor (D-AR)

BECAUSE THEY DEFIED

THE WISHES OF A MAJORITY OF AMERICANS • THEIR PRESIDENT • THEIR MAJORITY LEADER • A MAJORITY OF THEIR FELLOW SENATORS • THE MAJORITY IN THE HOUSE OF REPRESENTATIVES • THE DEMOCRATIC PROCESS OF MAJORITY RULE • AND CONTRIBUTED TO WEAKENING DEMOCRACY IN AMERICA.

THESE six Democratic senators said permanently replacing workers, who freely choose to strike to improve their working conditions, is OK when they voted against letting S.55 come to the floor for a vote.

IF it is OK to permanently replace legally striking workers, then it is surely OK to permanently replace senators who do not give a tinker's damn about their hard working constituents who infrequently find it necessary to stand up to the boss.

IT is more than OK—it is a must to permanently replace senators who would weaken rather than strengthen democracy in America.

THE RIGHT to withhold one's labor without reprisal by their employer is a basic underpinning of our democracy. The American labor movement will not rest until this right is fully restored.

Local 6 Beats Odds

(Continued from page 1)

place while worker protection from destructive management practices has been virtually nonexistent," added International Organizer Jim Noone.

Amego employees, according to the two organizers, have been subject to arbitrary discipline and policy enforcement for years. "When injured employees would file for worker's compensation benefits, management would fight them tooth-and-nail while denying or delaying reinstatement to workers who had recovered from job-related injuries. Women on maternity leave have been dropped from the employer-paid health plan. Many people have been fired by Amego over the years because of personality differences, said Badoud.

"Management dropped their final

bomb when they replaced their executive director a week before the election," continued Noone. "The new boss promised fair treatment to the employees and asked for 'one more chance' in coaxing employees to vote against Local 6. We took the offensive by pointing out the similarity between management's overtures and those of an abusive husband who asks for another chance when his victim presses charges with the police. The company's ruse didn't work, so today Amego employees no longer have to rely on management's 'good' intentions."

Negotiations for the 75 health workers are currently underway.

Town of Whitman

On a separate front: Badoud and Noone managed to gain voluntary recognition of OPEIU from the Town

of Whitman (Massachusetts) for their employees and are currently negotiating a labor contract. Voluntary recognition means a showing by employees of majority interest in union representation without the need for an election.

Tenant Support

(Continued from page 1)

Inflamed by their employer's disregard for their democratically-won election, workers stepped up their organizing efforts. Despite a two-to-one victory for the union, the company's owner and CEO claimed he was unconvinced that a majority of employees wanted union representation. Employees retaliated by sending him a letter, signed by nearly all the workers including many new employees, to demonstrate their union support and ask him to honor the election results.

A delegation of employees, along with Schu and Local 8 Representative Beth Schindler, presented the letter personally to the CEO. "After much discussion, he finally acknowledged that a majority wanted a union and that the union's efforts to build a cooperative working relationship were in earnest," Schu reports. The company agreed to drop all objections and honor the election results.

The workers were also successful in persuading the employer to settle a wage and hour dispute with the Department of Labor. Early in the organizing campaign, workers brought to the union's attention an unfair compensation issue. Local 8 investigated and, without filing a formal complaint, received written confirmation from the Department of Labor on wage and hour violations. "Fearing a formal complaint, to the employer's credit," Schu said, "they quickly responded and worked out a settlement with DOL giving the employees hundreds of dollars in back wages retroactive two years."

We congratulate the new OPEIU members for finally obtaining representation by Local 8. Their original election occurred in November 1993.

San Francisco

(Continued from page 1)

covering in all of these centers is that in order to be able to best meet the needs of the people who walk through their doors — and that is always our members' first commitment — combining their individual resources with the strength and support of the union is a winning combination."

Rusich attributed this victory to a very strong in-house committee, that is, employees of CCHH organizing their coworkers. "Workers, be they counselors coming from the ranks of the homeless or college educators, felt the need for more input into how the organization should be run, as well as improved wages and fringe benefits. Hospitality House will now have to collectively bargain with its workers," Rusich noted. "This will help to improve the entire operation

of this organization. Improving the working conditions for the staff will benefit not only our members but will enhance the service provided to the people served by CCHH."

The workers at Hospitality House provide a multitude of services at five different locations for the homeless. First, they seek to enable homeless adults to maintain self-respect and regain self-sufficiency through individual and group counseling, job placement workshops and providing temporary shelter for men without any other place to stay. They also seek to assist homeless youth to establish safe, stable living arrangements as well as have a very innovative art program for and by homeless people.

The organizing campaign's culmination and election took place June 30, 1994.

Clark County

(Continued from page 1)

existing Clark County office workers' contract.

Special recognition, said Local 11 Secretary-Treasurer and International Vice President Gary Kirkland, goes to Lois Swanstrom who gave moral support and guidance to those employees through a long, drawn-out campaign. Kirkland welcomed the new members to Local 11 and said, "Good job, Lois."

OPEIU Local 11 is headquartered in Portland, Oregon.

Local 2 Wins

(Continued from page 1)

NBW for 19 years, said she can't wait for the payout and is grateful that the union continued the fight for so long.

"I was so depressed after they fired us. I felt like we had something guaranteed in the contract but that it didn't matter," Gross said.

OPEIU attorney David Levinson said because of the bank's failure the employees may not receive the entire amount owed to them. Instead, he said, the workers will receive a pro-rated share of the severance pay, which, based on recent payouts to NBW creditors, could amount to 70 cents on the dollar.

The FDIC took over NBW from its corporate parent, Washington Bancorp., and sold it to Riggs National Bank, which assumed all of NBW deposits and paid \$33 million for the failed bank's assets, including some loans.



U.S. Senator Edward Kennedy (D-MA) meets with OPEIU activist Steven Holmes (second from the left) who was fired from Amego, Inc. With them are International Representatives Jim Noone, Dale Badoud and Chuck McDermott. The group met with Kennedy to discuss the need for labor law reform.

Employers Pay Penalties for Short-Staffing — Nurses

The following article was submitted by Joseph Marutiak, President of OPEIU Local 459 in Lansing, Michigan. The concept of staffing is an extremely important one on most jobs, but most particularly in nursing. So we thank Joe for sharing this information.

