



WHITE COLLAR

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

No. 451

1994 — Issue 2

Executive Board Elects Michael Goodwin President



Michael Goodwin

Following the tragic and sudden death of OPEIU International president John Kelly, the International Executive Board met and elected Michael Goodwin president of the OPEIU. The election took place at a specially called meet-

ing on Wednesday, March 16, 1994, in New York City.

President Goodwin comes to the position from a long-history of leadership in OPEIU, where he has served as International vice president and head of the union's largest local union—153 in New York City. And he comes with a commitment to the members, locals and unorganized workers.

In a report to the AFL-CIO he emphasized that OPEIU is gearing up to the task of organizing more white-collar workers in this rapidly changing workplace. White-collar and professional employees "need to know that OPEIU is here to help them," he said.

Unions are confronted with changing workplace technologies that threaten to dump many employees into low-skilled jobs, he noted. He said further challenges come from the growing part-time workforce, use of replacement workers to break strikes and less health care for more money.

"The OPEIU and the labor movement must develop creative responses to these complex problems," he stressed.

He began his career in the labor movement when he joined the staff of Local 153 in 1967, first as an organizer trainee on leave of absence from his clerk's job with the Seafarers Vacation Plan. It was at the Seafarers that he first met his representative John Kelly—soon to become his mentor, boss, leader and friend.

From organizer he rose to business representative in 1968 and then secretary-treasurer of Local 153 in 1977, helping to build that local union to the 20,000 members it has today throughout New York, New Jersey and Connecticut. In fact, in 1974 he won the union's highest award for organizing—the Henderson B. Douglas Award.

At the meeting President Goodwin stated that the OPEIU was facing a difficult period ahead with heavy responsibilities and challenges. He stated that it was his aim to continue the work of our late President John Kelly and anticipated a smooth transition. He said he was confident that the Executive Board and staff would function as a team working together in unity.

President Goodwin stated he was very pleased to have the opportunity of working with such a competent individual in the person of secretary-treasurer Gilles Beauregard. He also stated his warm feelings and appreciation of the leadership of Canadian director Michel Lajeunesse. President Goodwin informed the Board that he would be calling upon Romeo Corbeil and Joe Finley whom he expected to continue to provide wisdom and guidance, and to share experiences in the months and years ahead.

President Goodwin called upon each Executive Board member to help him direct and guide the union in facing the many challenges. He thanked the Board for the confidence that they had placed in him and
(Continued on page 2)

Canadians Meet New OPEIU President



The OPEIU is the 16th largest union in the Canadian Labour Congress noted new OPEIU president Michael Goodwin who is shown in this photo from the OPEIU Canadian Convention with OPEIU Canadian director Michel Lajeunesse and OPEIU secretary-treasurer Gilles Beauregard.



At the Canadian Convention, officers heard reports that the OPEIU is involved in the Canadian labour movement's job creation initiatives. For example, locals in Quebec are promoting the Fonds de Solidarite-FTQ, and in British Columbia, a similar agency has been set up called the Working Opportunity Fund (WOF) which is an employee investment capital corporation that helps workers' save on taxes. Shown at the far left in this photo is OPEIU regional vice-president Ron Tuckwood who sits on the board of directors of WOF. Also pictured are (L-R) OPEIU president of the Eastern Canada Council Claude Grenier, guest speaker Ailsa Curiel from the Farmworkers' Union, OPEIU Canadian director Michel Lajeunesse, assistant to the director Francine Doyon and vice-president Dave Miller.



Officers from OPEIU locals across Canada attended the sixth triennial OPEIU Canadian Convention held in Toronto April 23 and 24. Delegates heard a moving tribute to former OPEIU president John Kelly who died in March delivered by the new OPEIU president Michael Goodwin. At the convention, delegates passed several resolutions including one that the OPEIU establish a retirees chapter and that all locals be encouraged to provide child care or child care subsidies to enable members to attend OPEIU functions. Delegates also endorsed a policy statement regarding violence against women.



At the OPEIU Canadian Convention, new OPEIU president Michael Goodwin found the time for updates from delegates such as local 15 secretary-treasurer Opal Skilling (shown at far right) and other officers from the British Columbia local.

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Letters to the Editor

For several years, the AFL-CIO has had a Wood Badge Scholarship program with the Boy Scouts of America. They cover tuition for courses in the BSA Wood Badge curriculum—which is in effect graduate school for volunteers. Each year about a dozen are awarded across the country, and this year Susan A. Roberge of your Local 345 won one.

