



# WHITE COLLAR

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

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## Conference delegates lobby legislators on parental leave and polygraphs

A lobbying trip to urge U.S. members of Congress to support "The Parental and Medical Leave Act of 1987" (H.R. 925) and a bill to ban polygraph testing in the workplace (H.R. 1212), was the centerpiece of OPEIU's recent Full-Time Staff Conference.

The conference, held May 3 to 6, 1987, in Washington, D.C., had the express purpose to teach delegates how to lobby and how also to use the media effectively. Delegates' newly learned skills were quickly put to the test as they made numerous appointments with representatives from their respective states.

Everyone found this teaching technique—the sink-or-swim approach—especially useful. Not only was OPEIU's policy to support parental leave and oppose



OPEIU International President John Kelly reports on the state of the union and introduces Congresswoman Schroeder.

polygraph testing advanced, but delegates had recently gained knowledge and skills immediately reinforced.

Members often met with strong resistance and were forced to use their most persuasive as well as tactful techniques. Others met old congressional friends and allies to whom they imparted their gratitude for past and future support.

It was, all-in-all, an especially worthwhile and rewarding experience, several members said.

### Parental and Medical Leave Act

Prior to the lobbying trip, the bill's prime sponsor in the House of Representatives Patricia Schroeder (Continued on page 4)

## San Diego hospital workers win first OPEIU contract

New OPEIU members at AMI Valley Medical Center in San Diego, Calif., overwhelmingly approved their first OPEIU contract by a 95 percent vote. According to Representatives Jim Smith, Yolanda Miranda, and Jesse Bridgewater this was no mean feat, since the hospital took a hard line from the beginning of negotiations.

AMI is an anti-union, multi-national corporation with 68 hospitals in the United States and many more around the world, according to Miranda. In fact, this is the first wall-to-wall contract (that is, one representing all hospital employees) at an AMI hospital in the country.

Miranda said: "What did we gain in the contract? First of all, we forced AMI to sign an agreement—no small step in itself. The agreement contains three separate pay provisions. While we agreed to a so-called 'pay for performance' provision, it is so tied up in contract language that it is actually an annual seniority increase of at least four percent for 98 percent of the workforce.

"We went after and won an immediate bonus of around \$300 for all employees who had more than five years seniority. This was to partially make up for the three-year pay freeze in the early 80s.

"The minimum pay levels were raised 5 to 20 percent on nearly all classifications, causing the wages of more than 100 people to be raised. Shift differentials were increased by more than 100 percent for non-professionals and 25 percent for professionals.

"Language was negotiated to make AMI accountable for staffing shortages. Shift assignments and floating can no longer be arbitrary. Units can go to 10- or 12-hour shifts only by secret ballot vote—with a union representative present. Employees can now take leaves without giving up their positions or seniority. Seniority, for the first time, means

something in nearly all aspects of the job, including posting and bidding. There is also a stronger non-discrimination clause than AMI wanted.

"Employees, of course, won a grievance-arbitration procedure to settle disputes."

From the beginning of the organizing campaign to the contract ratification was a long haul for these dedicated, hard-working employees. But, their patience and strength has paid off. We congratulate these OPEIU Local 30 members.



The Local 30-AMI negotiating committee, standing, consisted of International Representative Jesse Bridgewater, Chief Negotiator Jim Smith, Pat Jordan, Shirley Witt, Joan Pelky, Karin Jerd, and International Representative Yolanda Miranda. Not pictured is Klaus Stuerman. Seated is the election committee that officiated the ratification of the new agreement between the hospital and Local 30. Seated are Marla Eyer, Wanda Goodwin and Virginia Kelley.

## OPEIU wins two nursing homes in Mississippi



Just a couple of the happy new OPEIU members.

OPEIU won elections at two Mississippi nursing homes in March after beating back a hostile employer campaign, according to International Representatives Hubert Coker and James Cash.

Strong in-plant committees built and maintained solidarity among the two all-female units at Azalea Gardens Nursing Center in Wiggins, Miss. and Driftwood Nursing Center in Gulfport, which have the same owner.

