



WHITE COLLAR

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

No. 439

Spring 1991

OPEIU wins in court

Personal injury settlements *not* taxable in Title VII cases

Thanks to a recent OPEIU court case, damages for personal injury in race and sex discrimination cases is no longer taxable by the Internal Revenue Service, said OPEIU Counsel Joseph Finley. This is important immediately to the 3,000 OPEIU members who had

won \$5 million in their sex discrimination case against the Tennessee Valley Authority in 1987. They will be refunded more than \$1 million in taxes as a result of this victory.

The new ruling, said Finley, was made by the U.S. Court of Appeals for the Sixth Circuit in a

case known as *Burke v. United States*, which was a followup to the enormous 1987 settlement.

In describing how the case arose, Finley said that the OPEIU members had filed suit against TVA because the wage rates of women employees

(Continued on page 2)

OPEIU Locals 153 and 402 bargain alone—without PRMMI

This photo (right) portrays the state of negotiations between OPEIU and Puerto Rican Marine Management Inc. (PRMMI). The union was willing to bargain; and, in fact, PRMMI had originally agreed to the talks. But, in the end, only OPEIU came to the table to try to set the agenda for formal negotiations.

Because of past problems PRMMI had requested that bargaining for this new contract begin early—with pre-negotiation talks. International Vice President and Local 153 Secretary-Treasurer Michael Goodwin said OPEIU had agreed and began to meet with PRMMI representatives in November 1990.

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OPEIU negotiators meet alone at the bargaining table when PRMMI management declined to meet. Seated on the union side of the table (from left to right) are Local 153 Business Representatives Thomas Havriluk, International Vice President Michael Goodwin, Local 402 President Miriam Colon, and two bargaining committee members.

Riggs buyout of National Bank of Washington—bank robbery

Calling the Riggs buyout of the National Bank of Washington (NBW) "legalized bank robbery," International President John Kelly protested the sale and its impact on OPEIU members (bank employees) before the employment and housing subcommittee of the House Government Operations Committee.

Because of bank failure, the Federal Deposit Insurance Corporation (FDIC) had taken over control of NBW. They then sold the assets to Riggs National Bank. Riggs, in turn, fired former NBW employees without warning, refusing to rehire any

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OPEIU International President John Kelly (left) is sworn in before a U.S. House subcommittee before testifying on behalf of OPEIU Local 2 members fired from the National Bank of Washington. With him is OPEIU International Vice President and Local 2 President L. J. Sheridan.



Scholarship application—See page 7

Goodwin Attends Federation of Labor of Puerto Rico

OPEIU Vice President Michael Goodwin represented OPEIU at the twelfth Biennial Convention of the Federation of Labor of Puerto Rico held April 19-20. The OPEIU represents employees working at shipping companies in Puerto Rico—Puerto Rico Marine Management, Inc. (PRMMI), and Sea-Land Service, Inc.

During his convention address Goodwin commended Jose Cadiz of the International Brotherhood of Teamsters Local 901 (also Federation President) and Guillermo Ortiz of the International Longshoremen's Association Local 1575, for their support of the OPEIU strike against PRMMI in 1989.



Specifically he said, "in 1989, the International Brotherhood of Teamsters and the Interna-

tional Longshoremen's Association came to the aid of OPEIU Local 402 by supporting its picket lines at PRMMI, agent for Navieras. We will never forget their generosity and support, without which we would have faced uncertain consequences. With their support we were successful in maintaining good jobs at good pay, and the workers can hold their heads high with pride. We in the OPEIU family would like to express our thanks to these two unions, as well as the many other unions who assisted us."

Goodwin presented plaques to Cadiz and Ortiz joined by Local 402—President Miriam Colon, Richard Santiago and Francisco Rodriguez—and Local 506—Jose Nieves, Raul Guarmaiz and Viola Rodriguez.

OPEIU presents Blue Cross victory to NYS AFL-CIO legislative delegates



Pictured (left-to-right) are OPEIU Local 212 President Jerry Skrzeczkowski (Buffalo, NY), OPEIU International Vice President Michael Walker, NYS AFL-CIO Director of Federal Legislation Tom Haley, NYS AFL-CIO Special Counsel to the President Ron Harnish, and OPEIU International Vice President Michael Goodwin.

Skrzeczkowski and Walker made an extensive presentation on the OPEIU's success in negotiations at Blue Cross in Buffalo, NY, by using alternative strategies, rather than a strike, the union was able to pressure the company to sign a decent contract.