In solidarity,
Alan Bosch,
Staff Representative
AFL-CIO Department of
Community Services

More Memories

The following is a portion of a letter sent to this office by International vice president James Sheridan. It unfortunately arrived too late to be included in the special edition of White Collar commemorating the life of John Kelly. We print it here.

My lasting impression and best remembrances of John are that he never forgot what we as an organization were all about: our role as trade unionists to improve the lot of not only our members but workers generally and everyone in the community . . . I recall best his willingness to take up the cudgel when Local 2 was being slowly squeezed to death financially by WMATA [the Washington transit/subway authority] in our efforts to get recognition and our first contract. And again when we in Washington were being stonewalled by Riggs Bank and the FDIC in our efforts to enforce contract terms that would provide some financial assistance to the 400+ members who were turned out on the street in 1990 [when Riggs

bought out the National Bank of Washington and proceeded to layoff union workers] . . . John didn't hesitate to commit the union to the fullest. He took a personal role in brokering a settlement with Riggs Bank that meant thousands of dollars paid to our members—at a time when no one else gave a damn . . . I remember John Kelly best as a leader who cared—and as a fighter for those who had no one else to turn to.

L. J. Sheridan
Vice President, Region II

I just received the *White Collar* in the mail. To say the least, it was a great tribute to John, and to me, very moving. While you will miss your morning coffee, for me it will be the phone call just to talk, or to see how things were going and the sense that despite the distance and that I'm just this little person out in the Midwest, John was my friend and mentor. He always took the time to care. I will miss him.

In Solidarity,
Judy Burnick
OPEIU Local 35
Business Manager

Please find attached the *White Collar* report (Issue 4, 1993) on our winner of \$2.2 million (in a Canadian lottery). Pictured below are OTEU Local 15 members (left-to-right) Barbara England, Louise Gibson (also vice president), the winner Roxenne Basaraba, a colleague Charmaine Murray, and Nancye Grant, another member. The picture was taken during their Caribbean cruise on the M.S. Masdam.

Yours fraternally,
Opal Skilling,
OPEIU Local 15
Secretary-Treasurer



Support American Income Life— An Insurance Company Sporting the OPEIU Union Label



We are proud that the employees at American Life Insurance Company are represented by OPEIU Local 277, headed by International Vice President J. B. Moss (pictured here).

In these troubled times of high unemployment, declining living standards and unfair international trade competition, union workers—now more than ever—must be vigilant about looking for the Union Label when they spend their hard earned dollars.

Only by purchasing those goods and services provided by union members can we be assured that the workers are receiving fair wages, decent benefits and the dignity that comes from carrying a union membership card.

This is a message that most of you have heard many times, but it bears repeating over and over again. The buying power of union members is awesome. Our challenge is to harness that buying power in support of good union employers for the good of all union members.

As members of the Office and Professional Employees International Union (OPEIU) we are fortunate in that many of our employers are good union companies. American Income Life is under contract to OPEIU. Whenever a union member is in the market for insurance products, he or she should give American Income Life every consideration.

AIL is fully unionized from its national headquarters in Waco, Texas, to each and every local office. The employees of AIL are members of OPEIU Local 277 which means that every product AIL offers carries the

union label and is serviced by a union member.

What makes American Income Life special is that the company's support for the labor movement is total. The company, through its Chairman Bernard Rapoport and state general agents, believes in the union philosophy in both word and deed.

Each year, AIL and its state general agents, donate hundreds of thousands of dollars to labor and labor-related causes. In addition, AIL carefully reviews and develops insurance products with the special needs of union members in mind.

For example, American Income Life waives premiums whenever a union member participates in an officially sanctioned strike. The waived premiums never have to be repaid. This is just one way that American Income Life is committed to the union philosophy.

American Income also assists union members who are victims of layoffs. The company will waive premiums for up to three months to help a union member keep his or her insurance during that difficult time.

American Income Life's labor activities are guided by the Labor Advisory Board comprised of 50 prominent union leaders, primarily presidents of major international unions. The members of the Labor Advisory Board inform company management of various concerns, issues and developments of importance to organized labor that relate to the insurance products offered by the company. In addition, the board members make recommendations to American Income Life with respect to the company's charitable donations to labor-related causes.