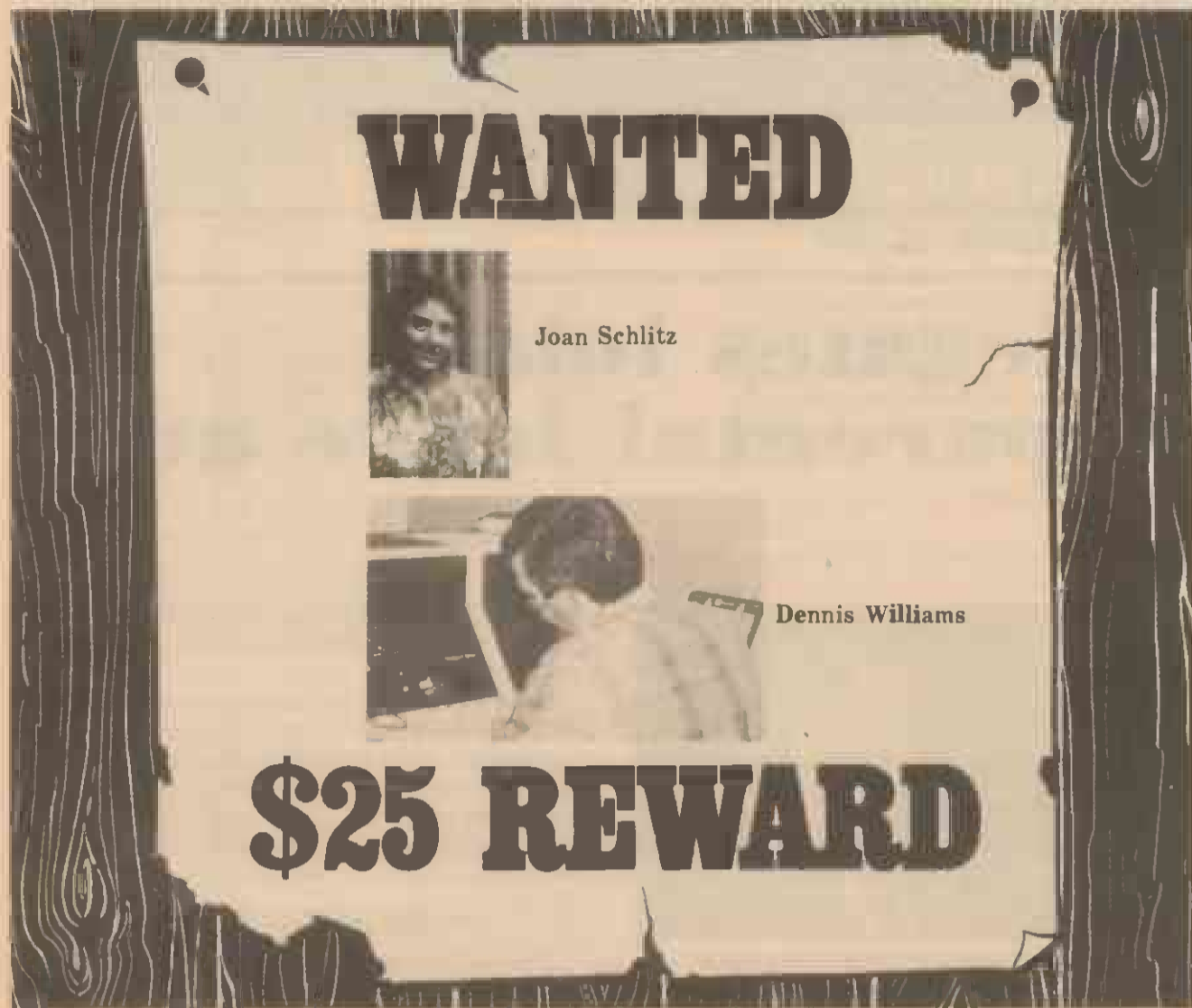
Even management's threats of shutdowns and discharges didn't intimidate a majority at either facility into voting against the union.

After the unit of 75 nurses aides, housekeepers and food service workers at Azalea Gardens voted 33-22 for OPEIU on March 2, management intensified its anti-union campaign at the Driftwood Center.

Organizers countered by making a videotape of the Azalea workers speaking to the Driftwood workers about the mutual need for a union, followed by a visit of the Azalea organizing committee to Driftwood on election eve. An 11th-hour leaflet signed by the Driftwood organizing committee also featured photos and testimonials from Azalea.

The result on March 5 was that the unit of 62 voted 35-18 for OPEIU representation.

# Bounty hunters net two



## Joan Schlitz

by Mara Arenas

If you asked everyone at Local 85 for the name of the person OPEIU is looking for you would get the same answer from all of them: Joan Schlitz. It wouldn't be enough to mention her as editor of the newsletter and a past president, although the local itself gave her an award in appreciation for hours of service and dedication in 1985. Some might remember her from the classes and voluntary service for the United Way Community Service, Alcohol and Drug Abuse Counseling.

Many know her for her expertise at hunting and trapping, but even more remember her friendly face at the St. Frederick's Food Pantry where she does volunteer work. Many hungry people have benefitted from her services with the Hunger Task Force fund raising drive, and Joan's efforts were unmatched as

she coordinated the unions of the Ladish Company Food Drivers and organized volunteers for the Channel 12 TV Food Drive here in Milwaukee.

After all these many hours of service, Joan has always had time for the March of Dimes, which is probably her most self-rewarding work. Joan has been Team Captain for the March of Dimes Walk-a-thon for the past four years. During this time she has increased the team size from 7 to 85 members. Joan's team has raised the most money for the March of Dimes and has placed 1st for four years in a row. This past year as the top team captain in the state, Joan took five of her friends to the V.I.P. boxes at a Milwaukee Brewers game along with her favorite brewer, Gorman Thomas.

Joan has also worked at the March of Dimes Haunted House—one year even building the graveyard scene and stocking it with witches and goblins. We see her every year at the March of Dimes Telethon, answering phones and directing the volunteers

she has organized and also at the Celebrity Golf Tournament doing anything that needs to be done. We couldn't forget the Sno-Ball Softball Tournament for the March of Dimes.

Joan has received the Distinguished Voluntary Leadership and Devoted Service Award and was also nominated for the Jefferson Award for Outstanding Community Service.

At a recent March of Dimes Awards Banquet, they said it the best way possible when they said, "We would like to thank Joan for her dedication, loyalty and commitment to the March of Dimes and its mission, and would like to present to her our most distinguished award, that of Volunteer of the Year," an honor Joan rightly deserves.

## Dennis Williams

by Judy R. Morris

*Rich man, poor man, baker man, thief, doctor, lawyer, indian chief...* What do these various occupations have in common?

At some point in his employment Dennis Williams has dealt with individuals in each of these occupations and many more.

When he goes to work he never knows just who he will speak to, encourage, or aid in some way. Despite the diverse backgrounds of the aforementioned group, they all have one thing in common. They all are calling Dennis.

You see, they are all calling for one reason—HELP! Some needs are much more serious and life threatening than others, but all are treated with the same respect by Williams, a 911 dispatcher who answers the emergency phone lines and dispatches police, fire, and medical personnel.

During the course of a day, he may administer CPR instructions by phone to a wife whose husband has had a heart attack, send the K-9 unit out in search of burglary suspects, or simply aid the frightened and lonely. Certainly each day brings new challenges.

He works at the Clark Regional Communications Agency in Vancouver, Washington; otherwise known as "Vancouver, USA." He has been with CRCA for the last six years. Before that he was involved in Clark County law enforcement.