Here Goodwin addressed the delegates at the legislative conference on the need to pass federal legislation prohibiting the hiring of permanent striker replacements—H.R. 5 and S. 55 (see related article on page 3).

Anxiety and Panic Attacks

(Continued from page 3)

The simplest and most effective treatment for hyperventilation is to have the patient breathe slowly for three to seven minutes into a paper bag held closely around the mouth and nose. By re-breathing the exhaled carbon dioxide, the blood bicarbonate level is raised and the physical symptoms are reversed.

Tranquilizers are used for symptomatic treatment. But psychiatric help is usually needed to get at underlying causes of the anxiety.

Personal injury settlements

(Continued from page 1)

were decidedly inferior to those of men. Women were consistently steered into a ghettoized job path with lower wages.

Eventually TVA settled with OPEIU and distributed the \$5 million to members in 1987. But, TVA deducted withholding tax and FICA contributions, over the union's protest.

On behalf of the members OPEIU prepared claims forms to recover the tax from IRS. When IRS predictably said no, according to Finley, OPEIU filed suit in federal court seeking recovery. Three members of OPEIU—Therese Burke, Cynthia Center and Linda Gibbs—were named plaintiffs.

Ultimately the Court of Appeals agreed with OPEIU's position, finding that money recovered in discrimination cases under Title VII of the Civil Rights Act was for personal injury and thus not taxable.

Finley said that when the claims are settled, there should be at least a four-year accumulation of interest to be returned to each claimant bringing total recovery to well over \$1 million.

OPEIU lobby's to protect members rights (Continued from page 5)

Wells; International Representatives Chuck McDermott, Jay Porcaro, Faye Orr, Bill Kirby, Pat Jeney; New York staff Sidora Villa and Victoria Tirado; and Washington, D.C. staff Dee Musgrove, Sanday Rose and Fred Toles.

International President John Kelly addresses delegates on the benefits of political action at OPEIU's communications/legislative conference.



WHITE COLLAR

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President

GILLES BEAUREGARD
Secretary-Treasurer

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Work and Health
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Anxiety and Panic Attacks

By Dr. Phillip L.
Polakoff, M.D.

Director, Western Institute for
Occupational/Environmental Sciences

Try to imagine, if you can...

A fear so overwhelming and uncontrollable that you become paralyzed, unable to face even the simplest daily tasks.

Heart palpitations, dizziness, hot and cold flashes hit without warning, feelings so intense you might even think it's a heart attack and that you're about to die.

Now, try to imagine...

That this fear can be triggered by walking to the store, getting in your car, or for no reason at all.

What you've just imagined, according to the American Psychiatric Association, is what it's like to suffer from an anxiety disorder and to suddenly be gripped by a panic attack.

Physical symptoms are also experienced in addition to the sense of dread: shortness of breath, tightness or pain in the chest, sweatiness, faintness and nausea.

Twenty-five years ago, mental health officials didn't know anxiety disorders even existed, says Dr. Lewis L. Judd, director of the National Institute of Mental Health.

Now an NIMH study has found that 24 million Americans will suffer from an anxiety disorder at some point in their lives. Eight million are believed to have the problem at any one time.

Unfortunately, less than 25 percent of them receive therapy due to the cost of treatment, lack of mental health insurance and a still lingering, unjustifiable sense of fear and shame associated with psychiatric treatment.

Although progress is being made in understanding, diagnosing and treating anxiety disorders, there is still a long way to go in reducing the large number of Americans struggling with untreated disorders.

The national mental health agency is investing \$40 million in research, five times as much as was allocated to such studies 10 years ago.

Increased public education campaigns are also under way to explain anxiety disorders and to encourage individuals to seek help.

Anxiety disorders include several types of phobias or specific fears, such as fear of high places or being in crowds.

Panic disorder is considered a separate condition of this general area. This particular disorder—panic—is often defined as four or more episodes in a four-week period, at least one of which is unexpected. Panic attacks often accompany phobias.

The disorders tend to affect more women than men, and usually occur between the ages of 20 and 40. However, the disorders have been diagnosed in teenagers and children. They seem to run in families.

Anxiety may interfere with concentration, productivity and frequently with sleep. Contact with other people often seems more stressful and people tend to withdraw from such contact and become reclusive. Irritability often develops and tearful outbursts are not uncommon.