AIL is just one of many union employers who deserve the support and consideration of union members when they do their shopping. As union members, we must never forget the link between our dollar power and our standard of living. Whether goods and services are purchased from a company that is non-union, part-union or all-union, the choice is really ours to make. That choice must be ALL-UNION, all the way.

Executive Board Elects Michael Goodwin

(Continued from page 1)

expressed his desire to live up to the same principles that John Kelly stood for and to make the progress John had hoped for.

President Goodwin pledged to perform the duties of the Office of President with pride and to carry out the responsibilities of the office in ways expected of him.

In 1979 his leadership skills were

further recognized when he was elected International vice president of OPEIU. He serves as well on the executive committee of the New York State AFL-CIO, as vice president of the New York City Center Labor Council, as trustee of the Maritime Port Council of Greater New York and Vicinity, on the New Jersey Industrial Union Council, as co-chair of the \$130-million Local 153 Pension Plan,

as co-chair of the Local 153 Health Plan, and as county committee person for the Bergen County Democratic Committee.

President Goodwin lives in Rutherford, New Jersey, with his wife Patricia Hoffman and two children Christopher, 7, and Anne, 3. He has four daughters from a former marriage: Donna Carbonaro, 27; Patty 26; Cherylyn, 22; and Karen, 19.

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

MICHAEL GOODWIN President
GILLES BEAUREGARD Secretary-Treasurer



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Managing Editor

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ACPS

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Health Lobbyists: Busy Beavers

By Jim Hightower

Remember, maybe way back in your past, some dark, crystal clear night when you looked up and saw the Big Dipper—more stars than you thought the sky could possibly hold?

Well, multiply that number by, say, ten . . . and that's approximately how many Washington lobbyists the health industry has hired.

This is "not" good news.

Lobbyists are like beavers—they're experts at getting in the middle of the flow and damming everything up.

And that's exactly why insurance companies, drug makers, and others have hired every Washington lobbyist with a Sharkskin suit. It's an all-out effort to dam up the public's demand for health reform.

Maybe you've seen the homey TV ad with "Harry and Louise," a sincere, middle-class couple at their breakfast table, expressing grave doubts about these reforms. At the end is a little tagline saying the spot is sponsored by "The Coalition for Health Insurance Choices." A Ralph Nader group?

Hardly. It's a coalition of insurance companies with a huge financial stake in defeating real reform.

Part of a \$7 million ad campaign, this effort to twist public debate with deceptive image ads is called "deep lobbying."

Meanwhile, in the shallower waters of Washington, the industry has unleashed on Congress plenty of old-style, back slapping, palm-greasing lobbying. The insurance firms even persuaded Bill Gradison to give up his congressional seat this year and become their chief influence peddler. Gradison had been top Republican on the key subcommittee that'll decide the fate of our health-care system. He's loaded with connections—and as an ex-member, Gradison gets full access to all the inner-sanctuaries of Congress. Plus, he's point-man for companies that have already made "\$23 million" in Congressional PAC contributions in the past decade.

This is way we've got to keep our

eyes—and the heat—on our members of Congress throughout this fight. Don't even blink!

This is Jim Hightower saying . . . to keep informed of who's doing what to whom on health care, contact a real Ralph Nader group: Public Citizen. Call them on 202-833-3000.

Kmart's Little Snoopers

"Attention Kmart shoppers: We have a 'Blue Light' special over on aisle thirteen. Some employees from our distribution center are passing out information about how Kmart has been spying on them. Now isn't "that" special?"

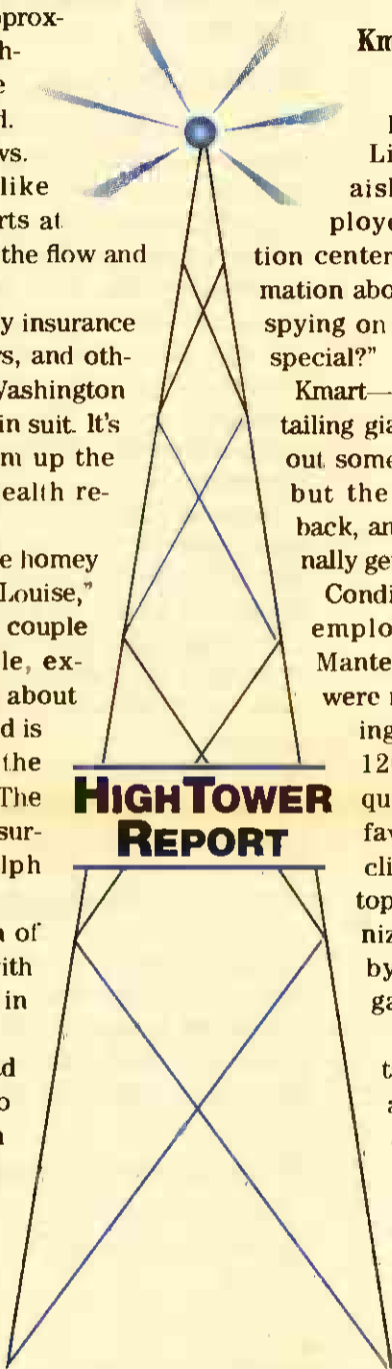
Kmart—the \$38-billion-a-year retailing giant—has been stressing-out some of its own employees, but the workers are fighting back, and the company might finally get its just desserts.