When he is not at work, he enjoys playing in a church basketball league, water skiing, snow skiing, playing tennis, and camping with his family. Much of his spare time is spent in volunteer work with high school youth. He has organized snow ski trips for them, has spent hours teaching them to water-ski, played many a long youth-vs.-adult volleyball game and has acted as counselor at youth retreats.

Life is full for Dennis, full of helping others both on and off the job. So next time you think of a Doctor . . . Lawyer . . . or Indian Chief—think of Dennis Williams, 911 dispatcher and OPEIU Local 11 members.

## WHITE COLLAR

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## OPEIU represents members on the international scene



OPEIU International Secretary-Treasurer Gilles Beauregard welcomes Carmello Barbagallo, Secretary-General of CST-UIL Italy to the Union's Washington, D.C. office. Barbagallo was visiting the United States to learn about the approaches of U.S. unions to various problems facing white collar workers, including new technology and part-time work.



Seated on the right, International President John Kelly and Secretary-Treasurer Gilles Beauregard, on behalf of OPEIU, attend the Maritime Trades Council meeting during the mid-winter AFL-CIO meeting. High on the agenda were discussions of the export of six million American jobs and the continuing U.S. trade deficit.

Work and Health

# Sports Medicine

By Phillip L. Polakoff, M.D.

Director, Western Institute for Occupational/Environmental Sciences

Sports medicine, until a few years ago, was almost the sole province of million-dollar professional athletes with their trick knees and separated shoulders.

The fitness boom changed that. Today, countless active Americans from all walks of life, from teenagers to grandparents, are flocking to sports medicine centers—not only for treatment, but for fitness testing, conditioning and prevention of injury.

What's the difference between the care you get at a sports medicine center and what your regular physician or a therapist could give you?

It's mostly a matter of the approach to injury rehabilitation. Chances are that you'll be working with someone who knows your sport from the inside. Rarely will you run into the old familiar attitude, "We'll put it in a cast and wait six weeks."

In addition, you'll get detailed up-to-date information on the newest trends and methods to prevent injury in your particular sport or exercise routine.

Sports medicine centers are practicing today what is likely to be the medical care blueprint of the future—integrated health management.

Dr. Linda Staiger, an orthopedic surgeon associated with the Institute of Sports Medicine at San Francisco's Ralph K. Davis Medical Center, sums up a current line of thinking like this:

"The difference between the sports medicine approach and the old way of consideration is that (in sports medicine) you don't just tell people to stop doing what they're doing, you try to work around their way of doing things. I believe in relative rest—not stopping."

Sports medicine centers vary widely in size of staff, their specialties and the range of services offered. At a minimum, most would probably have physical therapists and athletic trainers. Staff at some of the larger centers often include physicians, orthopedic surgeons, exercise physiologists, cardiologists, nurses and nutritionists.

Services, likewise, range widely and may include such things as diagnosis, treatment, rehabilitation, fitness evaluation and training, nutritional counseling and so on.

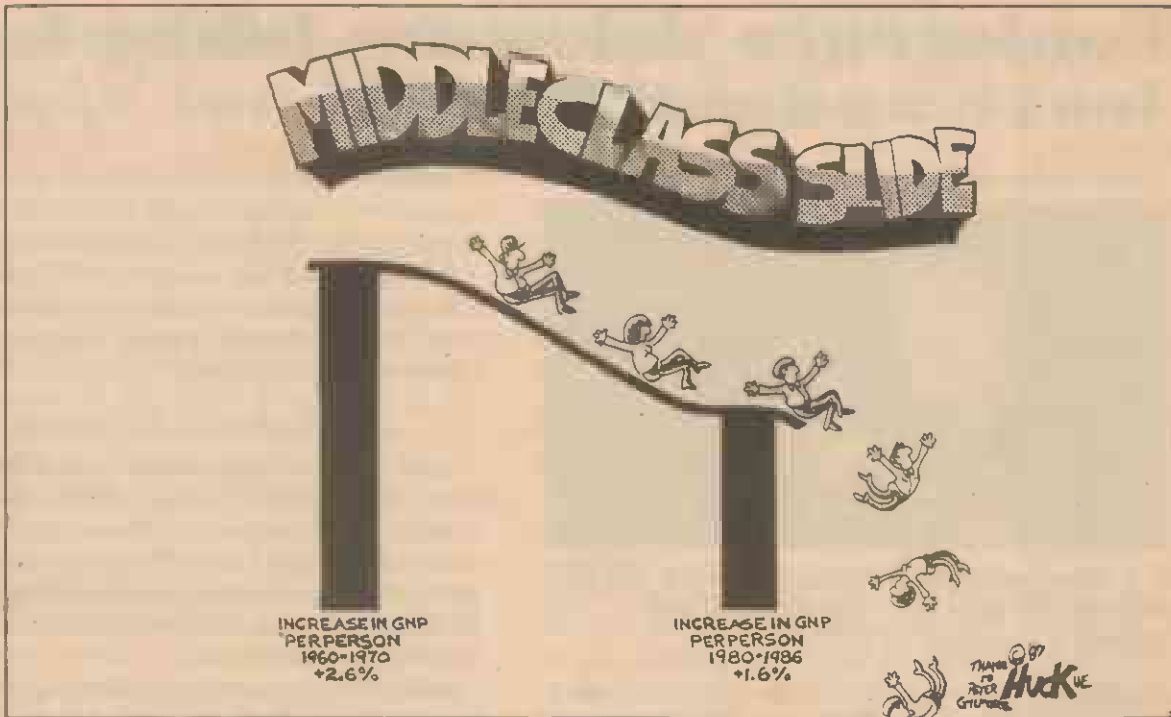
Fitness testing in some of the top of-the-line sports medicine centers now springing up in major cities across America may last from 45 minutes to an hour and could include any number of different procedures:

- A blood work-up measures an individual's cholesterol levels and other indicators of coronary disease.
- Body composition analysis determines the percentage of body fat, usually by one of three commonly used techniques. Hydrostatic weighing compares a person's weight in and out of water. Bio-impedance is an electrical measurement. In another, the staff person may use large tongs, called skin-fold calipers, to measure the size of skin folds at certain points such as the upper arms. This information can indicate the overall percentage of body fat.
- Stress testing on a bicycle or treadmill screens patients for heart disease and measure levels of cardiovascular fitness.