Some people lose their appetite; others eat more.

At the height of an anxiety or panic attack, overbreathing or hyperventilation may occur. This can lead to physical symptoms by lowering the blood bicarbonate level. These symptoms are frightening, generating more anxiety, creating a vicious cycle. It is these hyperventilation attacks that are often mistaken for heart attacks, seizures or asthma attacks.

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THE SOLIDARITY DAY '91 POSTER is fresh off the presses, according to the AFL-CIO. More than 90,000 posters have been printed in preparation for the rally, which will mark the celebration's 10th anniversary. To order the poster, which comes in two sizes, contact your state or local AFL-CIO central labor council, or call 1-800-LABOR-91. Pictured is pressman George Holt checking a poster's color gauge. The goals of Solidarity include national health care. PAI Photo Service.

Washington Window

Scab ban is no 'special interest' legislation

When organized labor made enactment of a bill to ban the permanent replacement of strikers this year's No. 1 legislative priority, labor's opponents began spinning the old yarn about "special interest" legislation.

The argument, on the surface, may look reasonable since the legislation, H.R. 5 in the House and S. 55 in the Senate, does pertain to unions and union workers who are fired, in effect, for exercising their right to strike.

The special interest argument appears to be weighing on some Democratic congressional leaders and other "friends of labor" who have been straddling the fence or trying to duck the issue.

But union workers need not be at all defensive in pressing their legislators for action because enactment of H.R. 5 and S. 55 would be a victory not for them alone or even for the principle of fair play alone.

It also would be a victory for the health of the U.S. economy and for the kind of industrial peace intended by 1935 National Labor Relations Act, according to a report by the Economic Policy Institute (EPI). In fact, firms that hire permanent scabs and bust unions often hurt themselves as well, the report concluded.

The report summarized the views of 31 economic policy, legal and labor-management experts who participated in an EPI seminar.

The EPI report, "Employee Rights in a Changing Economy," found that the management tactic of permanently replacing striking workers has become a major cause of recent increases in lengthy, bitter labor disputes. It said President Reagan set the stage for the anti-union offensive when he fired and permanently replaced 12,000 striking air traffic controllers in 1981.

An EPI survey showed that the average duration of strikes in which permanent replacements were hired was 363 days. The average length when temporary replacements were hired was 72 days. When no replacements were hired, it was 64 days.

Since 1981, the number of unfair labor practice cases filed with the National Labor Relations Board has doubled, while the time required to resolve them has increased from an average of 500 days to 700 days.

"The resulting polarization and hostility between labor and management are damaging to the overall U.S. economy," the report said, adding, "This comes at a time when

labor-management cooperation in the workplace is proving essential to boost the productivity and competitiveness of the American economy."

Meanwhile, "America's more successful and productive competitors—countries such as Japan, Germany and Canada—have all instituted labor laws which protect worker rights and, as a result, have greater labor-management cooperation," it noted.

It said the practice of permanently replacing—in effect, firing—workers who go on strike is illegal in all industrialized nations except two—the U.S. and South Africa.

The use of permanent replacements "effectively cancels the right of workers to strike and allows employers to avoid negotiations altogether, making constructive compromise and equitable settlements highly unlikely," the report said.

The tactic often backfires, it said, citing recent examples of what can happen when a company fires its more experienced and productive workers—the prolonged strikes and financial failures at Eastern Airlines, Greyhound, and the New York Daily News.

It found that firms that use permanent replacements during strikes achieve lower rates of production than firms that use temporary replacements or non-bargaining personnel.

The tactic may spread labor-management conflicts to third parties, as in union-inspired "corporate campaigns" that exert pressure on the firms' investors, creditors and customers.

By failing to close a legal loophole created by a 1938 Supreme Court opinion, U.S. companies are being encouraged to respond to international competition by lowering their wage and benefit costs rather than improving productivity and product quality, the report argued.

Employers increasingly have been provoking strikes intentionally and then replacing their entire workforces with lower-wage, lower-benefit employees without ever seriously engaging in collective bargaining, it said.

But this is a losing strategy in the long run—for U.S. economic competitiveness as well as American wage earners, it concluded. "Attacks on collective bargaining and unions clearly thwart progress toward product quality improvement, technological and workplace innovation, and productivity-led growth," it said.

So much for the nonsense about a "special interest" bill. It's time for Congress to take a stand for labor and for America.