Short-staffing is a chronic problem at many human service agencies. Two separate bargaining units with Local 459 have had to invoke penalties in an attempt to get their employers to staff appropriately.

The contract at the Great Lakes Regional American Red Cross contains specific provisions about staffing. A certain number of employees must be supplied for every blood drive. The number goes up with the goal for that particular drive. In addition, each drive must have at least one bargaining unit RN.

On four occasions recently the Red Cross ran drives in violation of these guidelines. Either the programs did not have enough employees or no RN was on the drive. Each time the steward filed a grievance, the Red Cross argued that employees were not available, but the union was able to show that employees were available who were not asked to work. All four grievances were granted and the most senior employees who were available were paid for the day as if they had worked the drive.

The contract for RNs at Michigan Capital Medical Center Pennsylvania Campus (formerly Lansing General Hospital) contains a different staffing formula. The RNs on six of the units determine an acuity score for their patients each shift. That score is used to determine the appropriate staffing. If the hospital does not meet the staffing level for three consecutive days, it must pay a penalty. The penalties are put into an account.

In 1993 the hospital paid penalties for 47 days. Almost \$12,000 was put into the account. The money is being distributed among the RNs. Each RN is paid based on the number of hours she/he worked in 1993. RNs receive a portion regardless of whether or not they work on the particular unit that was shortstaffed under the theory that short-staffing in any part of the hospital has a ripple effect throughout.

Contracts that contain specific staffing requirements are still relatively rare. These two groups of union members have fought for their staffing requirements and hope the penalties will encourage better staffing.

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

MICHAEL GOODWIN GILLES BEAUREGARD
President Secretary-Treasurer

GWEN WELLS
Managing Editor

CALM
ACPS

PRINTED IN U.S.A.

WHITE COLLAR (ISSN 0943-8776) is published quarterly by Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20008. Second class postage paid at Washington, D.C. POSTMASTER: Send address changes to Office of Professional Employees International Union, 815 16th Street, N.W., Washington, D.C.

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

Subscription Price \$1 a Year

Washington Window

Businesses Defy Family Leave Law

For years before its passage, the business community was the loudest, longest and most strident foe of the family leave law. Apparently, its opposition hasn't stopped.

A survey by the National Association of Working Women and scholars at the University of California at Berkeley shows widespread business defiance of the law.

As backed by labor and signed by President Clinton last year, the family leave act lets workers take up to 12 weeks of unpaid leave for several reasons. They include leave to care for newborns and to care for a sick parent, child or spouse.

Before the law was passed, few employers granted such leave. Labor Dept. statistics show that in 1991 only 37 percent of all companies granted workers unpaid maternity leave. Twenty-six percent granted unpaid paternity leave.

Only 17 percent of small businesses granted maternity leave, while eight percent granted paternity leave.

Besides letting workers take unpaid leave, the law orders businesses to continue workers' benefits during the leave, and to guarantee workers can have their jobs back when they return.

But in a large concession to business, the law doesn't cover the 95 percent of companies — those employing 50 people or fewer. Such firms, federal statistics show, employ 32 percent of all private-sector workers.

While less generous than many similar laws in Europe — which feature paid leave for workers who have to take time off to be with ill family members — the family leave law was nonetheless an advance over previous policy, especially for working women.

Or at least it was supposed to be an advance. For the survey of 300 employers and 275 workers found:

- 40 percent of employers did not allow the 12 weeks of leave.

- About 40 percent failed to continue some benefits during the leave, as the law requires. And 10 percent dropped workers' health benefits, violating the law.

- Half of the workers said their employers did not post required notices telling workers of family leave rights. And 22 percent of companies haven't told front-line supervisors they must obey the law.

- Of those workers who took the leave since the law took effect a year ago, 63 percent had problems

with their employers.

- Anecdotal evidence shows some employers told the workers they could not return to their jobs, while others demoted the returnees, harassed them, or both.

In short, business not only opposed the family leave law before it was enacted, but it's defying the law now.

The Labor Dept. found 61 percent of the 965 family leave law complaints it received are justified. In two-thirds of its cases, businesses refused to return workers to the same jobs. In 20 percent, employers "flatly refused to grant the leave."

Regulators, lawyers and the Labor Dept. say the business defiance stems from ignorance, not malice. Ellen Bravo, executive director of NAWW, has a different view.

"Absolutely," she says, when asked if some businesses deliberately defy the law.

Bravo couldn't put a number on it, but she says some firms "do what they can get away with" while others break the law out of ignorance that it applies to them.

"But what's sad is that a lot of people don't know they have rights under the law, and they don't think of the government as the place to go for help," she continued. "Sometimes, they think they need money, or sometimes they just have the time" to pursue complaints about violations of their own rights to family leave.

"Too many employees and employers are still not familiar with how the law works," said Secretary of Labor Robert B. Reich. His agency found that when it fielded complaints and called employers, nine of ten then obeyed the law. His aides take that as evidence that businesses are not deliberately defying the law.

Steve Yokich, a House Labor Committee specialist in family policy, says much of the problem stems from workers not knowing their rights under the law — including the right to sue and recover damages. He says there's one other solution to family leave problems that workers can use: unions.

"The best enforcement mechanism is to have a union in the workplace" to stand up for workers' family leave rights, he concluded.

Work and Health

What to Do for Poisoning?

By Phillip L. Polakoff, M.D.
Director, Western Institute for
Occupational/Environmental Sciences

If you suspect a case of poisoning, take these three steps right away:
ONE: Look for signs of dizziness, drowsiness, odor on breath, open bottle or spilled contents, vomiting, nausea or pain in the abdomen, difficult or shallow breathing, hyperactivity, irritability.

TWO: Check to see if the victim is breathing. If not, call an ambulance or police immediately. Remove tie, unbutton collar, perform mouth-to-mouth resuscitation.

THREE: Take these first aid actions immediately: Call poison center, emergency room or doctor. Cover victim with a blanket. Loosen tight clothing. Clear airway, remove dentures. Do NOT give food, drink, alcohol or drugs. Save and give doctor the poisonous substance (such as leftover medicine, plant leaves, household agents, etc.) as well as the container and label.

You can make your home less dangerous, especially if there are children about, by observing the following DOs and DON'Ts in various rooms.