Many health professionals recommend fitness testing for active adults over 35, or any adults over 30 who haven't been active for a long time and want to get into a fitness program.

How often you should be tested depends on a number of factors: what shape you are in, and what type of activities you take part in. If you're at low risk for heart disease and everything checks out well—testing every three to five years should suffice. If there are problems, or a history of high-risk factors, once a year is advisable.

Remember, however, that fitness testing alone does not take the place of regular checkups with your physician.



## Washington Window

# Electronic eavesdropping bugs workers

The "Big Brother" of George Orwell's "1984" nightmare novel of a totalitarian society has become all too real for millions of Americans on the job.

Technology, which Orwell knew had great power for evil as well as good, has given employers the power to electronically monitor their workforce, in secret and in exacting detail. And they are increasingly using that power.

Imagine someone counting the number of times per minute an office worker strikes the keys on a word processor. Or recording each time an employee leaves his computer terminal to go to the bathroom. Or someone eavesdropping on the telephone calls made at work. Or tiny, hidden cameras secretly filming workers on an assembly line or during their lunch break.

Or even more Orwellian, some computer software programs reach beyond monitoring to the flashing of subliminal messages like "work faster" on an operator's screen. The messages are flashed so quickly that a VDT user is unaware of seeing anything. In some instances, a VDT operator gets a visible, but still disquieting message on his or her screen such as, "You are not working as fast as the person next to you."

One state-of-the-art system can be programmed to pick up key words or phrases from employees' telephone conversations. This can be used to detect a worker's union activity, political involvement or personal problems.

Today's "electronic office" of personal computers, video display terminals (VDTs) and telephones—all hooked up to a central computer, has made electronic surveillance easy. No one knows the extent of it, but the National Institute of Occupational Safety and Health estimates two-thirds of the 15 million workers who use VDT's daily are monitored. Columbia University professor Alan Westin examined customer service, data processing, and word processing operations in 110 worksites and found that 98 percent used computers to monitor worker movements or output.

Employees of telephone companies, utility companies, airlines, insurance companies, newspapers, collection agencies, are among those subject to secret computer and telephone monitoring by supervisors. The Veterans Administration, the IRS and other federal and state agencies are monitoring their workforce.

Employers say they use monitoring to boost productivity or improve service to customers. Critics say it's not only bad for workers, but also bad management—hurting productivity and service in the long run. For example, a telephone operator under pressure to spend no more than 20 seconds with a customer may give wrong information or feel compelled to cut off the caller.

To meet a computer-monitored production quota, a worker may enter incomplete or erroneous data, delete documents from other workers' files, even drop paper clips into the machinery to slow it down. Monitoring, which a union official called "the whip which has brought the piecework mentality to our new electronic offices," creates distrust and resentment, stifles creativity, and lowers employee morale and, ultimately, productivity.

It also causes undue tension and stress, which has resulted in a range of physical ailments and even nervous breakdowns among employees, according to a report by the Communications Workers. "All in our department feel like we are in prison, regarded as nothing more than criminals who must be guarded and monitored as though we could not function on our own. We are all adults, but we are made to feel like naughty little children," a telephone repair service operator in Louisiana reported.

Monitoring often results in unfair, arbitrary evaluations of a person's work. This has led to unjust discipline and even dismissal.

Not just the privacy of employees but also that of consumers is compromised by this electronic surveillance. Conversations which consumers assume are between them and a particular employee may be heard by others. Personal information may be involved. A coalition of unions and the American Civil Liberties Union has been formed to gather more data on monitoring and focus public attention on an issue involving the constitutional right of privacy. They include OPEIU; CWA; Service Employees; Newspaper Guild; Government Employees; Graphic Communications; Railway and Airline Clerks; and State, County and Municipal Employees.

Unions in some cases have used collective bargaining to limit the use of monitoring. Campaigns are under way in New York, New Jersey, Iowa and Michigan for laws to require beep tones when workers or customers are monitored.

# Conference delegates lobby legislators on parental leave and polygraphs



U.S. Representative Patricia Schroeder (D-CO) explains the need for "The Parental and Medical Leave Pact of 1987."

(Continued from page 1)

(D-CO) was OPEIU's guest luncheon speaker. In introducing her, OPEIU International President John Kelly had the following to say:

"... There are many things one can say about Pat Schroeder's achievements in Congress. She is a leader on arms control on the Armed Services Committee. She's a champion of civil and constitutional rights on the Judiciary Committee.

"But, I would like to mention one other highlight of her career and that is her support for families and children. You hear a lot of talk about 'family values' from the far-right wing. But, when you look at how the far-right wing vote, they always seem to put the real interests of families and children last. They vote against fair and decent wages and equal pay for equal work, against jobs, health insurance, child care and education loans.



Members of Local 251 in Albuquerque lobby Congressman Bill Richardson, who pledged support for both bills.

"Pat Schroeder doesn't just talk about family values. She rolls up her sleeves and goes to work in the Congress, fighting every day to make sure that working families and children get a fair chance and a fair shake to live secure and healthy and decent lives.

"... She is chief sponsor of the Women's Economic Equity which provides comprehensive policy reforms in child support enforcement, private and public pension law, tax and insurance and child care—all designed to provide equal justice, a fair break for dependent kids, and a real chance for working families. This year Pat Schroeder is leading the fight for her bill "The Family and Medical Leave Act of 1987." It's a bill our union cares deeply about. It will affect each of us in important ways. And, tomorrow we will be going to visit members of Congress to lobby for this important legislation..."

