

WHITE COLLAR

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

No. 448

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“Festival of Our Future” Draws 100,000 Canadians



The Canadian Labour Congress pulled out all the stops for a massive demonstration on Parliament Hill on May 15, 1993. OPEIU locals were there, among the tens of thousands of other marchers. Trade unionists were joined by women's groups, seniors, church groups, students, environmentalists: in short, people from all walks of life.

“Canadians are fed up,” said CLC President Bob White. “And with a federal election looming, they wanted a chance to make their voices heard. They wanted to make sure politicians focus on issues, not image.”

Billed as a “festival for our future” the rally was a celebration of sorts, complete with music and entertainment, balloons, etc. “We’re not just protesting what has happened in the past,” adds White. “We want to reclaim our future. If we all pull together, we really can make a difference, and

that’s cause for celebration.”

“The demonstration marks another major step in our continuing fightback against a political and economic agenda that has inflicted terrible pain upon millions of Canadians,” says White.

“We took the message to Ottawa:

- that we want jobs, not unemployment and attacks on the unemployed;
- that we want fair trade, not free trade;
- that we want good public services, not attacks on public sector workers;
- that we want child care, not child poverty;
- that we want equity and equality, not discrimination and inequality;
- that we want a social and economic agenda based on fairness, not an agenda dedicated to multinational corporations at the expense of the rest.”

(More photos on page 8)



Quebec and Ontario members prepare to march on Parliament Hill.

Skies Clear for OPEIU Marchers

Uncertain weather greeted OPEIU members in Ottawa on May 15. But, as OPEIU members from Quebec were welcomed by their sisters and brothers of Ontario, the clouds gave way to warm and sunny weather.

OPEIU had a total of 15 buses that traveled to the national capital for the event. Out-of-town OPEIU protesters came from Toronto, London, Kitchener, Windsor, Sarnia, Timmins, Kapuskasing, Montreal, Quebec City, Trois-Rivieres and many other cities to lodge their protest against Bill 102 — wage freeze legislation.

Organizers say that well over 800 members were among the demonstrators. Michel Lajeunesse, Canadian Director, and Janice Best, Vice President, are very proud of all the hard work that went into organizing this event and would like to thank the local union members and their executives who attended.

We made a difference!



Quebec locals line up.

OPEIU Locals Fight Privatization in Massachusetts

With an anti-union governor determined to privatize many state workers right out of their jobs, while offering lucrative contracts to private companies — many outside Massachusetts — unions representing many of these public workers have banded together to fight.

State Senator Marc Pacheco (D-Taunton) and State Representative Joan Menard (D-Somerset) have co-sponsored legislation to limit privatization to only those projects which would clearly and absolutely save the State money. With assistance of the two legislators, the unions formed a committee to make a strong, organized effort to get the so-called "Pacheco bill" through the legislature.

OPEIU representatives working together on this project are from OPEIU Locals 6, 453 and 600. All three locals represent hundreds of members at the Massachusetts Bay Transportation (MBTA) which is the latest target for privatization (see related article on MBTA rally), and all work together on many labor issues on a regular basis.

"We are extremely concerned about privatization," said Walter Allen, Assistant Business Manager, Local 6. "Today the list of targets includes the MBTA, but tomorrow who knows?"

"The Governor simply wants to be able to dole out plum contracts to private companies whether the State saves money or not," added Richard Russell, Business Manager, Local 453. "He just wants to eliminate decent paying jobs."

Allen questioned, "What's still unclear to me is how the Governor plans to lower unemployment, as he keeps promising to do, by forcing the currently employed out of their jobs."

This coalition of unions will remain together for as long as it takes to resolve this issue. As for the "Pacheco bill", it has passed both the House and the Senate now, and is currently headed for the Governor's desk where it will most assuredly be vetoed.

"If he vetoes it, then it will go back to the legislature; and so will we," he promised. "We can't quit now."

Rodriguez Chosen to Head UFW



PHOTO BY J.J. JOHNSON

International President John Kelly (left) and International Vice President Michael Goodwin (right) appear with Arturo Rodriguez, the newly elected president of the United Farm Workers. Rodriguez became president following Cesar Chavez's untimely death from a heart attack. They were attending a memorial service for Chavez, sponsored by the New York City Central Labor Council, June 2, 1993, when this photo was taken.

Contingent Workforce Endangers U.S. Stability, OPEIU Rep Testifies Before Senate Committee

Part-time and temporary work is sharply increasing to the detriment of the American worker. OPEIU International Representative Richard Delaney — currently involved in an organizing drive at Bank of America — testified before the Subcommittee on Labor of the Senate Committee on Labor and Human Resources about the short and long-term effects this increase is having on the stability and security of employment in the U.S. On June 15, 1993, he had the following to say:

... We are witnessing today a fundamental restructuring of the jobs of American workers. The stability and security of full-time permanent employment is fast being replaced by the

vagaries, insecurity and economic degradation of part-time and temporary employment. This is not a cyclical phenomenon, it is a structural trend which cuts through all industries and both private and public sector employment. The so-called "contingency workforce" is a rapidly growing second-class workforce of Americans involuntarily relegated to jobs with no security, little or no benefits, and no dignity. These new jobs perform the same work as the old full-time permanent jobs, but now the jobholders are simply disposable workers with little attachment to the work, who can be and are readily discarded at the whim of the employer.