Conditions for the nearly 500 employees at Kmart's new Manteno, Illinois, warehouse were not good, including having to work in more than 120-degree heat, inadequate safety protections, favoritism and a general climate of intimidation by top brass. So a union organizing drive this summer by the Teamsters was gaining steam.

Of course, workers talked among themselves about it, and both Al and Janet Posego were very chatty on the subject. The amiable couple hadn't worked long at the warehouse, but they'd befriended quite a few of their co-workers.

But what Kmart workers didn't know was that Al and Janet were corporate spies—private gumshoes hired by Kmart. They were reporting every juicy bit they gathered on Manteno workers.

But it backfired on the big retailer, because word got out about the Posegos, and their spying was the final straw for many employees. They voted to join the union . . . and began fixing some of what's gone terribly wrong at their company. To put the "red light" to any further invasion of privacy, the Teamsters have now filed suit against Kmart and its little snoopers.



Angina: Stable and Unstable

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



Angina (sometimes called angina pectoris) is a type of chest pain or discomfort caused by failure of the coronary arteries to supply enough oxygen to the heart muscle.

The pain is felt centrally in the chest, but may radiate to the arms, back, neck or jaw.

Anginal discomfort may be different for different people. Some people feel the symptoms when they over-exert themselves. Others feel the pain when they get very upset or excited.

Over time, they can usually tell which activities will give them pain. Usually, the discomfort will go away in a few minutes.

This type of chest discomfort is called stable angina.

But sometimes this regular pattern of stable angina changes and the condition becomes unstable. People with unstable angina include those who:

- Have anginal discomfort when they are resting, or that awakens them when they are asleep.
- Suddenly develop moderate or severe discomfort on exertion when they have never had angina before.
- Have a marked increase in the frequency or severity of their discomfort.

Neither stable nor unstable angina always means you are going to have a heart attack. But unstable is worse than stable because the risk of heart attack is greater.

People having chest pain of unusual character, severity or duration should go immediately to hospital emergency rooms for evaluation.

They should not drive themselves, but instead go by ambulance or have someone drive them. Such pain could signal a heart attack occurring or about to occur.

However, there is a brighter side to this picture, according to expert guidelines released recently by the Agency for Health Care Policy and Research, a Public Health Service agency.

If pain is relieved and the patient is at low risk, many patients can safely be given aspirin or other blood thinners and sent home—as long as they are further evaluated as outpatients within 72 hours.

The panel of 19 private-sector heart experts that drew up the guidelines found that only about half of all cases of unstable angina require hospitalization. The others can be treated appropriately as outpatients.

Suppose you are taken to a hospital emergency room with chest pains. What can you expect to happen there?

The doctors and nurses will first decide if you have unstable angina. If that's the case, you will be given medication through a vein in your arm to stop the pain and prevent injury to your heart.