## Pat Schroeder

"It is time we stopped just talking about families. Every other country in the world has done more for families than the United States in terms of parental leave," Pat Schroeder told the OPEIU delegates.

She outlined the bill she is sponsoring in the House as one that provides six-month leave without pay for critically ill employees, but with a return to their jobs following the leave; four-month leave without pay after having or adopting a child (for both male and female employees); and four-month leave without pay

to care for either a critically ill child or a dependent, ill parent (for both male and female employees).

Schroeder told the delegates, "This is considered a family issue everywhere else in the world, but in the U.S. it is a woman's issue. But, the people most affected are the children."

## Preparation for lobbying

Prior to the lobbying trip to Capitol Hill, delegates met with Michael Gildea from the AFL-CIO Legislative Department. Gildea explained the skills needed for lobbying as *ACTS*: good access, good communications, good timing and good lobbying strategy. He went into considerable detail on the most effective lobbying techniques.

Delegates then roleplayed lobbying with Michelle Varnhagen, staff for the U.S. House of Representatives Labor and Education Committee; John Weintraub, administrative assistant to Congressman Pat Williams (sponsor of the polygraph bill); and Bernie Aronson, OPEIU lobbying and public relations consultant. Varnhagen and Weintraub explained in detail the two bills the delegates would meet with congressmen on prior to the roleplaying exercise. It was an extremely helpful learning device.



Locals 14, 32 and 153 meet with Congressman James Florio's aide. All three locals represent New Jersey members.

## Working with the media

The program also dealt in-depth with public relations. Experts addressed the delegates on working with print media (Drew Von Bergen, Kamber Group and former UPI labor editor); with television (Michael Sheehan, Ogilvy and Mather); and on entire public relations campaigns and with coalitions (Phil Sparks and staff, AFSCME).

## Electoral politics

Joe Valasques, AFL-CIO COPE, and Paul Jensen and Will Robinson, Project 500, addressed OPEIU involvement in electoral politics.

Jensen and Robinson discussed party and institution building, the need for campaign skills training,



Two of OPEIU's Ohio delegates discuss the issues at conference luncheon.



Robert McGlotten, AFL-CIO Legislative Director, who told delegates: "You are the centerpiece for the destiny of the labor movement and especially the destiny of this union." He went on to say: "Remember: There's going to be a fight, and we will win."

elements of an effective electoral campaign, and showed delegates videotapes of successful campaign strategies.

Valasquez addressed specifically labor's role in political campaigns and the most efficient ways to reach union members.

Mike Gildea wrapped up with an evaluation and discussion of the previous day's lobbying expedition. Delegates reported on their appointments with legislators—where they stood on the legislation. Everyone clearly had gained from the experience.

Gildea told them that they could take nothing for granted. "Even if a legislator cosponsors a bill, he or she may still vote against it," he said. He went on to say that lobbyists can't do the job alone; they need voters and money. "And, most important, we have to play the game all year round," he concluded, as he encouraged them to return to their locals and get active at the grassroots level in OPEIU legislative efforts.



Locals 6, 453 and 600 of Boston lobby Congressman Joseph Early of Massachusetts on polygraph and parental leave bills.

## Delegates

The International Union was represented at the conference by President John Kelly; Secretary-Treasurer Gillis Beauregard; Vice Presidents Carolyn Combs, Michael Goodwin, and Gerald Iuschewitz; Education and Research Director Gwen Wells; and International Representatives JoAnn Bynum, Lois Cuccinello, Jack Finn, Pat Jeney, Mel Joseph, Bill Kirby, Faye Orr, and Tony Viren.

Local unions attending included: 2 (Washington, D.C.); 6 (Boston, MA); 8 (Seattle, WA); 12 (Minneapolis, MN); 14 (Philadelphia, PA); 19 (Toledo, OH); 23 (Tacoma, WA); 29 (Oakland, CA); 32 (Newark, NJ); 35 (Milwaukee, WI); 106 (Groton, CT); 153 (New York, NY); 210 (New York, NY); 251 (Albuquerque, NM); 268 (Knoxville, TN); 391 (Chicago IL); 453 (Boston, MA); 457 (Centerville, PA); 471 (Brownsville, PA); 476 (Philadelphia PA); 494 (Detroit, MI); 505 (Milwaukee, WI); 506 (San Juan PR); 513 (State of Ohio); 517 (State of Michigan) and 600 (Boston, MA).



Phyllis Jackson

# Phyllis Jackson elected to Texas board of A. Philip Randolph Institute

In March, 1987, Local 277 Executive Board Member Phyllis Jackson was elected to serve as trustee of the Texas state board of A. Philip Randolph Institute. She is also serving as secretary to the Waco chapter of the Institute.

Jackson has been a member of Local 277 and employed by American Income Life Insurance Company in Waco, Texas for the past 12 years.

Jackson is also a delegate to the McLennan County Central Labor Council, Local 277 steward at American Income Life, Local 277 executive board member-at-large for a three-year term and currently serves as a trustee of Local 277. She also holds the office of treasurer of the Central Texas Chapter of the Coalition of Labor Union Women.

In her "spare time," she is a member of a bowling team keeping about a 150 average and plays catcher on a softball team. On a personal note, Jackson is married to James Jackson and the mother of Jason and Crystal.

Local 277 is very proud of Phyllis Jackson as a member of our local and the contributions she has made to labor, said International Vice President J. B. Moss.

# Public insurance unions hold conference



Comparing notes in the photo above, representatives from public insurance unions representing employees at Manitoba Public Insurance Corporation (MPIC), Saskatchewan Government Insurance (SGI) and the Insurance Corporation of B.C. (ICBC) met in February to discuss solutions to common problems. Just a few of those problems are staffing, workloads, technological change and the threat of privatization.