OPEIU officers & staff lobby in nation's Capitol to protect rights of members

Nearly 100 delegates from across the United States met in Washington, D.C. to learn communications skills and to meet with their senators and representatives on issues of major concern to OPEIU members. Banking, credit union and striker replacement legislation were the focus of this conference which met March 21 to 23, 1991.

Some participants also learned tactics for obtaining good contract settlements without a strike (see description below), while others attended a session on core dues taught by OPEIU General Counsel Joe Finley.

Banking

Officers and staff lobbied their legislators for legislation that would protect bank employees and their rights in the event of bank mergers or buyouts. The need for the legislation was brought close to home by a recent purchase of the National Bank of Washington.

After the bank failed, it was taken over by FDIC who eventually sold it to Riggs National Bank for a fraction of its worth. Riggs, a large non-union bank, fired all of the OPEIU employees without warning, without an offer to convert their



Delegates learn accounting practices and the law on "core dues" from General Counsel Joseph Finley.

health benefits, without their vested severance and vacation benefits. Retirees saw their health coverage cancelled.

On the day prior to the conference, President John Kelly testified before the employment and housing subcommittee of the House Government Operations Committee on behalf of the OPEIU

Local 2 members. See related article on page 1.

Credit unions

Credit unions, whose employees are often represented by OPEIU both in Canada and the U.S., serve more than 70 million people across the two countries. They offer a wide range of finan-

cial services at reasonable rates to consumers.

But, they have gotten caught in the savings and loan debacle and a massive realignment of the financial services industry. We are now assisting the credit unions to retain their separate, independent and consumer-oriented system. Our delegates lobbied, therefore, to oppose moving credit unions under the banking system.

Credit unions are on-the-whole extremely financially healthy. As one legislator told OPEIU delegates, "if it ain't broke, don't fix it."

Striker replacements

As has been noted in these pages numerous times, the ability of employers to fire strikers and hire permanent replacements has weakened the collective bargaining system. OPEIU and the labor movement are supporting legislation that would permit temporary, but not permanent, hiring of replacements. See page 3's editorial for a greater explanation of that legislation.

OPEIU lobbyists met with much support on Capitol Hill on these bills (H.R. 5 and S. 55). The question will be: whether or not we can garner enough support to override a presidential veto, which is certain.

There is another way

OPEIU's "There Is Another Way" program was described in depth in the last issue of *White Collar*. The program, developed by International Vice President Michael Walker and others, combines the use of various pressure tactics to force an employer to settle a contract without the employees being forced to strike. It employs public relations, coalition building (with community groups, churches, and other labor organizations).

A presentation was made on the program by Walker, assisted by Local 212 President Gerald Skrzeczkowski. Skrzeczkowski had seen it work successfully in his local union during negotiations with Blue Cross/Blue Shield. International Vice President Michael Goodwin introduced the two.

Goodwin, Walker and Skrzeczkowski made a similar presentation before the New York State AFL-CIO, and received a standing ovation. (See related story on page 2.)

A more in-depth presentation/training program was conducted on "There Is Another Way," for local union representatives and officers. It took place in Milwaukee, Wisconsin, from June 28 to 30, 1991. (See next issue for coverage of this event.)

Delegates were busy, rushing to-and-fro on Capitol Hill, as they made one appointment after the other with their senators and representatives. However, as several pointed out: it was a rewarding experience and a good opportunity to forge relationships with the legislators.

To cement such relations International President John Kelly pointed out the need to participate in the OPEIU's political action fund—Voice of the Electorate. See the 1990 list of contributors on page 6.

Delegates

Staff, officers and members attending the conference represented members from many states: California, Connecticut, the District of Columbia, Illinois, Indiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, New Jersey, New York, Ohio, Pennsylvania, Tennessee, Texas, Virginia, Washington, West Virginia and Wisconsin.

Attending for the International were President John Kelly; Secretary-Treasurer Gilles Beauregard; Vice Presidents Michael Goodwin, Carolyn Combs, Michael Walker, Jim Sheridan and Patrick Tully; Education Director Gwen

(Continued on page 2)

OPEIU lobbies in state delegations



Active members and officers support political action in 1990

Many OPEIU members are deeply committed to improving the lives of working men and women and enriching the quality of family and working life in the United States and Canada. They work on contract negotiations for better working conditions; they work in their communities to better living standards. And, they work to improve the political and legislative direction of their nation, state or province.

One way of accomplishing this last is through contributions to Voice of the Electorate, the union's political action fund.