(Continued on page 4)

Boston Rally Slams Privatization

Long simmering anger at Massachusetts Governor William Weld's privatization policy boiled over May 10, 1993, as more than 1,000 chanting trade unionists from a cross section of the State's labor movement demonstrated at the Park Plaza Hotel in Boston.

The rally coincided with Transportation Awareness Week and plans by Transportation Secretary James Kerasiotes to expand privatization efforts at MBTA (the City's underground rail system). Weld, in fact, was addressing a transportation conference inside the hotel at the time of the demonstration.

OPEIU Local Unions 6, 453 and 600 represent hundreds of workers at the MBTA. They turned out en masse to represent our members' interests. (See box on this page on OPEIU's fightback efforts).

A large number of union members — nearly 500 — brought the rally inside the hotel where they rocked the

mezzanine with angry refrains of "Hey hey, ho ho, Gov. Weld has got to go."

Why we were there

When asked why we were demonstrating and working against privatization, Walter Allen of Local 6 responded:

"The taxpayer is duped into thinking that privatization is going to elimi-

(Continued on page 5)

WHITE COLLAR
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JOHN KELLY President GILLES BEAUREGARD Secretary-Treasurer

GWEN WELLS Managing Editor CALM ACPS

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Are state and local employees overpaid?

The budget crunch which has afflicted most state and local governments due to the recession and federal aid cuts has created a temptation to put the squeeze on public employees.

Public servants are accused of being overpaid. They are portrayed as waiting out the years in their jobs until they can retire and collect their fat pensions.

Such notions help to make pay freezes and privatization more politically palatable.

However, politicians wanting to balance local and state budgets on the backs of public workers should seek better alternatives. This is because, in the vast majority of the cases, these workers aren't to blame for the fiscal difficulties.

Facts and Figures

The facts and figures are contained in a new study by the labor-backed Economic Policy Institute (EPI) titled, "The Truth About Public Employees: Underpaid or Overpaid?" It was authored by University of Wisconsin-Milwaukee professors Dale Belman and John Heywood.

The study includes these findings:

- For local government employees, average wages and earnings remain 4 to 5 percent below that of comparable private sector employees.

- States, on average, compensate their employees at a level comparable to similar private employees — within 1.5 percent — even without controlling for issues such as hazardous public safety jobs.

- Public sector workers are only somewhat more likely to receive a pension than are their private sector counterparts.

- There is no evidence that public workers have substantially longer job tenure than comparable private sector workers.

State workers have roughly the same tenure as comparable private workers, and local government employee tenure is only about five months longer.

- The gap between public and private wages and salaries has changed little since 1973.

- Although women are undercompensated relative to men in both sectors, women's pay in state government is 5.5 percentage points higher than women's wages in the private sector.

This reflects the fact that there is less gender discrimination in the public sector than in private industry,

rather than a pay advantage for female state employees.

On this score, the authors write: "Clearly we would not want the public sector to replicate the private sector discrimination. The public sector should serve as a yardstick for the private sector."

Concern over public sector pay, the study says, partly reflects the rising cost of white collar workers relative to other workers in both sectors, public and private alike.

As for privatization, the report's authors conclude: "Given the rough equality between public and private compensation, substantial savings could not be realized simply by using private employees with the characteristics of public employees. If there are savings, they would come from using fewer or less qualified personnel."

The study reveals that public employees generally have more education and experience. More than 40 percent of state and local employees have a college degree while 21 percent of private sector workers are college graduates.

The public sector, it shows, employs many prime age and older workers with substantial work experience. In contrast, the private sector employs more young workers, many of them just beginning to work and perhaps not yet able to find a career track position.

While professional employees comprise only 10 percent of the private workforce, they comprise 30 percent of the state and 40 percent of the local labor force.

Work and Health Sunglasses

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

Every year about 250 million pairs of sunglasses are sold in the United States, roughly enough to give every man, woman and child the look of a Secret Service agent, a movie star, or even a saxophone-playing candidate for President of the United States.

Are they good for your eyes? How much should you spend for a pair? Does the color make a difference, and which color is best?

Yes, they can do some good things for you and your eyes. They not only reduce the amount of visible light reaching your eyes, making it easier for you to see in bright light, they also block out the invisible (and potentially harmful) ultraviolet radiation.

Growing Concerns

The growing concern about the link between UV radiation from the sun and other sources and skin cancer heightens people's worries about what this exposure can do to sensitive eyes.

Some scientists say UV light is at least a contributing factor in the development of cataracts, the clouding of the eye lens.

Others say the connection is weak, and that age, health and nutrition play a greater role than UV radiation, especially for people living in the northern parts of the country.

Actually, experts say comfort is the biggest benefit from sunglasses. By blocking as much as 97 percent of visible light, they reduce squinting and

eyestrain which may cause headache and fatigue. Polarized lenses block out as much as 99 percent of the visible light reflected from horizontal surfaces, such as glass or water.

Polarized Lenses

Polarized lenses, however, don't necessarily block any more ultraviolet light than other lenses, despite what many people believe.

What would a serviceable pair of sunglasses cost? The good news is you don't have to spend a lot of money for adequate protection. In fact, if you wear prescription glasses, there's a good chance your clear lenses — especially if they are plastic — are screening out most of the ultraviolet waves on their own.

Thomas J. Loomis, technical director of the Sunglass Association of America in Norwalk, CT, said many plastic lenses — even those in clear glasses and in sunglasses sold by street vendors — block out virtually all shorter-wave ultraviolet light, or UVB (the most harmful), and 90 percent or more of the UVA, the longer wave radiation.