In the kitchen:

- DO keep all cleaning products and medications in their original containers.
- DO label dangerous substances with poison stickers.
- DO put things away, right away. Never leave cleansers or medication on countertops where children can get to them.
- DON'T store poisonous household products under the sink or in places children can reach.
- DON'T keep cleansers or medication near food; store in a separate, locked cabinet.

In the bathroom:

- DO throw out old medication; flush down the toilet.
- DO buy medicines with child-resistant caps.
- DO read labels before taking.
- DO keep bathroom cleaners in a locked cabinet that a child can't get into.
- DON'T put prescriptions and dangerous over-the-counter preparations in the medicine cabinet.
- DON'T leave perfumes, cosmetics and other toiletries in reach of children; even lipstick can be toxic to a small child.

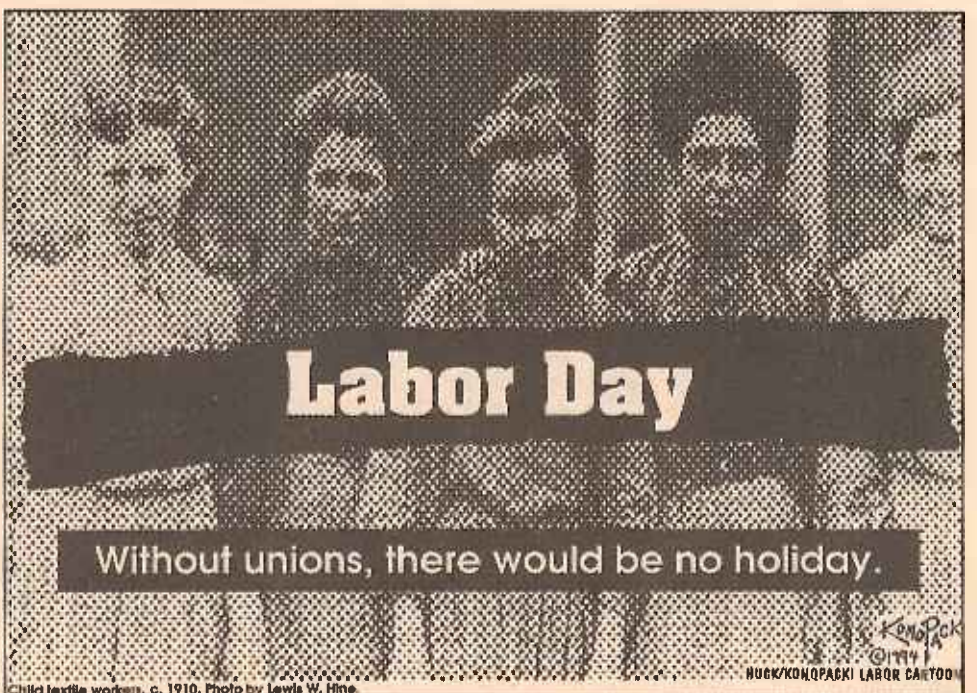
In the bedroom/living room:

- DO lock up liquor and be sure any alcoholic drinks are out of reach.
- DO remove toxic plants if small children and pets are around.
- DO check walls for peeling paint.
- DON'T leave ashtrays, matches, or lighters in low, easy-to-reach places.
- DON'T keep medications on your nightstand.

In the garage/workshop/yard:

- DO keep insecticides, lighter fluid, paint and paint thinners, gasoline, antifreeze, oil, etc., in original containers and store in a locked or secure place.
- DO label all poisonous products with poison stickers.
- DON'T assume that plants and flowers growing on your property are safe. Learn which leaves, berries, flowers are toxic and be sure to instruct children to stay away from them.

These are simple hints to make your surroundings safer. The quick response suggestions to a possible or real poison emergency are meant to help you cope at the time. But always call your doctor, the closest poison center or an ambulance at the first chance after performing the 1-2-3 steps.



Child textile workers, c. 1910. Photo by Lewis W. Hine.

HUCK/KONOPACKI LABOR CARTOON

OPEIU Wins Jurisdictional Dispute in New Jersey

An AFL-CIO arbitrator has found in OPEIU's favor in an arbitration dispute between OPEIU and Communications Workers of America (CWA) to represent the judiciary employees of Camden County, New Jersey.

According to the AFL-CIO Constitution (Article XXI), one affiliate (union) will receive the exclusive right to organize a group of employees if that union began an organizing drive well before the other union(s) and that union has "a reasonable chance of successfully organizing the employee group." The arbitrator found that OPEIU had that right.

The facts of the case are basically these, according to the arbitrator: "... OPEIU began organizing the judiciary employees in September 1993 and that this was 'significantly before' CWA began any activity that could possibly be deemed organizing activity

aimed at those same employees. Giving CWA every benefit of the doubt, I find that CWA did not take any action in this regard until late November 1993. Even then CWA began by holding the informational meetings described above, an activity well short of a full-fledged organizing drive. Accordingly, OPEIU had a significant headstart.

"I also conclude, based on the record, that OPEIU's organizing drive among the judiciary employees has more than a 'reasonable chance' of success. Judged by the showing of interest that supported OPEIU's petition, it is clear that OPEIU enjoys substantial support among the judiciary employees. Moreover, OPEIU has had a string of recent successes in organizing county court employees throughout the State of New Jersey."

"... Accordingly, for the foregoing reasons I determine that the OPEIU shall have the sole right to seek to be-

come the exclusive collective bargaining representative of the judiciary employees of Camden County for a period of one year."

More at Stake

There are currently six AFL-CIO affiliates that represent county judiciary employees throughout New Jersey — including OPEIU and CWA. As noted by the arbitrator, OPEIU Local 32 — under the direction of Local 32 Business Manager and International Vice President Pat Tully — has recently organized a number of county-wide court systems and for many years has represented others.

Under new New Jersey legislation the entire county court system is soon to be merged into one state system. As yet it is unclear whether or not the State will recognize all existing bargaining contracts and unions or will seek a single statewide system.

The six unions have banned together to seek legislation to protect existing wages and benefits of the employees as well as the existing certifications and exclusive recognitions. The unions have further agreed to form a joint bargaining council should the legislation fail and a statewide unit is created.