The conference was sponsored by the Office and Professional Employees International Union (OPEIU).

Pictured in the photo are: (front row, left-to-right) Fred Cummings, OTEU Local 378 coordinator for ICBC; Anne Harvey, OTEU president and OPEIU International vice president; Ray Erb of the Manitoba Government Employees Association; and Don Fehilly, MPIC component director. In the back row (left-to-right) are representatives from OPEIU Local 397, which represents SGI employees: Dave Maki, business representative; William Wittal, business representative and OPEIU International vice president; and Cheryl Barbar, president of OPEIU 397.

# Job security—transfer rights—big win for Kaiser members

"Our major victory during these difficult negotiations was transfer rights; they were the cherry on top of the sundae," said OPEIU Local 29 Senior Representative Jan Eakle.

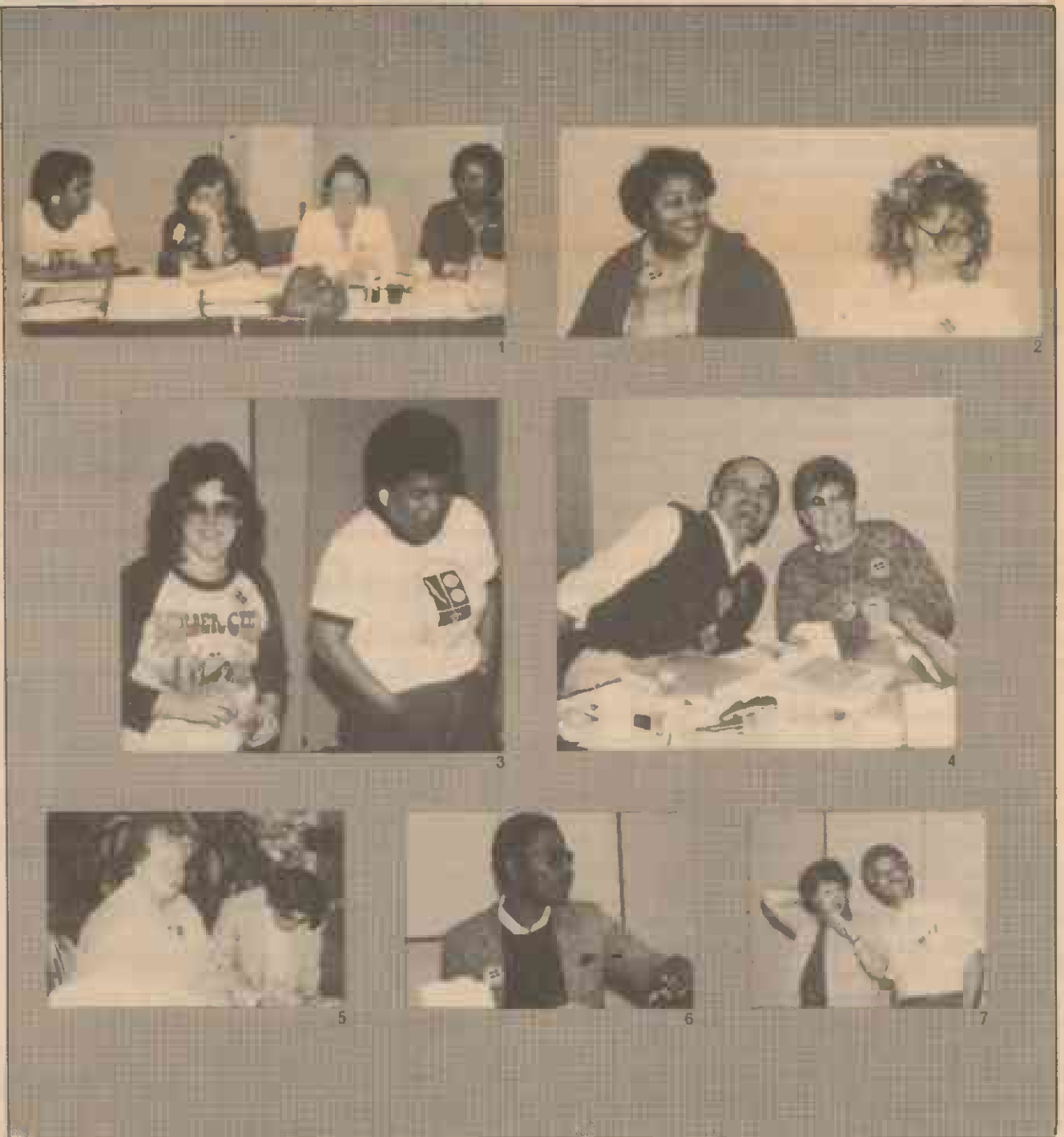
According to Eakle, after 16 straight hours of negotiating on transfer rights, the negotiating committee was able to break a 30-year history of jurisdictional boundaries. In the past, if Kaiser was to relocate or transfer work outside of the Richmond to Fremont corridor, Local 29 members could not follow their work nor could the contract follow. The committee was able to beat down Kaiser and bring about this historical victory: Local 29 and its members can now follow the work and have job security.

By an overwhelming vote of 481 to 61 (87%) the Kaiser members ratified this new contract. Although job security was "the icing on the cake," the contract contains many other improvements: lump sum wage increases of \$1,000 and \$850 in the first two years and a 3% wage increase the contract's third year; an employee-contribution tax savings retirement plan; subcontract language prohibiting the employer from

subcontracting new jobs for up to three years; reduction of short-hour requirements for moving up the seniority list; increase of recall rights to all employees for the same period of time; status change credit; reduced specifications for transfer requests; improved notice of job vacancies language; allowance for members on a leave of absence to be awarded posted position, but could be required to return to work within 14 days if necessary; and major improvements in automation language. For example, our members will now be able to receive severance pay if displaced by automation and the employer has no other job vacancies.