Through VOTE, contributors are able to fight repressive legislation or support fair and equitable laws. They are able to protect the gains we have won at the bargaining table and make additional improvements in the lives of all. They are able to support legislators who have the same position as OPEIU on striker replacements, electronic monitoring, family and medical leave, and much more.

While hundreds of OPEIU members contribute to the fund, a number contribute \$100 or more each year and, therefore, are eligible for the "President's 100 Club." Those who were members in The Club in 1990 were:

International officers and staff

Gilles Beauregard; Carolyn Combs; Michael Goodwin; Ron Hutson; Patricia Jeney; John Kelly; Kathleen Kinnick; Billy M. Kirby; Gary D.

Kirkland; Rosanna Knickerbocker; Richard Lanigan; James E. Mahoney; Jennifer McClead; Charles McDermott; J. B. Moss; Dolores A. Musgrove; Gwen Newton; Faye H. Orr; George V. Porcaro, Jr.; Donna Shaffer; L. J. Sheridan; Patrick J. Tully; Sedora Villa; Anthony Viren; Michael Walker; Gwen Wells; and Donald Wright.

Local union officers and staff

Walter C. Allen, Jr.; John Brady; Lois Cuccinello; Patricia Devine; John Dunn; Daniel B. Dyer; Helen Gourde; Paul Greenspan; Thomas Havriluk; John Heffernan; Patricia Hoffman; Ronnie Jones; Adam Kelly; Virginia Levesque; Daniel J. McShain; Lance A. Meier; Alton Merchant; Margaret Montgomery; Gaylond Morris; Shirley Morris; JoAnn J. Nelson; Margo S. Peel; Michael L. Richards; Kathleen Savo; Wayne Shelton; Kirk D. Stanford; Donald Sullivan; James Sullivan; John A. Swadner; Michael Thompson; Joyce E. Tracy; Diana Volpini-Allen; Emagene Walker; and Richard Weaver.

Local union members

Anwar Alam; Scott Alexandria; Elizabeth Alonso; Rich Antonelli; Audree Ayer; Darrell Ballard; Donald Barovic; Michael Bauer; J. D. Bedford; Dave Blaisdel; Terry Blaylock; Gary Bleier; Matt J. Blumert; Denise Bowyer; Terri Brigman; June Bull; Joseph Burbach; David

Cohen; Joy Cohrs; Arthur Coles; Roger Collins; Romeo Corbeil; Dixie Crider; Dalton Daves; Michael Day; Robert Day; Gerald Dente; Arthur Dubowy; Manuel Economedes; George Farenthold; Bertra Feldman; Charles Ferguson; Scott Friedman; Samuel Furer; James Garrison; David Geneser; and Larry Geneser.

Bruce Gilpatrick; Richard Gonzolez; Vicki Greene; Dayton Griffith, Jr.; Donna Gutierrez; Richard Haas; Donald Haines; Mildred K. Hall; Susan Hart; A. C. Helms; Anthony Hinrichs; Jack W. Horner; James Horton; Anthony Hunter; Al Huskinson; John W. Jatoft; Joan Johnson; Robert Kappauf; Thomas Kimble; David Klar; Jack Langford; Gary Lentz; Alan Luymes; Joseph Manone; Adel Mansour; Edward Martin; Justilian Martin; Norma Martin; Robert McKenzie; William Meinen; Richard A. Mikula; Bobby G. Mills; Doretha P. Mills; David Morehead, Jr.; Pater Nielsen; Peggy Nolen; Anna Ortiz; and Burton Peetluk.

Donna Peterson; Marcia A. Peterson; P. Petropoulos; W. V. Pickens; Donna K. Pratt; Elva L. Pritchard; Bernard Rapoport; Norine Rembowski; Carol Ridner; Sharon Rixen; Charles Roscoe; Louise Rosier; Richard Rud; Paul Rudberg; D. Joseph Sbeghen; Fred Silverman; Stephen Slate; Donna Smeltser; Linda J. Smith; Roger Smith; William Smith; Mary Ann Southern; Irene Summerfield; James Surace; Lois Swanstrom; Gary Taylor; Cheryl West; Nancy West; Neal J. Wilensky; Anne Wilson; Kathy Zalmanzig; Christine Zazzaro; Judith J. Zenk; Executive Board, OPEIU, Local No. 32; Executive Board, OPEIU, Local No. 106; and Executive Board, OPEIU, Local No. 153.