In either case, the more county systems and employees OPEIU represents the more power the employees will have, the more input they will have in bargaining wages, hours and working conditions. With that in mind Local 32 continues to aggressively organize and bring the benefits of collective bargaining to New Jersey court employees. This paper will keep you informed of their successes.

International Vice President Richard Lanigan who was Assistant General Counsel, presented — and won — this case.

San Diego

(Continued from page 1)

Shaffer reports that work issues like low wages, fair treatment, job security and bargaining rights and respect on the job were the main reasons why the employees went union. CHC hired an outside consulting firm to undermine Local 30's organizing drive, but their efforts failed.

Volunteer Organizers and One-on-One Contact Tip Scales

"One-on-one contact was the key to winning his campaign," she said. "Local 30's Senior Business Representative Vilma Scott-Davis held weekly meetings in April and throughout the campaign." Each time the organizing committee — composed of CHC employees — would bring additional coworkers to the union meetings. Employees received the personal attention they deserved and got their questions answered, Shaffer reports. As a result, Local 30 won "big."

During the last weeks of the organizing drive, employees wore "union

yes" buttons, helped on phone banks, talked with other employees, distributed union literature, had their pictures on a leaflet, and attended weekly meetings. Members of Local 30 from Kaiser Hospital boosted the campaign by distributing a leaflet on which Kaiser employees (pictured) testified about the benefits of Local 30 representation. "Their words of encouragement and statement on what Local 30 had done for them and their families helped bring this campaign to a victorious conclusion!" said Shaffer.

Secretary-Treasurer and Business Manager for Local 30 Joe Beaver said, "This is only the beginning of Local 30's efforts to organize clinics and other health care facilities in San Diego."

Organizing Committee

The union supporters and organizing committee making this all possible are Mila Abalos, Dolores Carlino, Millie Estevez, Dorett Foster, Valerie Gunder, Maritza Haddock, Joycelyn Lewis, Sandra Lipscomb, Jamie Loperena, Dave Mata, Lonna Matthews, Gloria McFadzen, Pat McGee, Juliet Noel, Marimel Ovalles, Ann Peacock, and Richard Thrope.



A few members of the CHC organizing committee (and supporters) appear above.

1994 Conferences:

Labor-Management Cooperation, ADA and Local Union Financial Reporting Make Up Conference Agenda

Labor-management cooperation programs are being highly touted by the Robert Reich and Clinton's Department of Labor. What is it? What are its benefits? (Are there any benefits?) What are the pitfalls? These are just a few answers we hope to give you at the upcoming 1994 regional education conferences in a one-day program.

Many locals are unclear about provisions of the Americans with Disabilities Act and how it affects bargaining and representation of our members. We, therefore, plan to bring participants up-to-date on what is still a developing area of the law. If there is time and opportunity we will discuss the Family and Medical Leave Act and its impact on bargaining as well. You can choose this half-day program or Secretary-Treasurers/Trustees training. The latter will be conducted by our International Union accountant, possibly assisted by a representative from the Department of Labor, where you will learn your obligations as an ST or trustee and receive updates on local union financial reporting.

Our guest luncheon speakers will bring us up to date on the campaign for national health care reform.

It should be an informative, productive program. Below you will find the locations, dates, and hotel information for your region. You need to be there.

Northeast

September 16-18, 1994
Boston Park Plaza, Boston, Massachusetts
\$120 single; \$140 double; (800) 225-2008
deadline: August 28, 1994

Erie

October 7-9, 1994
Sheraton Lansing, Lansing, Michigan
\$67 single or double; (517) 323-7100
deadline: September 9, 1994

North Central

October 28-30, 1994
School for Workers, University of Wisconsin
Madison, Wisconsin
the entire weekend: \$143/person in a double;
\$175/person in a single
including meals
Send the OPEIU office your check for the total amount
made out to the University of
Wisconsin-Extension. We will make your
reservations.
deadline: October 15, 1994

Remember: each Local Union receives a \$300 subsidy for attending the regional education conferences.

Meet Your Vice President

As noted in the last issue of White Collar the International Vice Presidents will assume even more responsibility for assisting our regions, especially to organize. We, therefore, thought it particularly important for our members to become more familiar with our executive board members. Beginning here we will introduce you to five vice presidents per issue.

Canadian Director and Region I VP: Michel Lajeunesse



Michel Lajeunesse serves as Canadian Director for OPEIU and has been an active trade unionist for more than 18 years.

Lajeunesse has led the 8,200 members of the Montreal-based Local 57 since 1988. Prior to that he was a fund raiser for United Way where he successfully organized his coworkers in 1976. In 1977 he was asked by Local 298 of the Service Employees International Union to work as a full-time representative. Four years later he was hired by Syndicat International des

Employés et Employes Professionnels-Les et de Bureau (SEPB) 57 from which he has worked his way up through the ranks of the OPEIU.

From 1983 to 1988 he coordinated negotiations for the 2,200 Local 57 members of the educational sector. In addition to his job as Secretary-General of Local 57 he has also been serving as Eastern Canada Council Coordinator and OPEIU Vice President for Region I (Eastern Canada).

Lajeunesse was born in a highly unionized neighborhood of Montreal, Quebec in 1948, where he worked developing community services. He has to his credit many years in the field of both labour and community action.

He graduated from the Université de Montreal in literature in 1969 with a degree in literature.

He is a member of the Canadian Labour Congress (CLC) Executive Council and serves as Vice President for the Quebec Federation of Labour Bureau. He was elected OPEIU Canadian Director in June 1990.

Lajeunesse is married to Suzanne Lajeunesse, also from Montreal. They have three children and live in Mont Grogire.

Region II: Richard Lanigan



Richard Lanigan, former OPEIU Associate General Counsel, assumed leadership of New York City's Local 153 as secretary-treasurer in April 1994. In June 1994 he was elected International Vice President for Region II by the union's executive board.

Lanigan first began his labor union career with Local 153 in 1980 when he was hired as an organizer following his graduation from college — the State University of New York at Stony Brook. After several organizing successes he was promoted in 1981 to business representative.

In 1987 he enrolled in New York Law School. In 1988 International President John Kelly hired him on the International staff as his assistant, to take full advantage of his field experience, education and growing expertise in labor law.

He was again promoted after completing his legal studies and passing the New York State Bar Exam in 1992. Lanigan became OPEIU associate general counsel, a position he held until April 5, 1994.