More improvements were: language spelling out pro-rata vacation pay for regular part-timers; extended rights of employees on industrial leave for seniority purposes (employees can bid on vacancies for the one-year period following their leave); and a new improved (reasonable and fair) standard for data operating keypunch. This last took three long years to accomplish, Eakle said.

# Photos of Kaiser committee at work



What does a negotiation team do during a 3:00 a.m. caucus? First, they ponder management's next move (Photo 1: Linda Clark, Mosswood; Eileen Preston, Hayward/Fremont; Jan Eakle, Sr. Representative; Nancy McFarland, Oakland); then they tell jokes (Photo 2: Sandra Lemmons, Marie Marquez, Mosswood); (Photo 3: Kathy Becker, Berkeley; Linda Clark, Mosswood) make new friends; (Photo 4: Charles Rush, Hayward; Lucy Wilson, Richmond) meet with affiliated unions; (Photo 5: Audrey Knowles, Richmond) sit loose; (Photo 6: Mon Pipkin, Oakland) ham it up with camera person (Photo 7: Shirley Vos, Hayward; Bill Delucchi, Oakland), or as Greg Foreman (not pictured) managed to do so well—hid from the camera. (Photo credit—Ann Coughlin).

# Members convene in Portland and Nashville on family issues

The Office and Professional Employees International Union opened its 1987 regional education conference season with conferences in Portland, Oregon, and Nashville, Tennessee.

The title of this year's conference agenda is **The American Family and the Workplace**.

Delegates to the 1986 International Convention codified in the form of policy statements the union's support for family issues. The delegates overwhelmingly voted to support collective bargaining language and legislation in favor of maternity/paternity leave; child care; automation and homework protections; pay equity for all workers; protection against sexual harassment; flexible work scheduling, and more.

Additionally, delegates mandated education programs to inform local union officers, staff and members of these issues and the effective means of making gains on them.

This year's conferences, therefore, deal with these important issues affecting workers and their families.

At the conferences members are taking a look at bargaining and bargaining techniques with these specific topics in mind. Emphasis is placed on skills needed for presenting clearly written language and persuasive arguments at the bargaining table.

Highlights of the program are roleplaying exercises and mock negotiations, which members are finding great learning experiences.

International education and field staff with instructors from the University of California at Los Angeles developed and presented the program in both cities, based on the previously mentioned policy statement.

## Western Region

The Western Regional Education Conference took place in Portland, Oregon at the Red Lion Inn, April 22 to 25, 1987.

It was attended by members, staff and/or local union officers from the following OPEIU Locals: 3 (San Francisco); 8 (Seattle); 11 (Portland); 15 (Vancouver, British Columbia); 23 (Tacoma); 140 (Los Angeles); 174 (Los Angeles); and 378 (Vancouver, British Columbia).

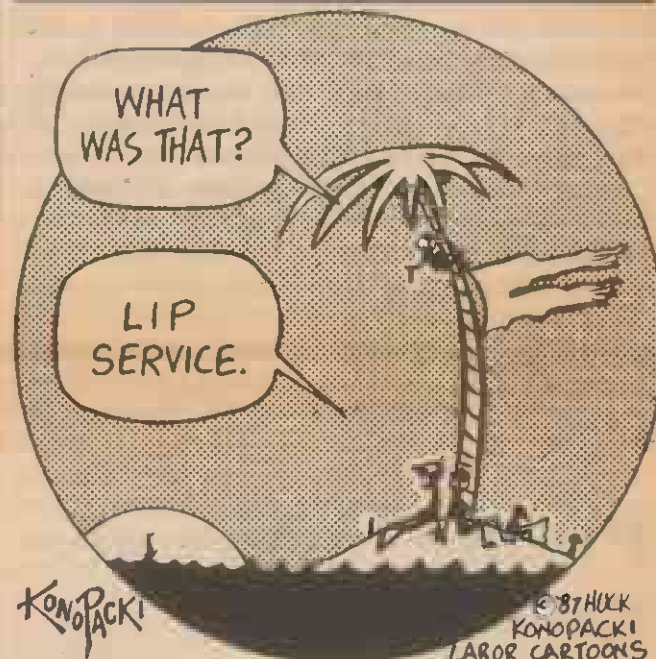
Representing the International Union were International President John Kelly, Secretary-Treasurer Gilles Beauregard, Vice Presidents Kathleen Kinnick and Gary Kirkland, Education Director Gwen Wells, and Representatives Yolanda Miranda and Kitty Simmons.

## Southwest/Southeast Regions

The Southwest/Southeast Regional Education Conference occurred at the Hyatt Regency in Nashville, Tennessee, May 13 to 16, 1987.

Delegates came from local unions all over the South: Locals 27 (Galveston, TX); 46 (Tampa, FL); 66 (Port Arthur, TX); 87 (Lake Charles, LA); 119 (Chattanooga, TN); 144 (Knoxville, TN); 182 (Nashville, TN); 204 (Pascagoula, MS); 233 (Georgetown, SC); 251 (Albuquerque, NM); 268 (Knoxville, TN); 277 (Ft. Worth, TX); 303 (Texarkana, TX); 306 (Amarillo, TX); 330 (Tulsa, OK); 367 (Memphis, TN); 381 (Oklahoma City, OK); 420 (Pine Bluff, AR); 437 (Ponca City, OK); 465 (Alexandria, LA); and 506 (San Juan, PR).

The International Union was represented by Education Director Gwen Wells, as well as International Representatives Mel Joseph, Bill Kirby, and Faye Orr.