Loomis added that while contact lenses also filter out a substantial amount of UV light, they cover only the cornea. So contact wearers might consider sunglasses, if only for comfort.

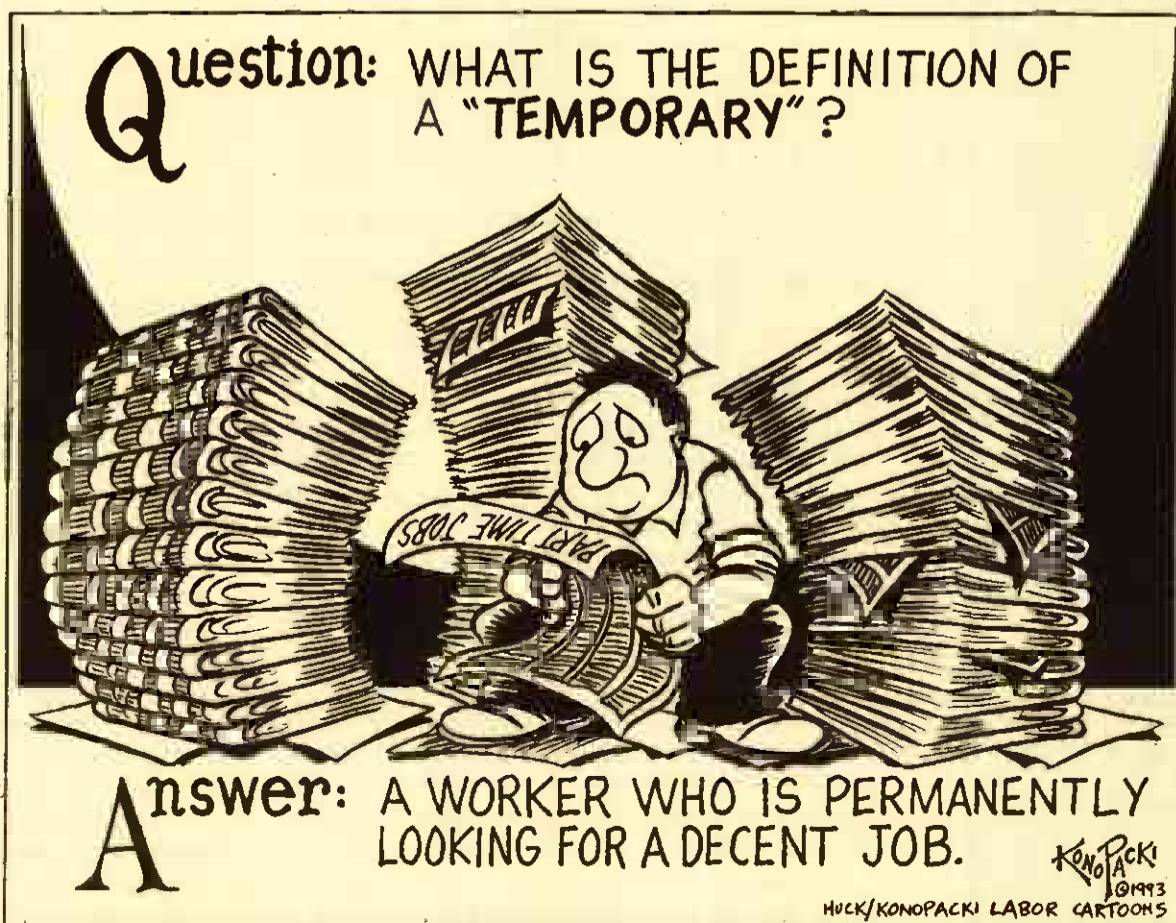
The choice of color is up to you; what's more comfortable, since the particular shade has little more to do with protecting your eyes.

Blue-blockers are currently popular.

By reducing blue light, they make objects seem more vivid and cut down reflected glare. However, some people are concerned that they don't transmit the true colors of traffic signals.

If you're thinking about buying a pair of blue-blockers, it might be a good idea to test them first by looking at a traffic light as it changes colors. If you can do that before you leave the store, you can tell whether you should buy them or not. If you take them home, make sure beforehand that you can return them if they're unsatisfactory.

Photo-sensitive lenses, which darken when exposed to sunlight, are now available in plastic. They once were limited to heavier glass composition. However, the plastic version is sensitive to temperature and doesn't darken as much during the summer.



Members who give \$100 or more to OPEIU's political action committee (PAC), named Voice of the Electorate or VOTE, during the calendar year are very special donors. And we proudly recognize these important members in this issue of *White Collar*.

As a member of the President's 100 Club you become an important investor in VOTE and its efforts to provide a brighter and more prosperous future for all OPEIU members, working people in general and their families. In addition, your 100 Club membership entitles you to a special identification card and plaque honoring your contributions.

The following activists were members of OPEIU's Voice of the Electorate President's 100 Club as of April 30, 1993. We thank each of you for your generous \$100 or more contribution to VOTE and for understanding the importance of our political and legislative action programs.

Employees or officers of the International Union: Thomas Babb; Gilles Beauregard; Carolyn Combs; Michael Goodwin; Ron Hutson; Patricia Jeney; John Kelly; Kathleen Kinnick; Billy Kirby; Gary Kirkland; Rosanna Knickerbocker; Richard Lanigan; James Mahoney; Charles McDermott; J.B. Moss; Dolores Musgrove; Gwen Newton; James Noone, Jr.; Faye Orr; Anne Peckham; George Porcaro, Jr.; Donna Shaffer; L.J. Sheridan; Bonita Strauss; Patrick Tully; Michael Walker and Gwen Wells.