He was born in Manhattan and now lives in Northport, Long Island, New York, with his wife Nancy and son Patrick, 5.

Region II: James Mahoney



James Mahoney served as president and business manager of OPEIU Local 6 in Boston, Massachusetts, for 23 years. He served as business manager for Local 453 from 1972 to 1991.

He served as International Vice President for Region II — the Northeast Region of the United States — since 1980.

Among his many achievements during his long career, he received the union's

highest honor, the Henderson B. Douglas Award, for organizing the most union members during a single year. He was also awarded the Cushing-Gavin Award for outstanding achievement by the Boston Labor Guild.

Mahoney considered his greatest accomplishment his leadership and success in bringing the benefits of OPEIU membership to the employees of the State of Massachusetts court system. The more than 2,000 members have made great gains since joining the ranks of Local 6, as well as being an invaluable asset to the union. Many good trade unionists and activists have come from the courts.

He has been an active member of the labor community in Massachusetts for nearly three decades, working with the Massachusetts AFL-CIO, the Greater Boston Central Labor Council, the Boston Labor Guild, T.E.A.M. and numerous other labor related groups and coalitions which benefit working men and women.

Mahoney began his career as a trade unionist as a sales representative for the Schiltz Brewing Company. As a Local 6 member there, he became an active union member.

He lives with his wife Joan in Melrose, Massachusetts. They have three children — Steven, Michael and Ellen — and six grandchildren — James, Luke, Devon, Megan, Katlyn and Emily.

employees at the Washington Metropolitan Area Transit Authority ("Metro") in 1981. That unit now has more than 700 members.

He served as international representative from the summer of 1987 until March 1990, when he was reelected president of Local 2. Because of his organizing skills and leadership Local 2 greatly expanded throughout Sheridan's tenure. He retired from the presidency of OPEIU Local 2 in 1993, although he still serves as International Vice President.

He is married to Lillian Sheridan and has three children — James, Katherine and Elizabeth — as well as two grandchildren — Brandon and Matthew.

Region II: Patrick Tully



Patrick Tully has been an activist in the labor movement for more than 30 years. His early years were spent in the Amalgamated Transit Union as a business representative and secretary-treasurer.

He became business manager of OPEIU Local 32 in New Jersey in 1979 when the local union primarily was comprised of 1,500 members from Blue Cross and Blue Shield of New Jersey. Since that time he has built the local to 3,200 members in various units. OPEIU's presence has been felt most strongly within New Jersey's public sector. Not only does Local 32 represent numerous county workers, it has become one of the leading AFL-CIO unions in the New Jersey court (judicial) system.

On July 1, 1994, the OPEIU International Executive Board approved a merger of Locals 32 and 14 (Philadelphia), bringing the total membership to nearly 5,000.

Tully was elected International Vice President for Region II in 1987. He also serves as Vice President of the New Jersey Industrial Union Council, board member of Newark Private Industry Council, secretary-treasurer of United Labor Agency of Essex-West Hudson. He has been a participant in the Meany Center college degree program.

He lives in Kearny, N.J., with his wife Roseann. They have five children — Patrick, Jr., Elizabeth, Catherine, Christopher, and Steven — and a new grandchild Caitlin Rose.

Region II: L.J. Sheridan



L.J. (Jim) Sheridan was born in Chicago, Illinois. He attended Gonzaga High School and Catholic University in Washington, D.C.

Following his U.S. Army duty, he went to work at Washington Gas Light, a public utility, where he became active in the union. He quickly rose to the position of OPEIU Local 2 chief shop steward and was ultimately hired as a full-time staff representative for the local in April 1969.

Sheridan excelled as an organizer and representative. In June 1972 he organized the workers at the National Bank of Washington, the only unionized bank in the Washington, D.C. metropolitan area.

In 1978 he was elected Local 2 president, then appointed International Vice President for Region II in January 1979. He organized the approximately 500 em-

OPEIU announces 8th Howard Coughlin Memorial Scholarship

Fourteen (14) scholarships will be awarded. Applications are open to members in good standing, or associate members, or their children, all of whom must meet the eligibility requirements and comply with the rules and procedures as established by the Executive Board. Each scholarship has a total maximum value of \$4,000.

These scholarships for members in the United States (Canada has its own scholarship program) are limited to at least one per region in the U.S. and one per family.

Eligibility

An applicant must be either:

- a member of OPEIU in good standing or an associate member;
- the son, daughter, stepchild or legally adopted child of an OPEIU member in good standing or an associate member; and

An applicant must be either:

- a high school student or high school graduate entering college, university or a recognized technical or vocational post-secondary school as a full-time student;
- presently in college, university or a recognized technical or vocational post-secondary school as a full-time student.

Procedures

Each applicant must file an official OPEIU scholarship program application. Application forms must be endorsed by the Local Union President or Secretary-Treasurer attesting that the member or parent of an applicant is in good standing or an associate member. Such endorsement must be obtained before the application is submitted.

Forms

Application forms may be obtained at your local union office or at the Secretary-Treasurer's office of the International Union.

Applications

All applications must be received at the Secretary-Treasurer's office of the International Union, 815 16th Street, N.W., Suite 606, Washington, D.C. 20006, no later than December 31, 1994.

Requirements

High School Transcript — All applicants are required to submit their high school transcript.

1. College Transcripts — If presently enrolled in a College, University or a recognized Technical or Vocational Post-Secondary School as a full-time student, applicant is required to submit transcript, along with their High School Transcript.

2. Test — All applicants are required to take a Scholarship Aptitude Test — SAT — (the Admissions Testing Program Examination of the College Entrance Examination Board), *American College Testing Program — ACT* — or equivalent examination by a recognized Technical or Vocational Post-Secondary School. If you have already taken the above tests, you should request your school to forward the results of your test to the Secretary-Treasurer's office of the International Union.