## Conferees comment

### What did you like best?

- The hands on activities and the involvement.
- Involvement of all the delegates in roleplaying and being participants, rather than just spectators. Showing the bargaining process in a realistic environment.
- The instructors were excellent! It is a good idea to have participants actually participating rather than sitting and listening to instructors speak all of the time.
- The instructors were clear in their teachings and very informative.
- Meeting the leadership, bargaining game, critique of settlements.

### What did you like least?

- Nothing—everything was useful!
- Not enough time for each area, but realize time is limited.
- Not enough time for roleplaying, but we got the basic idea.

- The game where we decided which one of three people was chief spokesperson.
- The mock bargaining problem was too vague.

### Additional comments?

- It was worth every cent that it cost. This is my second and you can't know how much you learn each time. You learn from fellow members and teachers. And though not used right away, under the gun I have recalled information that was offered. It was great. I thank you for a great program and a chance to meet other locals of our international.
- At the beginning of the seminar all participants should be required to stand up and introduce themselves clearly; this would engender interaction and communication between all locals.
- I learned from working in small groups instead of being lost in a large group. Personal application of ideas taught.

# Conference delegates "negotiate" family issues in Portland and Nashville



## . . . Learning to caucus





# PATCO revisited

by John Kelly

International President

How many of us can remember back to 1981? In the United States, we had just completed an election campaign. PATCO supported Ronald Reagan for President of the United States. PATCO believed Reagan when he said that "there were too many people working unreasonable hours"; that he would "adjust staff levels and work days"; that he would "bring about a spirit of cooperation between the President and the traffic controllers".

But, none of these promises were kept. And, because of heavy workloads (six-day weeks), poor equipment and poor grievance procedures the 13,000-member union struck the Federal Government. Only months later the Reagan Administration fired 11,500 and replaced them.

We heard and read that "the labor movement was dead." This was our end. We might have served a need in the 30s, but in today's world, there was no need for unions.

The new air traffic controllers crossing the picket lines continued to work, fully believing what they read and saw on television. And, why wouldn't they? They all had jobs. But day after day, they came to work still hearing the promises made by management and still reading stories about the death of unions. And, they began to wonder.

There were 16,375 controllers when the strike began, as against 13,665 today. But they weren't overworked or understaffed? No, of course not.

Maybe—  
some of them even uttered the word...

"Maybe, we do need a way to talk to management."

"Maybe, this open door policy 'come in and tell me your problem' does not work."

"Maybe, we should form an association because we do not need a union; don't all the newspapers and television programs tell us that they are archaic."

And, the promises still continued, and so did the problems.

Management said "of course, we want to deal with our employees on a one-to-one basis. They don't need unions. Didn't you see that on television last night? Unions are passe."

But, working conditions continued to get worse. The hours got longer and then the word started to spread.

Maybe we need a union. This—from the people who crossed the picket line of the original PATCO workers. This was no group of die-hard union supporters. If anything, they could be considered anti-union. They realized, however, after six years of working without collective bargaining, that one individual attempting to deal with a company or a corporation cannot be effective, so the 4 talked to the 8 who talked to the 80 and this word "union" stopped being whispered and started to be heard all through the operation.

Soon controllers were moving from one facility to another. Before long, a petition was filed requesting an election to have a union. How could this be? "This is the 80s. Unions are passe."

By now you know that when the ballots were counted 7,494 controllers voted for their union to 3,275 against. This vote was even more amazing when

you consider that 85 percent of the people voting had crossed the picket line back in 1981.

The new union is named the National Air Traffic Controllers Association (NATCO) and is affiliated with the Marine Engineers Benevolent Association. Ironically enough NATCO says the issues that caused these controllers to vote union were exactly the same ones that PATCO struck over—a heavy workload with poor equipment and poor grievance procedures.



## This Father's Day support DAD.

DAD is short for Dollars Against Diabetes, a campaign designed to raise hundreds of thousands of dollars to benefit diabetes research.

We need your help. On June 20, Father's Day weekend, thousands of workers, their families and friends took part in a drive to raise

money to find a cure for a disease that affects twelve million Americans.

We will continue to raise funds and need your help after Father's Day.

Please send a contribution that will help put a stop to this deadly disease.

**YES!!** I want to help win the battle against diabetes. Enclosed is my contribution

\$10 \_\_\_\_\_ \$25 \_\_\_\_\_ Other \$ \_\_\_\_\_

Name \_\_\_\_\_

Local \_\_\_\_\_

Send to: DAD, P.O. BOX 33636  
WASHINGTON, DC 20033

**Watch for U.S. presidential candidate survey in next White Collar**

### U.S. Price Index

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

|           |       |
|-----------|-------|
| 1985      |       |
| 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 |
| March     | 330.5 |
| April     | 332.3 |

### Canadian Index

Statistics Canada  
New Base 1981 = 100

|           |       |
|-----------|-------|
| 1985      |       |
| 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  | 135.2 |
| March     | 136.4 |
| April     | 137.0 |

### Christmas Greeting Card:

OPEIU is looking for Christmas card designs to use for the Union's official 1987 Christmas cards. Work-related, holiday themes—all are accepted.

OPEIU wants to hear from our members on the new design. The winner will receive \$50. Only OPEIU members and their families are eligible to enter.

The deadline for entries is September 1, 1987. Please attached the form provided and send your entry to:

Greeting Card Contest  
OPEIU White Collar  
265 West 14th Street  
New York, N.Y. 10011

### OPEIU CONTEST Entry Form (please print)

Name: \_\_\_\_\_  
 OPEIU Local No.: \_\_\_\_\_  
 Social Security Number: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Employer: \_\_\_\_\_ Work Location: \_\_\_\_\_  
 Job Classification: \_\_\_\_\_  
 I understand that all entries become the property of the OPEIU.  
 Signature \_\_\_\_\_

Please return entry to:  
OPEIU Card Contest, White Collar  
265 West 14th Street  
New York, N.Y. 10011

**Deadline  
September 1,  
1987**

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.