Riggs buyout—bank robbery *(Continued from page 1)*

union employees, never offered the employees continued health coverage, refused their contractually guaranteed severance pay, and terminated health coverage for retirees.

According to the House Subcommittee Chair Rep. Tom Lantos (D-CA) the FDIC, in effect, "had dropped a neutron bomb on NBW, which didn't touch the physical assets of the bank, but the people were devastated."

Former employees testified before the subcommittee as well. One said it was "cruel the way it was done. There was no warning. When FDIC talked to us, they were cold." Another said, "For my 17 years of service, I was due 34 weeks of severance pay which would have helped a lot. But

FDIC said we weren't entitled to it." Still another called the FDIC "Gestapo agents."

In calling the buyout bank robbery, John Kelly pointed out that Riggs with FDIC approval had gained \$1.1 billion in deposits, but had paid only \$33 million. They had refused to buy some assets, leaving taxpayers to "hold the bag" to the tune of \$300 million.

The congressional subcommittee continues its investigation, while the union is negotiating with Riggs for a settlement for the former employees. At the same time OPEIU is pursuing an AFL-CIO national boycott of Riggs National Bank, which could cost them as much as \$2 billion in deposits.

OPEIU bargains alone

(Continued from page 1)

After agreeing on April meetings in Puerto Rico, PRMMI did not show up. The excuse: "We are too far apart," they said in a last-minute move.

But, OPEIU was still eager to continue talks. "We are here to continue talking," said Goodwin, who had hoped the company would show up. "Everything was in readiness. The dates were set; the committee was here, and we wanted to continue talking. We did, in fact, meet; but alone," he said.

According to Local 402 President Mirian Colon, the differences between PRMMI and the members are "basically economic ones." "PRMMI has consistently been asking that the benefits of the employees which had been won as a package, and negotiated through previous collective bargaining agreements, be sliced year after year of negotiations. They now intend to take away from these workers the benefits they acquired," Colon said.

She also stated that even though the company seems to be in a position to recommend a 3 percent wage increase, they would only agree to this recommendation by eliminating benefits previously established such as cost-of-living increases, overtime and forced flextime.

Colon said the membership is ready and willing to bargain in good faith, but will not surrender their livelihoods to the company. "We are trying to avoid a strike," she said, "but we do not reject the possibility of one."

In 1989 PRMMI and OPEIU were locked in a labor dispute resulting in a weeklong strike. "We will do everything in our power to avoid a similar situation this year," Goodwin said, but observed that the company's action could make formal negotiations more difficult.



OPEIU Local 2 members, unjustly fired from the National Bank of Washington, testify before a House subcommittee chaired by Rep. Tom Lantos. They told about the impact on their lives and contractual rights. With them (far right) is the head of that local union, International Vice President Jim Sheridan.

OPEIU announces 5th Howard Coughlin Memorial Scholarship

Ten (10) scholarships will be awarded. Applications are open to members in good standing, or associate members, or to 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 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, 1991.

Requirements

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

College Transcript—Any applicant who is currently enrolled as a full-time student at a college, university, or a recognized technical or vocational post-secondary school is also required to submit their college transcript.

Test—All applicants are required to take a Scholarship Aptitude Test—SAT—(the admissions Testing Program Examination of the College Entrance Examination Board) or equivalent examination by a recognized technical or vocational post-secondary school. If you have already taken the above test, you should request your school to forward the results of your test to the Secretary-Treasurer's office of the International Union.