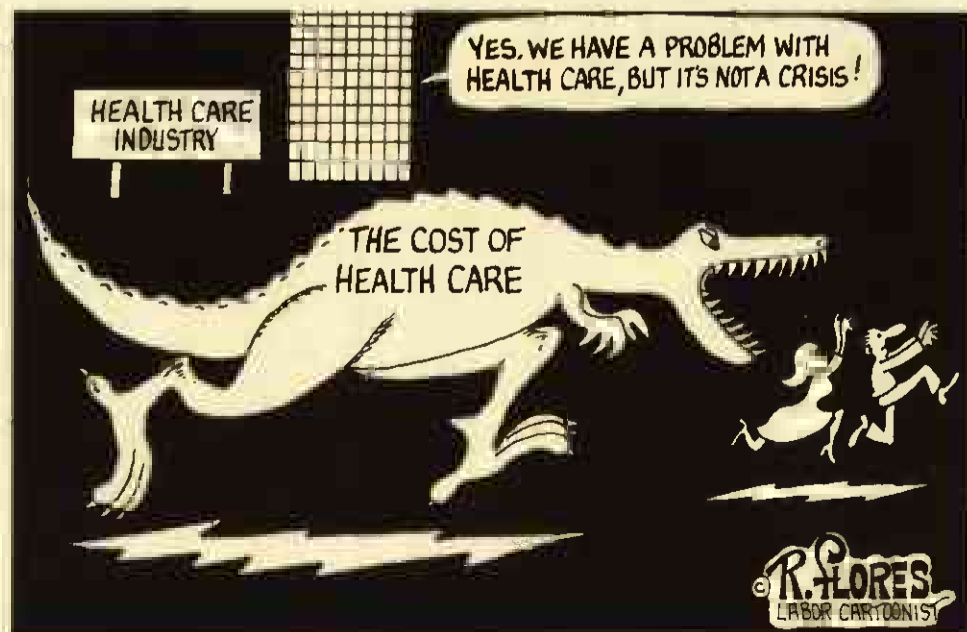
These medicines will help prevent blood clots and help your heart work more easily. You probably will be given oxygen to help you breathe and to get more oxygen in your blood.

The doctors and nurses will ask how you are feeling and if the medicines have stopped your discomfort. It is important to tell them how you really feel. If the medicines do not stop your discomfort, there are other things that can be done to help you.

But these things need to be done quickly. The doctors and nurses may not be able to explain everything as it is happening. There will be time for you to ask questions after your doctor finds out how serious your condition is.

Consumer versions of the angina guidelines in English and Spanish are available without charge from AHCPR Publications Clearinghouse, P.O. Box 8547, Silver Spring, MD. Or you can call (800) 358-9295 between 9 a.m. and 5 p.m. Eastern Standard time.

If you have any questions, or suggestions for future articles, write to me at 951 Yuba Street, Richmond, CA 94805.



Jim Hightower is a long-time fighter for working people, and now this "Hell-raiser on the Airwaves" is sowing the seeds of grass-roots activism on Hightower Radio, a weekday commentary program for national syndication. If your local stations are not yet receiving Jim's program, let them know it's available. For more information, call Hightower & Associates at (512) 477-5588.

Regionals Address Health Care Reform, Cooperative Programs, ADA, FMLA and Financial Reporting



Although labor-management cooperative programs are not part of OPEIU policy, it is important for the locals to understand what they are and how they work. It is especially important in light of the fact that the U.S. Department of Labor Secretary Robert Reich is touting such programs as increasing productivity and the fact that many of our locals face employer insistence that these programs be developed.

The International Union is trying to help local union members, staff and officers understand the nuances that labor-management participation presents.

All delegates are exposed to labor-management programs in a day-long session by experts. Then for a half-day they choose between training on the Americans with Disabilities Act and Family Medical Leave or Secretary-Treasurers and Trustees Reporting Requirements.

Since the last regional conferences both ADA and FMLA went into effect. Both are complex and impact on bargaining. At each conference we explain the basics of each with a brief overview of their effects on our bargaining contracts. (See questions and answers here on the Family and Medical Leave Act.)

The Secretary-Treasurers and Trustees workshop updates those officers on local union financial responsibilities and reporting requirements (both of the International and the Department of Labor). In fact, Department of Labor officials in the last two conferences participated in the training, along with our accountant Peter Novak from Thomas Havey & Company. DOL Area Director Dave Seifirt taught members in San Antonio, while

Investigator Diane Jenkins taught them in Portland, OR.

Southwest/Southeast Regional Conference

This year's Southwest/Southeast Regional Conference took place in San Antonio, Texas, April 22 to 24, 1994.

The International Union brought in to lead discussions Guillermo Grenier, a noted authority on labor-management participation programs and author of the book *Inhuman Relations: Quality Circles and Anti-Unionism in American Industry*. Thomas Humphreys assisted Grenier and led discussions on ADA. Both teach at the Center for Labor Research and Studies, Florida International University.

Doug Richardson, AFL-CIO Regional Representative, described in detail the Clinton Health Security Act as well as other proposals for national health care reform. Richardson was able to make a very complicated issue clear for the delegates, as he fielded many questions on the Act's potential impacts. He stressed the immense importance of passage of universal health care to trade unionists and to all Americans.