Full-time employees of local unions: Walter Allen, Jr.; Anita Billings; John Brady; Judy Burnick; Claire Collins; Michael Cowan; Patricia Devine; Georgia Dobbins-Callahan; John Dunn; Daniel Dyer; Helen Gourde; Paul Greenspan; Howard Griffith, Jr.; Stephen Hancock; Thomas Havriluk; John Heffernan; Patricia Hoffman; Theresa Horner; Adam Kelly; Virginia Levesque; Daniel McShain; Lance Meier; Alton Merchant; Margaret Montgomery; Shirley Morris; JoAnn Nelson; Cynthia Oleson; Eileen Preston; Pat Sanchez; Kathleen Savo; Mary Jane Silvernale; Kirk Stanford; Donald Sullivan; Michael Thompson; Joyce Tracy; Sedora Villa; Shirely Vos; Richard Weaver; Julie Kelly, David Winders and Donald Wright.

Members of local unions: Alwar Alam; Scott Alexandria; Richard Altig, Jr.; Susan Amacher; Malka Arony; Darrell Ballard; Dee Barnhart; Charles Best; Philip Bizar; Dave Blaisdel; Terry Blaylock; Gary Bleier; Matt Blumert; Alec Bookman; Denise Bowyer; Gerald Brown; Robert Brown; Joseph Burbach; Michael Busico; Judith Butz; Donna Capps; Joseph Carn; Rich Carveva; Richard Chrzanowski; David Cohen; Joy Cohrs; Arthur Coles; Roger Collins; Everett Diers; Karen Dohm; Arthur Dubowy; George Farenthold; Bertra Feldman; Charles Ferguson; Cindy Furer; Pam Gay; David Geneser; Larry Geneser; Bruce Gilpatrick; Ed Goings; Warren Goodwin;

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Nearly 200 OPEIU delegates attended the Western Canadian Regional Education Conference.



Local 378's education committee, which organized the conference, pose for this photo opportunity.

Western Canadian Unionists Hone Skills at Regional Conference

Nearly 200 stewards and local union representatives attended the 1993 Western Canadian regional conference to improve their representational skills as well as learn new ones and gain updates on recent developments in labor law.

In addition to organizing (internal) and workplace harassment, numerous other workshops were offered to job stewards and staff, including pay equity, unfair labor practices, team concepts, new member orientation, grievance handling and

bargaining unit issues.

International President John Kelly addressed the group on the state of the union in Canada and the United States, as well as on upcoming legislative battles and past victories in both nations.

Vice President Ron Tuckwood also attended. His Local Union 378 and its staff were largely responsible for the planning and success of the conference.

The conference took place March 19 to 21, 1993, at the Coast Plaza Hotel in Vancouver, British Columbia.

Contingent Workers

(Continued from page 2)

Employers tout the current restructuring and resort to the contingency workforce model of doing business as necessary to cut costs, increase flexibility and gain competitive advantage in a global economy — the same buzzwords always used to cover-up workplace injustices. But what is the real story? The truth is the claimed benefits of a workforce transformation to part-time and temporary employment are illusory and spurious.

In reality, the new restructuring is an elaborate and cynical shell game in which American workers are used as pawns by employers for temporary profit gain while the risk of job insecurity and benefit loss is transferred to the workers and their families and ultimately to the government.

The long-term effects of the contingent workforce shell game are dramatic for American work-

ers, their families and our economy. These workers are far more vulnerable to fluctuations in the economy. They have no savings to rely upon in the event of job loss. They are without health or retirement benefits, and they are afforded no training which might qualify them for alternative employment opportunities.

The burden of supporting the new workforce, even when employed, will fall squarely on the shoulders of government. The ultimate result of the increasing tax burdens of an expanding social welfare safety net for an untrained contingent workforce will be loss of competitive advantage and more structural unemployment and underemployment. In short, the new contingent workforce restructuring promises to fuel a continuing spiral of economic decline, particularly in our urban areas where the so-called "flexibility" of a contingent workforce is most available to employers due to high unemployment and easy victimization of workers desperate for jobs. . .

2500 Kaiser Members Gain Wages

The new OPEIU Local 30 contract for nearly 2,500 employees at Kaiser Permanente in San Diego County calls for across-the-board wage increases, as well as lump sum cash payments for employees at the three-year rate in the second and third years, said Local 30 Business Manager Joe Beaver.

According to Beaver, all workers will gain 3 percent in the first year of the contract. Employees at the three-year rate will gain between \$275 and \$775 in both the second and third years of the agreement.

The settlement includes a new optional sick leave program providing income protection for employees out on sick leave for extended periods. Such employees would receive 50 percent of their normal base rate in addition to possible additional income from state disability or workers' compensation, he said.

There is an optional alternate compensation program which provides for a 30 percent increase in the base wage rate in lieu of paid time off and benefits.

The contract establishes a joint labor/management committee to administer a special fund for the calendar years of 1994 and 1995. The fund is to be used for retraining displaced employees, skill enhancement of employees and new technology.

The contract also substitutes floating holidays for Veteran's Day and the Christmas shopping holidays.

The Kaiser agreement covers occupations from housekeepers to nurses.