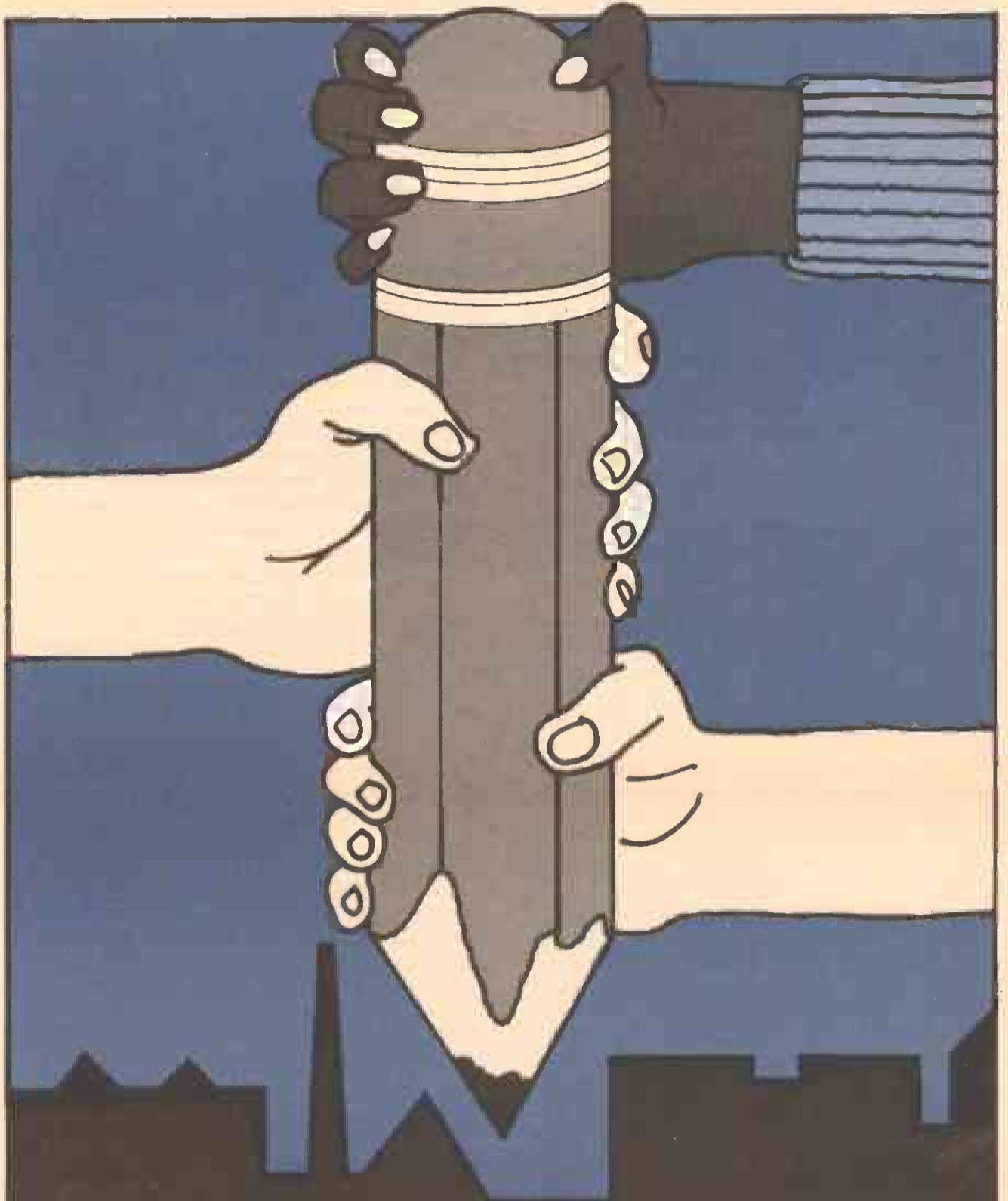
All requirements are due at the Secretary-Treasurer's office no later than March 31, 1992.

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 1992.

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



SEND FOR OPEIU SCHOLARSHIP APPLICATION
Application deadline—December 31, 1991

Please send me the application for the 1989 Howard Coughlin Memorial Scholarship.

Name _____

Address _____

OPEIU Local Union _____ State _____ Zip _____

**Application deadline
December 31, 1991**

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



Solidarity Day II— There ought to be a law

by John Kelly, International President

Ten years ago this September more than 500,000 trade unionists descended on Washington, DC—the nation's capitol—to express their frustration and displeasure with the Reagan Administration's callous disregard for working people, unions, minorities, the poor and helpless.

It has become known as Solidarity Day. And, it was a major success in that it united the unions in the labor movement and energized working people and trade unionists to fight repressive legislation in Washington and in their state capitols.

Workers, their families and trade unions are still under attack. The right to strike and, therefore, to bargain collectively has been diluted to the point of emasculation. Health care coverage is either unavailable or prohibitively expensive. Workers often are forced to decide between their jobs and caring for newborns, sick family members or being sick themselves. There ought to be a law.

And, that's exactly what the labor movement is seeking—a law. We are once again calling on all of our unions and union members to unite to demand fair treatment for working people. On August 31, 1991, the American labor community will hold **SOLIDARITY DAY II** in Washington, DC.