Local unions sending delegates included: 13 (St. Louis, MO); 27 (Galveston, TX); 46 (Tampa, FL); 66 (Port Arthur, TX); 73 (Jacksonville, FL); 87 (Lake Charles, LA); 100 (Miami, FL); 119 (Chattanooga, TN); 129 (Houston, TX); 182 (Nashville, TN); 251 (Albuquerque, NM); 277 (Ft. Worth, TX); 298 (Austin, TX); 303 (Texarkana, TX); 306 (Amarillo, TX); 320 (Kansas City, MO); 337 (Palatka, FL); 354 (Jamesville, NC); 367 (Memphis, TN); 381 (Oklahoma City, OK); 383 (Baton Rouge, LA); 437 (Ponca City, OK).

West/Northwest Regional Conference

The 1994 conference for the West/Northwest Region was held May 13 to 15, 1994, in Portland, Oregon.

Delegates write their congressional representatives to lobby for health care reform.



International representative Jeff Rusich and vice president Gary Kirkland participate in West/Northwest Conference. Behind them are Local 3's Diana Volpini-Allen and Local 11's Lance Meier.



\$300 Subsidy

"We had very good attendance at both conferences, slightly up from last year's," said OPEIU education director Gwen Wells. "I partly attribute it to members wanting to meet our new International President, to the subject matter and the quality of our training, but also to the \$300 subsidy we give attending locals. Prior to each conference we called locals and I was surprised to find so many that still did not know

about our education subsidy program. It clearly made a difference in whether or not several local unions attended," she said.

"I want to make sure all of our local unions are aware that currently they will receive \$300 following a regional conference to which they send members. And the subsidy has gone up every year. I hope to report, therefore, an increase in 1995," Wells concluded.

Jill Kriesky and Bill Fritz led delegates in discussions of labor-management participation programs. International vice president Gary Kirkland described Local 11's successful cooperative venture at Northwest Natural Gas Company, but warned participants that both parties must be totally committed and have complete trust in the other.

Ellen Pinney, director of the Oregon Health Action Campaign—a coalition of many groups fighting for national health care reform in Oregon state—emphasized the goals that we all must seek in any health care legislation:

- universal coverage
- comprehensive health benefits
- employment-based financing
- no taxation of fringe benefits
- cost containment controls.

Delegates attended from the following local unions: 3 (San Francisco, CA); 5 (Denver, CO); 8 (Seattle, WA); 11 (Portland, OR); 23 (Tacoma, WA); 29 (Oakland, CA); 30 (Los Angeles, CA); 174 (Burbank, CA); 286 (Salt Lake City, UT); and 537 (Burbank, CA).

Full-Time Staff Train for Bargaining

Pension and health care bargaining were the core of the training program offered by the International Union to full-time officers and staff at the George Meany Center for Labor Studies in Silver Spring, Maryland, March 26 to 29, 1994.

According to the advance conference notice "health care remains the number one issue at the bargaining table." How can we fashion good comprehensive coverage for our members, while holding down the costs? Does it make sense for some local unions/employers to self-insure? What will the Clinton proposals mean for bargaining? These were just a few of the questions answered during the training program.

Designing a good pension plan, analyzing a pension summary or report, tactics at the bargaining table were just a few of the issues addressed in pension bargaining discussions.

Jeffrey MacDonald, deputy director, and John Fleming, adjunct senior staff associate, at the Meany Center very effectively led delegates through the bargaining discussions.

But several other topics were discussed in depth, including: The Service Contract Act & Organizing by Steven Lerner, organizing consultant; and Family and Medical Leave Act by Walter Pearson, education director, Bakery, Confectionery and Tobacco Workers International Union.

Voice of Electorate

The International Union has established a VOTE Committee composed of representatives from various local unions around the country and chaired by Walter Allen of OPEIU Local 6 in Boston. The committee's objective, Allen explained to the delegates, is to increase participation in our political action fund so that we might

have more influence in the political arena on behalf of our members. "We must help elect progressive candidates to office and pass legislation to benefit OPEIU members and working Americans," he said.

Delegates proceeded to brainstorm better techniques for inspiring members to become more politically involved and for motivating them to contribute regularly to VOTE. Allen proclaimed it a very productive working session.