Union Privilege Helps Program Participants in Flooded Areas

Union members living in areas hit by the recent massive Mississippi River flooding may have one less financial worry, thanks to the Union Privilege programs.

Flood victims who participate in the Union MasterCard, Loan, Mortgage and Real Estate, and Life Insurance programs may be eligible for payment extensions, financial assistance and other special help through Union Privilege program providers.

"We understand how tough it is for people to put their lives back together when disaster strikes," says Union Privilege President David Silberman. "That's why we've contacted our program providers and assembled this special-assistance program — to let our members know that we're here, and that we'll do whatever we can to help."

Assistance plans vary by program provider. To find out more, affected members are encouraged to call the programs in which they participate. The toll-free program numbers are as follows:

- Union Member Mortgage and Real Estate: (800) 257-0460
- Union MasterCard: (800) 622-2580
- Loan Program: (800) 343-7097
- Life Insurance Plan: (800) 327-4349

In 1992, Union Privilege and its program suppliers offered similar program payment extensions and financial assistance to victims of Hurricanes Andrew and Iniki.

Boston Rally

(Continued from page 2)

nate the so-called 'costly abuse' within the system and save their tax dollars; when, in fact, it is an erosion of services, a loss of jobs providing a decent standard of living and quality of life and an increase in cost for those who depend on public services and can least afford to pay.

"Privatization is not cost saving, but cost shifting, as it allows 'greedy opportunists' to reap huge profits off of the labor of the working women and men, who now have the right to work for less.

"In addition to getting the membership active and involved, the public has to be educated to the fact that this is not just a labor issue of jobs, but is a question of whether or not society (govern-

ment) is going to provide essential services, at a shared cost, for the benefit of all. Or, will this country return to one in which those who have, get more, and those who do not, get none.

"This is the real issue that needs to be addressed, and the rally on the 10th was one of the efforts underway to bring it to the forefront; newsletters, leaflets and lobbying of our elected officials at all levels, are some of the other things being done to further our cause.

"Public servant' has come to mean 'fat, lazy, wasteful, and a drain on tax revenues.'" Our job is to convince the public that the services provided for them are necessary, and that the workers providing them are hardworking, dedicated professionals performing essential services to all citizens, not just the privileged.

Local 459 Nurses Gain \$15,750 Bonus at Lansing General Hospital

The registered nurses at Lansing General Hospital recently received bonus checks totalling \$15,750. It was the penalty the hospital was forced to pay for short-staffing some units during 1992.

The short-staffing bonus was created in December 1990 negotiations, reports Local 459 Business Representative Joseph Marutiak. The hospital has an acuity system in place which requires nurses to score each patient. These scores are used to determine how many nurses are required on each unit that day. If the hospital understaffs the unit for three or more days, it is assessed a \$250 penalty.

At the end of the year, according to Marutiak, the penalties are added up and distributed among all nurses in the bargaining unit. It doesn't matter which unit was short staffed because the penalty is based upon the belief that short staffing in one unit affects all others.

Last year was the first time the penalty was paid. The hospital distributed \$23,500 to nurses. But most of the nurses agree they would rather have adequate staffing than the money and hope, therefore, that someday the penalty amount will be zero.

Lansing General Hospital is located in Lansing, Michigan.

Local 376 Member Wins \$8,000 in Arbitration Over Reduced Hours

OPEIU Local 376 Member Christine Scheppard has won \$8,000 in backpay after her local union won an arbitration case filed on her behalf. The arbitrator found the employer violated the contract when it arbitrarily reduced her hours, reports Local 376 Vice President Nancy Swanson.

Scheppard works for an employer, the arbitrator found, who ignored the seniority clause of the labor agreement. Although the employer cried poverty, it reduced Scheppard's hours to less than the junior secretary's and before terminating the part-time employee.

OPEIU Lobbies in California



The California Labor Federation held its legislative Conference in Sacramento May 24 to 26, 1993. In attendance as OPEIU delegates were Kathleen Kinnick (International Vice President), Jack Henning (State Federation President), and Diana Volpini-Allen from Local 3 in San Francisco; and Eileen Preston, Tamara Rubyn and Holly Carey from Local 29 in Oakland.

Delegates lobbied their state representatives on issues and bills pending relative to labor such as workers' compensation, child care, civil rights, job preservation, safety and health, social insurance and many other areas.

In the picture above (from left-to-right) are Delegates Eileen Preston, Diana Volpini-Allen, Tamara Rubyn and Holly Carey.

They Voted AGAINST You

Those who voted against us on HR5 — 190 of them — were well aware that the bill was the most important piece of labor legislation in many years. So there is no excuse for a "NO" vote. Following are those who voted against you.

- | | | | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ALABAMA
Callahan (R)
Everett (R)
Bachus (R) | CONNECTICUT
Shays (R)
Franks (R)
Johnson (R) | INDIANA
Buyer (R)
Burton, D. (R)
Myers (R) | MICHIGAN
Hooekstra (R)
Camp (R)
Upton (R)
Smith (R)
Knollenberg (R) | NORTH CAROLINA
Valentine (D)
Lancaster (D)
Neal (D)
Coble (R)
McMillan (R)
Ballenger (R)
Taylor (R) | TENNESSEE
Quillen (R)
Duncan (R)
Cooper (D)
Sundquist (R) |
| ARIZONA
Stump (R)
Kyl (R)
Kolbe (R) | DELAWARE
Castle (R) | IOWA
Leach (R)
Nussle (R)
Lightfoot (R)
Grandy (R) | MISSISSIPPI
Whitten (D)
Montgomery (D)
Parker (D)
Taylor (D) | OHIO
Portman (R)
Oxley (R)
Gilmor (R)
Hobson (R)
Boehner (R)
Hoke (R)
Kasich (R)
Pryce (R) | TEXAS
Johnson (R)
Hall, R. (D)
Barton (R)
Archer (R)
Fields (R)
Pickle (D)
Geren (D)
de la Garza (D)
Stenholm (D)
Combest (R)
Smith (R)
DeLay (R)
Bonilla (R)
Arme (R)
Ortiz (D)
Tejeda (D) |
| ARKANSAS
Lambert (D)
Hutchinson (R)
Dickey (R) | FLORIDA
Hutto (D)
Fowler (R)
Stearns (R)
Mica (R)
McCollum (R)
Bilirakis (R)
Young (R)
Gibbons (D)
Canady (R)
Miller (R)
Goss (R)
Lewis (R)
Ros-Lehtinen (R)
Shaw (R) | KANSAS
Roberts (R)
Meyers (R) | NEBRASKA
Bereuter (R)
Barrett (R) | OKLAHOMA
Inhofe (R)
Brewster (D)
McCurdy (D)
Istook (R)
English (D) | UTAH
Hansen, J. (R) |
| CALIFORNIA
Herger (R)
Doolittle (R)
Baker (R)
Pombo (R)
Farr (D)
Dooley (D)
Thomas (R)
Huffington (R)
Gallegly (R)
McKeon (R)
Moorhead (R)
Dreier (R)
Horn (R)
Royce (R)
Lewis (R)
Kim (R)
Calvert (R)
McCandless (R)
Rohrabacher (R)
Dornan (R)
Cox (R)
Packard (R)
Cunningham (R)
Hunter (R) | GEORGIA
Kingston (R)
Collins (R)
Linder (R)
Gingrich (R)
Darden (D)
Rowland (D)
Deal (D)
Johnson (D) | KENTUCKY
Bunning (R)
Rogers (R) | NEVADA
Vucanovich (R) | OREGON
Smith, R. (R) | WASHINGTON
Dunn (R) |
| COLORADO
McInnis (R) | IDAHO
Crapo (R) | LOUISIANA
Livingston (R)
Tauzin (D)
McCrery (R)
Baker (R)
Hayes (D) | NEW HAMPSHIRE
Zeliff (R) | PENNSYLVANIA
Clinger (R)
Greenwood (R)
Shuster (R)
Walker (R)
Gekas (R)
Goodling (R)
Ridge (R) | WISCONSIN
Klug (R)
Gunderson (R)
Petri (R)
Roth (R)
Sensenbrenner (R) |
| | ILLINOIS
Hyde (R)
Crane (R) | MAINE
Showe (R) | NEW JERSEY
Saxton (R)
Roukema (R)
Gallo (R)
Zimmer (R) | RHODE ISLAND
Machtley (R) | WYOMING
Thomas (R) |
| | | MARYLAND
Gilchrest (R)
Bartlett (R)
Morella (R) | NEW MEXICO
Schiff (R)
Skeen (R) | SOUTH CAROLINA
Ravenel (R) | |
| | | MASSACHUSETTS
Blute (R)
Torkildsen (R) | NEW YORK
Mollinari (R)
Walsh (R)
Paxon (R) | | |

House Votes 239-190 For Workplace Fairness Bill

For the second time in two years, the House of Representatives has given a strong stamp of approval to the labor movement's top legislative priority — the Workplace Fairness bill (HR5). By a vote of 239 to 190, the House on June 15 approved the bill which would prohibit employers from permanently replacing economic strikers.

The bill moved through the House with President Clinton's support. But it is strongly opposed by most Republicans and big business.

Success in the House came after the bill's supporters successfully resisted two amendments aimed at weakening the measure.

One amendment by Rep. Chet Edwards (D-TX) to exempt members of unions who are not certified as the official bargaining representatives of employees failed by a 339-94 vote. A substitute amendment by Rep. Tom Ridge (R-PA), which would have established a 10-week cooling off period before an employer could offer permanent employment to replacement workers, was defeated by a 378-53 vote. Voting in favor of HR5 on final passage were 221 Democrats, 17 Republicans, and 1 independent, while 33 Democrats and 157 Republicans voted against the bill.

The measure now goes to the Senate where it faces the more difficult hurdle of picking up 60 votes to overcome a promised Republican filibuster. An identical measure died in the Senate in June 1992 when we fell three votes short of the 60 needed to end debate.

Help Collective Bargaining

The House debate centered on whether the legislation would help or harm the U.S. economy and relations between management and labor. Proponents of HR5 maintained that collective bargaining in the United States is being undermined by an increasing number of employers who hire or threaten to hire permanent replacements for strikers. If employees cannot be guaranteed the right to return to work at the end of a strike, they are less likely to strike at all and are, therefore, forced to accept management's demands in bargaining. Passage of the legislation would promote greater harmony and cooperation between employers and employees, which is necessary to achieve higher productivity and increase U.S. competitiveness.

Members Urged to Contact Senators

By the time you receive this paper, S55 (the equivalent of HR5) may have already come to the Senator floor, and hopefully we will be celebrating. If, however, it has not come to a vote, we implore you to contact your Senators to urge their support of the Workplace Fairness bill (S55) and ask him or her to vote for cloture on the filibuster. That means that they allow debate to end and for the bill to come to a vote.