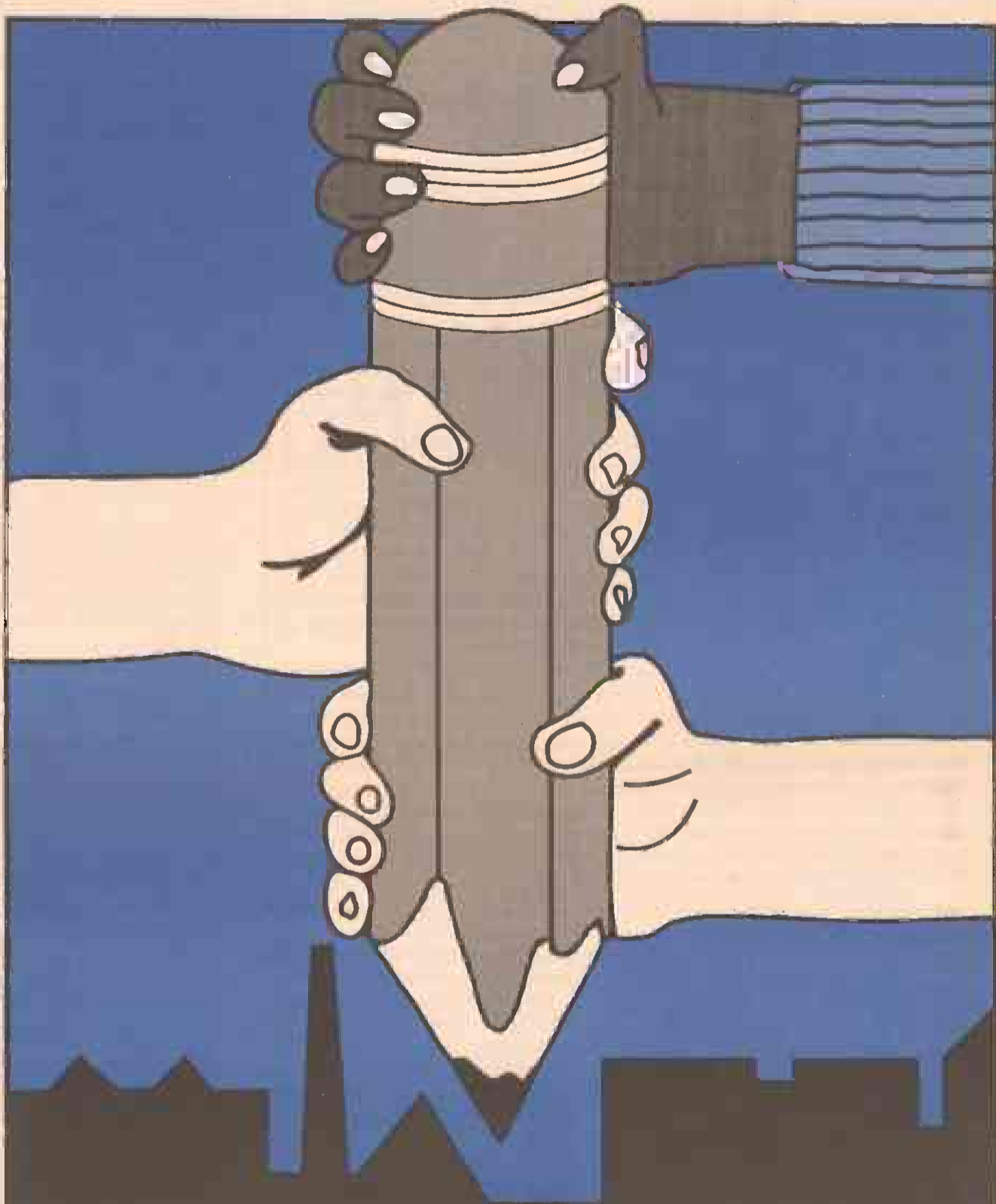
All requirements are due at the Secretary-Treasurer's office no later than March 31, 1995.

Selection of Scholarship

The selections shall be based on recommendations of an academic scholarship committee. Announcement of the winners will be made during the month of June 1995.

Address all inquiries to:

**Office of Professional Employees
International Union
Howard Coughlin Memorial Scholarship Fund
815 16th Street, N.W., Suite 606
Washington, D.C. 20006
Phone (202) 393-4464**



SEND FOR OPEIU SCHOLARSHIP APPLICATION
Application deadline — December 31, 1994

Please send me the application for the 1995 Howard Coughlin Memorial Scholarship.

Name _____

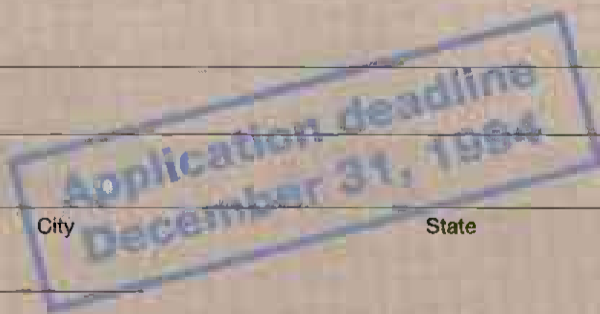
Address _____

City _____ State _____ Zip _____

OPEIU Local Union _____

Send to: OPEIU
Howard Coughlin Memorial Scholarship Fund
815 16th Street, N.W., Suite 606
Washington, D.C. 20006

Call for Canadian Address (514) 288-6511.



1994 Scholarship Winners

Fourteen U.S. Winners



Melissa Aquirre



Beth Yip



Richard An

Once again OPEIU is pleased to announce its 14 scholarship winners from the United States — OPEIU members or children of members. Each is a recipient of the 1994 Howard Coughlin Memorial Scholarship. They won over hundreds of other entrants — the best and brightest of their graduating high school classes.

"We are always delighted to assist our members and their children in the pursuit of further education. We know that times are difficult, and college expensive. For many this scholarship makes the difference in attending or not," said International President Michael Goodwin.

"We are very proud of these winners and hope they will have successful academic careers, that they will use that education to contribute to society. We're glad that we are able to assist them in this pursuit," he said.

The scholarships represent a maximum of a \$4,000 financial contribution over four years to each winning student's college education. Based on merit, the 14 awards are made annually to students within each of the six regions of the country. (See accompanying article for Canadian awards.)

The U.S. scholarship award committee this year was Professor John MacKenzie, Dr. Isadore Goldberg, OPEIU Secretary-Treasurer Gilles Beauregard, and Professor Grace Paladino, assisted by OPEIU staff member Ulrike Cordes.

The Howard Coughlin Memorial Scholarship winners from 1994 in the United States are:

Melissa Aquirre, daughter of Local 30 member Noreen Aquirre from San Diego, California, graduated from Mission Bay High School and plans to attend Yale University. She was born April 26, 1976.