Overwhelmingly the delegates rated the program and the speakers "excellent" on the evaluation forms. The vast majority of complaints were that there was not more time to cover additional, very technical material on pension and health care bargaining. And that participants would have liked more time to meet informally with

(Continued on page 6)



Delegates to the Full-Time Staff Conference display their support for organizing and the strength of numbers.

After introducing the International staff, at the Full-Time Staff Conference, president Michael Goodwin calls for a moment of silence in honor of deceased president John Kelly. With him (left to right) were International representatives Donna Shaffer, Jeff Rusich, Bonnie Strauss and Anne Peckham.



OPEIU Mourns Long-Time Activist John Hazel



(February 11, 1929 - January 29, 1994)

OPEIU officers, staff and members mourn our friend and brother John Hazel—a dedicated trade unionist, civil rights activist, community leader and caring individual. Hazel dedicated much of his life to defending others, to protecting the rights of workers on the job and within the community at large. We, of course, particularly remember him here for his many years of devotion to OPEIU Local 2 in Washington, DC, and to the International Union. Even in retirement he served as coordinator of Solidarity Day II for the union—an event we all fondly remember as one of celebration and solidarity—one that must have provided Brother Hazel with a massive headache prior to the certain exhilaration he had to have experienced following his success. But it was typical of him to work long and hard without any complaints. Brother Hazel, after many years in the labor and civil rights movements, remained positive and hopeful. He always had faith in his brothers and sisters, and he was rarely disappointed. We were certainly never disappointed in him. He was an inspiration and a good, close friend who changed our lives in the very best ways. We will miss him very much.

We print here excerpts from his obituary that you might know John Hazel and his history better:

John Charles Hazel, labor leader, former president of The District of Columbia Public Library Board of Trustees, an untiring church and community worker, and retired secretary-treasurer for the Office & Professional Employees International Union, Local No. 2, died Saturday, January 29, 1994, at the Washington Hospital Center in Washington, DC.

John, a native of the District of Columbia, attended the public schools of Washington, DC. In 1947, he graduated from Armstrong High School and went on to attend Miner Teachers College . . . American and Cornell Universities.

He was baptized at Shiloh Baptist Church of Washington . . . and dedicated his life to serving his church. At a very early age John participated in many of Shiloh's activities and organizations—Sunday School, Drama Club, Baptist Training Union, Usher Board, Young People's Choir . . . Board of Trustees and the Deacon Board.

John's employment with the labor movement began with the Communications Workers of America (CWA), and he culminated his career as secretary-treasurer of the Office & Professional Employees International Union, Local 2. He gave his time and energy to numerous labor board and community service organizations, including the Greater Washington Central Labor Council/AFL-CIO, United Labor Agencies, the D.C. Advisory Council on Vocational Education and the United Way Assembly. His active community involvement also included: A. Phillip Randolph Institute, National Association for the Advancement of Colored People (NAACP), Coalition of Black Trade Unionists, Boys & Girls Club of the Metropolitan Area, Board of Directors for the D.C. Special Olympics, and the Parent-Teacher Association president.

In 1973 Mayor Walter E. Washington appointed John to the District of Columbia Board of Library trustees . . . From 1983 to 1991 John served as president of the Board. Under his leadership, the library system experienced substantial growth in funding and community support, evidenced by its successful fundraising effort—the King Mural Project.

. . . Some of his many awards received included: Ward One Democrats Hall of Fame (1993), Council of the District of Columbia's John C. Hazel Recognition Resolution of 1992, J.C. Turner Award for Outstanding Leader in the District of Columbia Metropolitan Area (1985), AFL-CIO Award for Meritorious Service (1985), District of Columbia Committee for Political Education Award (1984), Washington Metropolitan Central Labor Council Community Service Award (1981), and the United Way Loaned Executive Award (1975).

. . . He is survived by his loving wife Jacqueline B. Hazel; daughter Patricia A. Tolson; son John C. Hazel, Jr.; two grandsons Jerome Jr. and Sean Tolson; one great-grandson Jerome Tolson III; two sisters Ernestine H. Warren and Audrey M. Harrison; three brothers Dorville E., Fleeks B., and David T. Hazel . . .

John Charles Hazel lived a life of public service. His footprints in the sands of time challenge all who knew him to "go and do likewise."

Full-Time Staff Train for Bargaining

(Continued from page 5)

each other. We hope both of these are possible in the future, although costs for additional days are often prohibitive, said education director Gwen Wells.