They Voted FOR You

On June 15 a total of 239 legislators voted for you on the Workplace Fairness bill. These Representatives are to be considered our friends and are worthy of your support.

- | | | | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ALABAMA
Borwder (D)
Bevill (D)
Cramer (D)
Hilliard (D) | CONNECTICUT
Kennelly (D)
Gejdenson (D)
DeLauro (D) | INDIANA
Buyer (R)
Burton, D. (R)
Myers (R) | MISSISSIPPI
Thompson (D) | NEW YORK
Brown (D)
Sawyer (D)
Regula (R)
Trafficant (D)
Applegate (D)
Fingerhut (D) | TEXAS
Chapman (D)
Wilson (D)
Bryant (D)
Brooks (D)
Edwards (D)
Sarpalius (D)
Laughlin (D)
Coleman, R. (D)
Washington (D)
Gonzalez (D)
Frost (D)
Andrews, M. (D)
Green (D)
Johnson (D) |
| ALASKA
Young, D. (R) | FLORIDA
Peterson (D)
Brown (D)
Thurman (D)
Bacchus (D)
Meek (D)
Johnston (D)
Deutsch (D)
Diaz-Balart (R)
Hastings (D) | KANSAS
Slattery (D)
glickman (D) | MISSOURI
Clay (D)
Gephardt (D)
Skelton (D)
Wheat (D)
Danner (D)
Volkmer (D) | OKLAHOMA
Synar (D) | UTAH
Shepherd (D)
Orton (D) |
| ARIZONA
Coppersmith (D)
Pastor (D)
English (D) | GEORGIA
Bishop (D)
Lewis (D)
McKinney (D) | KENTUCKY
Barlow (D)
Natcher (D)
Mazzoli (D)
Baesler (D) | MISSOURI
Penny (D)
Minge (D)
Vento (D)
Sabo (D)
Peterson (D)
Oberstar (D) | OREGON
Furse (D)
Wyden (D)
DeFazio (D)
Kopetski (D) | VERMONT
Sanders (I) |
| ARKANSAS
Thornton (D) | HAWAII
Abercrombie (D)
Mink (D) | LOUISIANA
Jefferson (D)
Fields (D) | MONTANA
Williams, P. (D) | PENNSYLVANIA
Foglietta (D)
Blackwell (D)
Borski (D)
Klink (D)
Holden (D)
Weldon (R)
McDade (R)
Kanjorski (D)
Murtha (D)
Mezvinsky (D)
Coyne (D)
McHale (D)
Santorum (R)
Murphy (D) | VIRGINIA
Scott (D)
Moran (D)
Byrne (D) |
| CALIFORNIA
Hamburg (D)
Fazio (D)
Matsui (D)
Woolsey (D)
Miller, G. (D)
Pelosi (D)
Dellums (D)
Lantos (D)
Stark (D)
Eshoo (D)
Mineta (D)
Edwards (D)
Farr (D)
Condit (D)
Leluman (D)
Bielenson (D)
Berman (D)
Waxman (D)
Becerra (D)
Martinez (D)
Dixon (D)
Roybal-Allard (D)
Torees (D)
Waters (D)
Harman (D)
Tucker (D)
Brown (D)
Schenk (D)
Filner (D) | IDAHO
LaRocco (D) | MAINE
Andrews (D) | NEBRASKA
Hoagland (D) | NORTH CAROLINA
Clayton (D)
Lancaster (D)
Price (D)
Rose (D)
Henfer (D)
Watt (D) | WASHINGTON
Cantiwell (D)
Swift (D)
Unsoeld (D)
Insee (D)
Foley (D)
Dicks (D)
McDermott (D)
Kreidler (D) |
| | ILLINOIS
Rush (D)
Reynolds (D)
Lipinski (D)
Gutierrez (D)
Rostenkowski (D)
Collins (D)
Yates (D)
Sangmeister (D)
Costello (D)
Evans, L. (D)
Povash (D)
Durbin (D) | MARYLAND
Bentley (R)
Cardin (D)
Wynn (D)
Hoyer (D)
Mfume (D) | NEBRASKA
Hoagland (D) | NORTH CAROLINA
Clyburn (D) | WEST VIRGINIA
Mollohan (D)
Wise (D)
Rahall (D) |
| | INDIANA
Visclosky (D)
Sharp (D) | MASSACHUSETTS
Olver (D)
Neal (D)
Frank (D)
Meehan (D)
Markey (D)
Kennedy (D)
Moakley (D)
Studds (D) | NEVADA
Bilbray (D) | OHIO
Mann (D)
Hall, T. (D)
Strickland (D)
Kaptur (D)
Stokes (D) | WISCONSIN
Barca (D)
Klecicka (D)
Barrett (D)
Obey (D) |
| | | MICHIGAN
Stupak (D)
Barcia (D)
Carr (D)
Kildee (D)
Bonior (D)
Levin (D) | NEW HAMPSHIRE
Swett (D) | NEW JERSEY
Andrews (D)
Hughes (D)
Smith, C. (R)
Pallone (D)
Franks (R)
Klein (D)
Torricelli (D)
Payne (D)
Menendez (D) | SOUTH CAROLINA
Clyburn (D) |
| | | | NEW YORK
Ford (D)
Conyers (D)
Collins (D)
Dingell (D) | RHODE ISLAND
Reed (D) | |

OPEIU announces 7th 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, 1993.**

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, 1994.