Richard An is from Forest Hills, New York. His mother Chi An is a member of Local 153. He currently is attending Harvard University. His date of birth is June 24, 1975.

Robert Asbell, son of Local 6 member Ethel Asbell, was born May 25, 1975. They live in Harwichport, Massachusetts. Asbell is attending the Culinary Institute of America.

Kristine Dettloff's father is Local 2 member Thomas Dettloff. She has just graduated from Springbrook High School and plans to attend Georgetown University. She lives in Silver

Spring, Maryland, and was born September 18, 1976.

Karen Frindell, daughter of Local 23 member Barbara Frindell, lives in Bremerton, Washington. She will attend the University of California at Berkeley following her graduation from Central Kitsap High School. She was born February 5, 1976.

Heidi Hemmelgarn is from Englewood, Ohio. Her mother Beverly Hemmelgarn is a member of Local 98. She is currently attending Ohio University. Her date of birth is April 1, 1975.

Jennifer Kent, daughter of Local 376 member Margaret Kent, is currently attending Rutgers University. She was born February 22, 1973, and is from Middletown, Connecticut.

Heather McNatt, daughter of Local 18 member Keitha McNatt, was born May 10, 1976. She is from Leighton, Alabama. After recently graduating from Muscle Shoals High School, she plans to attend the University of Alabama.

Brian Mulcahy is currently attending College of the Holy Cross. He is the son of Local 153 member Virginia Mulcahy from Valley Stream, New York. He was born June 19, 1975.

John Pazniokas, son of Local 6 member Kathleen Pazniokas, was born August 3, 1975. He is currently attending Worcester Polytechnic Institute. The family lives in Mansfield, Massachusetts.

Rian Roberts is already attending Texas A&M University. His mother Bonnie Roberts is a member of Local 129, and they live in Deer Park, Texas. Rian was born January 27, 1975.

Bryan Sherman was born June 26, 1975, and lives in Staten Island, New York. His father Barton Sherman is a member of Local 153. Bryan currently is attending Williams College. (photo unavailable)

Jennifer Wilson, daughter of Local 3 member Margaret Wilson, is attending the University of California at Davis. She was born April 7, 1974, and is from Petaluma, California. (photo unavailable)

Beth Yip is now attending The Eastman School of Music. Her father is John Yip, member of Local 251. Beth is from Rochester New York, and was born May 25, 1975.

We congratulate all of our winners on their scholarship awards and wish them well in their university studies and career pursuits. They deserve the best.



Jennifer Kent



Heather McNatt



Robert Asbell



Kristine Dettloff



Rian Roberts



Karen Frindell



John Pazniokas



Heidi Hemmelgarn



Brian Mulcahy

(See Canadian winners on page 10)

OPEIU Union Privilege Benefits

Millions Save Millions\$ With The Better-Deal® Open MasterCard®!

No annual fees, lower rate, no cash advance fees, no check fees, no ATM fees — plus many other cost-saving and convenience features for union members only!

These are the reasons why so many members of the Office and Professional Employees International Union carry and use the Office and Professional Employees MasterCard. These are also the reasons why any member who hasn't applied for the card should think about applying now.

Negotiated with the bargaining clout of more than 13 million AFL-CIO union members, the Office and Professional Employees MasterCard is a benefit for union members only — a benefit that you can use day-to-day to help stretch your hard-earned dollars.

And every time members use this distinctive union-designed

card, it shows the purchasing power of union wages in the community.

Applications for the Office and Professional Employees MasterCard are available from your union. Ask for an application and check out all the advantages it provides for union members.

More than 3 million Union MasterCard cards have been issued by The Bank of New York (Delaware). These members and their families have saved over \$600 million — comparing actual usage and payments on our cards with what they would have paid on an average of comparably used cards available from the ten national issuing banks (keeping the same balances and payment patterns)!

You, too, could be saving with the Office and Professional Employees MasterCard. Ask for an application through your local office.

Union Benefit Helps Home Buyers and Sellers Save

If you're planning on buying or selling a home or refinancing your mortgage, call your union's mortgage and real estate program first at 1-800-848-6466.

Union Member Mortgage and Real Estate, available to members and their immediate families, makes buying or selling a home easier and more affordable.

Expert counselors, whose only job is to assist union members, will help you determine the mortgage amount you can qualify for and will help you choose the best possible mortgage.

This union-backed program features easy application by phone, a program to help first-time buyers, protection for workers who are on strike and an assistance fund for members who are laid off or disabled.

Competitive Rates

The mortgage program offers competitive rates, refinancing of existing mortgages, down payments as low as 5 percent (not available in all markets) and the convenience of handling the mortgage process over the phone. The program's real estate benefit, available through an exclusive agreement with Century 21 Real Estate Corp., offers home sellers one-half percent off the commission paid to the real estate broker. And, home buyers who use both the real estate and mortgage portions of the program will receive a free appraisal and credit report — a savings worth approximately \$350.

A special program for first-time home buyers allows qualified persons who have been union members for three years or more to put as lit-

tle as 3 percent down when they buy a home. The typical down payment is 10 percent or more. This helps members who were previously shut out of the housing market because of the large amount of cash needed for down payment and closing costs, and helps make the American Dream of owning a home a reality.

Unique Protection for Union Members

Because this is a union benefit, every mortgage comes with guaranteed strike protection, plus access to a special assistance fund if times get tough.

The strike protection will pay part or all of your mortgage if you become involved in a prolonged strike or lockout. The welfare fund makes interest free loans to qualified members who are unable to meet their monthly mortgage payments due to a loss of employment or disability.

For more information on buying, selling or refinancing, call toll-free 1-800-848-6466, 8 a.m. to 10 p.m., Monday through Thursday; 8 a.m. to 8 p.m., Friday; and 8:30 a.m. to 5 p.m. Saturday, Eastern Time.

To be eligible for any real estate or mortgage benefits, you must first call the program's toll-free number to register. Members can not use the real estate benefit by calling or walking into a neighborhood Century 21 office.

Mortgage loans are made through PHH U.S. Mortgage Corp., one of the nation's largest and most stable lenders. The union has no involvement in loan decisions. This program is currently available to members in the U.S. and certain territories.