Hundreds of buses from the Northeast and Mid-Atlantic regions will descend on our Capitol again, carrying thousands of concerned trade unionists and their families. Thousands of others will travel from across the nation in planes, trains and buses (but not Greyhound).

We will sing Solidarity Forever, picnic in the shade of the Washington monument, trade travel stories, and march beneath banners and balloons to Capitol Hill. But, we will also send a message to the Bush Administration and the Congress: **There ought to be a law.**

Striker replacements

The collective bargaining process has been increasingly weakened for working people because the right to strike has been emasculated. Without the threat of a strike there is little incentive for management to settle with its workers. All the cards are stacked in management's favor.

Companies currently can hire workers to replace those out on strike. And, they can hire them permanently while firing the strikers. Where then is the pressure to reach an agreement with the striking workers? Where, too, is the balance of power that Congress intended to exist in the collective bargaining relationship between union workers and management?

We say: "There ought to be a law. And, that law is entitled H.R. 5 in the House and S. 55 in the Senate, which would ban the business practice of hiring 'permanent replacement workers.'"

Employers could still hire "temporary replacement workers" during the strike. But, once a strike is settled the company would have to return the jobs to the striking employees.

The passage of this legislation to restore fairness to collective bargaining is a major priority for the entire labor movement.

National health care

Among industrialized nations, only the United States and South Africa have no national health care program. Until recently, a patchwork quilt of government programs and employment-based health insurance was providing most Americans access to care.

In the 1980s this trend was reversed. During the Reagan era there were dramatic cutbacks in public programs. Millions of manufacturing jobs that provided good benefits were lost. New jobs were created that offer no benefits and rising costs have led many employers who provide

coverage to shift a growing share of the burden to employees.

There are very few of us that are not facing employer demands at the bargaining table that employees accept more of the burdens of rising costs. Employers are constantly demanding increased deductibles, increased coinsurance and in some cases trying to eliminate benefits altogether.

This is an attack on the benefits we fought many years to achieve in the bargaining process, and in many cases giving up other benefits and wages to obtain. It also is beginning to create barriers to care for many working Americans who find they can no longer afford the health care they need.

But then there are also over 37 million Americans who have no health protection at all—a 40 percent increase since 1980. Three-quarters of these uninsured are, in fact, workers and their families. One-third are children. Two million are chronically ill and cannot qualify for insurance.

There ought to be a law. Members of Congress and the Bush Administration need to hear from us on Solidarity Day II about how passage of a national health care program can reduce the considerable pressure that rising health care costs are putting on all of us. They need to hear that we believe health care is a right of all, not a privilege of a few. They need to hear that we want a national health care program that is universal, high quality, efficient and cost-effective.

Solidarity Day II

Join us in Washington, DC, for Solidarity Day II. Join us to seek fairness in the workplace and the nation.

We soon will be sending the local unions information on transportation, rallying point for OPEIU locals, lunch and materials which will be supplied by the International, further issue information, and much, much more.

In the meantime, write August 31st on your calendar. Plan to be there. It's the least we can do for ourselves, our families and our members. It's a necessity for all of us that believe "**There ought to be a law.**"

Deadline
September 1,
1991

Holiday Greeting Card:

OPEIU is looking for holiday card designs to use for the Union's official 1991 Holiday cards. Work-related, holiday themes—all—are accepted.

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

The deadline for entries is **September 1, 1991**. Please attach 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 Number _____
 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

U.S. Price Index

U.S. Bureau of Labor Statistics
New Base 1982-84 = 100

1990		
January	375.0	125.9
February	376.6	126.4
March	378.5	127.1
April	379.2	127.3
May	379.9	127.5
June	382.1	128.3
July	383.4	128.7
August	386.9	129.9
September	390.5	131.1
October	393.0	131.9
November	393.8	132.2
December	393.8	132.2
1991		
January	395.4	132.8
February	395.7	132.8
March	396.1	133.0
April	397.1	133.3
May	398.5	133.8

Canadian Index

Statistics Canada
New Base 1986 = 100

1990	
January	117.0
February	117.7
March	118.1
April	118.1
May	118.7
June	119.2**
July	119.8
August	119.9
September	120.2
October	121.2
November	121.9
December	121.8
1991	
January	125.0
February	125.0
March	125.5
April	125.5

* The old CPI-W (U.S.) figures are being replaced with a new series (New base 1982-84 = 100). We will continue to publish the old while everyone converts it.

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.