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 1994.**

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, 1993

Please send me the application for the 1994 Howard Coughlin Memorial Scholarship

Name _____

Address _____

City _____ State _____ Zip _____

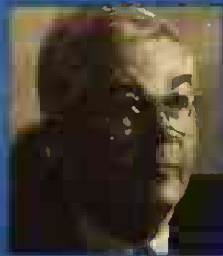
OPEIU Local Union _____

Send to:

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

Call for Canadian Address (202) 393-4464.





Getting Extra Help From Your Local

by John Kelly, International President

Were can I get a lawyer? There are a few questions I need answered. But lawyers cost so much. My family is growing and I have to get a larger house. But Mortgages are still high. I need to have a credit card. But the fees and interest rates are through the roof. Who can I talk to to get the answers needed? The newspapers, radio and television keep telling me about credit cards. Lawyers are also advertising. Mortgage companies keep touting what they will do for me. How can I be sure that what I'm hearing is the best for me and my family? What should I do?

There's an obvious answer. Ask your local union. Yes, your local union. Now more than ever they can be of help not only on the job but in family problems. It used to be you only went to the local when you had

membership meetings or grievances. Now the local can be an avenue for questions about legal and financial problems.

Our union participates in the AFL-CIO Union Privilege Program. Through the mass purchasing power of 14 million fellow trade unionists we are able to offer benefits to our members at substantial savings:

MASTERCARD — special union credit card with low interest, no annual fee.

- Low 11% APR (interest rate) as of April 15, 1993
- Save an average of \$150 a year vs. other cards
- No fee for ATM use, cash advances, checks
- Skip payments during prolonged strikes
- Secured card available to help repair credit problems

MORTGAGE AND REAL ESTATE PROGRAM

— competitive rate mortgages for home purchases, refinancing. Discounts for buyers and sellers.

- Down payments as low as 5%
- Special help for first-time buyers
- Financial assistance for members out of work
- Real estate agent referral; discount on commission

LEGAL SERVICE — free and discounted legal service.

- Free 30 minute consultation on any matter
- Free document review
- Free follow-up letter or phone call
- 30% discount on complex matters

As contract negotiations become more difficult and wage increases harder to negotiate (you all know the reasons for that) we must use everything available to save money.

What do you have to do to find out how to get a Mastercard? How to get a mortgage? How to get a qualified attorney? (By the way, attorneys are available in most areas of the country) The answer is quite simple — call your union office. Each local has the information or knows how to get it. If they don't have it, call the International office. And remember: these benefits are yours because you're an OPEIU member!

Canadian Locals "Rack-Up" Organizing Wins

Our brothers and sisters in OPEIU local unions throughout Canada have an impressive string of winning organizing campaigns — swelling their ranks and bringing to these new members the benefits of collective bargaining. Just a few of these victories include:

- Caisse populaire Laval-Loise, a credit union organized by Local 57 in Montreal, one of many within the Caisse populaire system already represented by Local 57;
- MediSelect in Quebec City, also organized by Local 57;
- Workplace Health and Safety Agency, organized by Local 343 in Toronto;
- Greenpeace Canada, also organized by Local 343;
- Saskatchewan Health Care Association, organized by Saskatchewan's Local 397;
- Tele-Direct's 400 employees, organized by Local 57 in Quebec;
- Office of the Ombudsman's 92 lawyers — the first to be organized under the new Ontario Labour Relations Act — by Local 343;
- Mouvement Desjardins, another credit union organized by Local 57; and

- Finning Tractors' 300 workers, organized by Local 378 in Vancouver, British Columbia.

Welcome to all of our new Canadian brothers and sisters!



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

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1992 Canada CPI (1986 = 100)	127.0	127.1	127.5	127.6	127.8	128.1	128.4	128.4	128.3	138.5	129.1	129.1
% Change from Prior Month	0.5	0.2	0.3	0.1	0.2	0.2	0.2	0.0	-0.1	0.2	0.5	0.0
% Change from Year Earlier	1.6	1.7	1.6	1.7	1.3	1.1	1.3	1.2	1.3	1.6	1.7	2.1
1993 Canada CPI	129.6	130.0	129.9									
% Change from Prior Month	0.4	0.3	-0.1									
% Change from Year Earlier	2.0	2.3	1.9									
1992 U.S. CPI-W	*405.2	406.2	408.1	408.9	409.9	411.4	412.1	418.3	414.5	415.8	416.5	416.3
**136.0	136.4	137.0	137.3	137.6	138.1	138.4	138.8	139.1	139.6	139.8	139.9	
% Change from Prior Month	0.1	0.3	0.4	0.2	0.2	0.4	0.2	0.3	0.2	0.4	0.1	0.0
% Change from Year Earlier	2.4	2.7	3.0	3.0	2.8	3.0	3.1	3.1	2.9	3.1	2.9	2.9
1993 U.S. CPI-W	*417.8	419.2	420.4	421.6	422.6	423.1	423.2					
**140.3	140.7	141.1	141.8	141.9	142.0	142.1						
% Change from Prior Month	0.4	0.3	0.3	0.4	0.2	0.1	0.1					
% Change from Year Earlier	3.2	3.2	3.0	3.1	3.1	2.8	2.7					

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

Holiday Greeting Card:

OPEIU is looking for holiday card designs to use for the Union's official 1993 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 15, 1993**. 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

Deadline September 15, 1993

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