Free and Discounted Legal Service



When you need legal help, where can you turn? To the OPEIU Union Privilege Legal Service.

Through this exclusive union-members-only program, you can get legal advice at rates you can afford — and most often for free. The program entitles you to a free 30-minute consultation with an attorney on any matter you choose that is not union-related. If you need more in-depth legal assistance, you're eligible for a 30 percent discount on all services provided.

The program also offers a free review of your personal documents, at no charge. And this represents real savings when compared to similar legal programs, which can cost up to \$100 in membership fees per year.

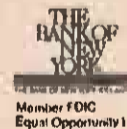
"The Union Privilege OPEIU Legal Service is designed to meet the needs of working people," said OPEIU International President Michael Goodwin. "This program offers free and discounted legal assis-

tance — without complications. It helps members avoid the high cost of legal assistance while providing them with service from a lawyer they can trust."

For more information on the Legal Service or for the names of participating attorneys in your area, contact your local union or call 1-800-452-9425.

★ No Annual Fees

★ Union-Member-Only Benefits



Get your Application from your Union

APPLY FOR YOURS!

Ignacio Sanchez, Jr. Wins MasterCard Scholarship



Ignacio Sanchez, Jr.

Toni Sanchez, has won a \$1,000 scholarship.

This comes at an especially good time for this family that has been displaced from their home due to the earthquake.

Ignacio is 17-years old and in 1994 graduated from St. Genevieve High School. He plans to attend a two-year college and eventually work in the health field. He has won awards for football and was chosen to play in the Daily News All Stars as defensive player of the year. He also played basketball, softball, was girls' team manager, a member of the Ecology Club, Cartoonist Club, Environment Club and volunteered his time at a community soup kitchen.

Local 174 represents members working in the movie studios of Los Angeles and Burbank, California. In fact, Toni Sanchez has been a member of Local 174 since 1967.

Each year the Union Privilege MasterCard program awards college scholarships to union members or their children. This year's recipients were chosen out of a pool of over 10,000 and awards were based on a blend of academic achievement, character and social commitment.

OPEIU is proud to announce that Ignacio Robert Sanchez, Jr., son of OPEIU Local 174 member

1994 Scholarship Winners

Fourteen U.S. Winners

Once again OPEIU is pleased to announce its 14 scholarship winners from the United States — OPEIU members or children of members. Each is a recipient of the 1994 Howard Coughlin Memorial Scholarship. They won over hundreds of other entrants — the best and brightest of their graduating high school classes.

"We are always delighted to assist our members and their children in the pursuit of further education. We know that times are difficult, and college expensive. For many this scholarship makes the difference in attending or not," said International President Michael Goodwin.

"We are very proud of these winners and hope they will have successful academic careers, that they will use that education to contribute to society. We're glad that we are able to assist them in this pursuit," he said.

The scholarships represent a maximum of a \$4,000 financial contribution over four years to each winning student's college education. Based on merit, the 14 awards are made annually to students within each of the six regions of the country. (See accompanying article for Canadian awards.)

The U.S. scholarship award committee this year was Professor John MacKenzie, Dr. Isadore Goldberg, OPEIU Secretary-Treasurer Gilles Beauregard, and Professor Grace Paladino, assisted by OPEIU staff member Ulrike Cordes.

The Howard Coughlin Memorial Scholarship winners from 1994 in the United States are:

Melissa Aguirre, daughter of Local 30 member Noreen Aguirre from San Diego, California, graduated from Mission Bay High School and plans to attend Yale University. She was born April 26, 1976.

Richard An is from Forest Hills, New York. His mother Chi An is a member of Local 153. He currently is attending Harvard University. His date of birth is June 24, 1975.

Robert Asbell, son of Local 6 member Ethel Asbell, was born May 25, 1975. They live in Harwichport, Massachusetts. Asbell is attending the Culinary Institute of America.

Kristine Dettloff's father is Local 2 member Thomas Dettloff. She has just graduated from Springbrook High School and plans to attend Georgetown University. She lives in Silver

Spring, Maryland, and was born September 18, 1976.

Karen Frindell, daughter of Local 23 member Barbara Frindell, lives in Bremerton, Washington. She will attend the University of California at Berkeley following her graduation from Central Kitsap High School. She was born February 5, 1976.

Heidi Hemmelgarn is from Englewood, Ohio. Her mother Beverly Hemmelgarn is a member of Local 98. She is currently attending Ohio University. Her date of birth is April 1, 1975.

Jennifer Kent, daughter of Local 376 member Margaret Kent, is currently attending Rutgers University. She was born February 22, 1973, and is from Middletown, Connecticut.

Heather McNatt, daughter of Local 18 member Keitha McNatt, was born May 10, 1976. She is from Leighton, Alabama. After recently graduating from Muscle Shoals High School, she plans to attend the University of Alabama.

Brian Mulcahy is currently attending College of the Holy Cross. He is the son of Local 153 member Virginia Mulcahy from Valley Stream, New York. He was born June 19, 1975.

John Pazniokas, son of Local 6 member Kathleen Pazniokas, was born August 3, 1975. He is currently attending Worcester Polytechnic Institute. The family lives in Mansfield, Massachusetts.

Rian Roberts is already attending Texas A&M University. His mother Bonnie Roberts is a member of Local 129, and they live in Deer Park, Texas. Rian was born January 27, 1975.

Bryan Sherman was born June 26, 1975, and lives in Staten Island, New York. His father Barton Sherman is a member of Local 153. Bryan currently is attending Williams College. (photo unavailable)

Jennifer Wilson, daughter of Local 3 member Margaret Wilson, is attending the University of California at Davis. She was born April 7, 1974, and is from Petaluma, California. (photo unavailable)

Beth Yip is now attending The Eastman School of Music. Her father is John Yip, member of Local 251. Beth is from Rochester New York, and was born May 25, 1975.

We congratulate all of our winners on their scholarship awards and wish them well in their university studies and career pursuits. They deserve the best.



Melissa Aguirre



Beth Yip



Richard An



Jennifer Kent



Robert Asbell



Heather McNatt



Kristine Dettloff



Rian Roberts



Karen Frindell



John Pazniokas



Heidi Hemmelgarn



Brian Mulcahy

(See Canadian winners on page 10)