Conference Participants

Local unions sending the nearly 85 delegates to gain additional bargaining expertise were: 1 (Indianapolis, IN); 2 (Washington, DC); 3 (San Francisco, CA); 5 (Denver, CO); 6 (Boston, MA); 11 (Portland, OR); 12 (St. Paul, MN); 19 (Toledo,

OH); 23 (Tacoma, WA); 32 (Union, NJ); 35 (West Allis, WI); 39 (Madison, WI); 42 (Detroit, MI); 67 (Charleston, WV); 95 (Wisconsin Rapids, WI); 106 (Groton, CT); 140 (Burbank, CA); 153 (New York, NY); 212 (Buffalo, NY); 277 (Ft. Worth, TX); 343 (Toronto, ONT); 391 (Chicago, IL); 457 (Smithfield, PA); 459 (Lansing, MI); 494 (Detroit, MI); 502 (Vermillion, OH); 512 (Lansing, MI); 513 (Elyria, OH); 537 (Burbank, CA); 600 (Boston, MA); 787 (West Allis, MI); and 1794 (Cleveland, OH).

Vice President Jim Mahoney Retires



James Mahoney, International vice president as well as president and business manager of OPEIU Local 6 in Boston, Massachusetts, retired from the local union on March 1, 1994—after 23 years of service.

Over the past two decades, Mahoney helped hundreds, if not thousands, of OPEIU members through various struggles—from grievances and arbitrations to contract negotiations and organizing.

He has been an active member of the labor community in Massachusetts for many years, working with the Massachusetts AFL-CIO, the Greater Boston Central Labor Coun-

cil, the Boston Labor Guild, T.E.A.M. and numerous other labor-related groups and coalitions which benefit working men and women.

In addition to his positions with Local 6, Mahoney served as International vice president for the Northeast Region of the United States since 1980.

Among his many achievements during his long career, he received the union's highest honor, the Henderson B. Douglas Award, for organizing the most union members during a single year. He was also awarded the Cushing-Gavin Award for outstanding achievement by the Boston Labor Guild. But he considers his greatest accomplishment his leadership and success in organizing into OPEIU Local 6 the employees of the Massachusetts Trial Court, bringing those workers the benefit of union representation.

He began his career as a trade unionist as a sales representative for the Schiltz Brewing Company. As a Local 6 member there, he became a union activist. He always has believed in the cause of organized labor, and his credo always has been "do what is best for Local 6 and its members." He always did.

We wish him health and happiness in his retirement. It's well deserved.

In Another Election Local 8 Wins Support of County Clerical Workers

In an election held in late October 80 office workers in the King County Department of Assessment chose OPEIU Local 8 by a wide margin as their union representative. This department was one of the few non-union county departments left, according to Local 8 Organizer Cindy Schu.

A committee of 10 employees met several times each month for six

months to find ways to involve coworkers in organizing the union and to develop workplace issues. Changing the current merit pay systems and reclassifications, job protection and office automation, and the merger of King County and Metro were the important issues on the job for these new members.

And it is around these issues that bargaining is now focused.

OOPS! Did We Say That?

We apologize to Arne Carlson, winner of an OPEIU Howard Coughlin Scholarship, for referring to him as a "she." It was a typographical error, and we're sorry.

Richard Lanigan to Lead Local 153, New York



he was hired as an organizer following his graduation from S.U.N.Y. Stony Brook. As an organizer he had an opportunity to work with both Michael Goodwin and John Kelly. He says now that "he learned from the best." His successes as an organizer attest to that fact, and to his own skills.

He was promoted to business representative in 1981. In 1987 he enrolled in New York Law School to study the law. In 1988 President Kelly hired Lanigan as his assistant, to take advantage of his field experience, education, and growing expertise in labor law. He was again promoted in 1992, after completing his studies and being admitted to the New York bar. He became OPEIU associate general counsel, a position he held until April 5, 1994.

He says his full-time commitment is to Local 153, its members and its growth. He hopes to draw upon his education and experiences to serve this local of 20,000 members in New York, New Jersey and Connecticut.

Lanigan was born in Manhattan on November 30, 1954. He lives in Northport, New York, with his wife Nancy and son Patrick, 5.

Former Associate General Counsel for OPEIU Richard Lanigan was unanimously elected secretary-treasurer of Local 153 (New York City) after Michael Goodwin became OPEIU International president.

At the Local 153 executive board meeting on April 5, 1994, Lanigan was elected secretary-treasurer, while Goodwin rose to Local 153 business manager—an unpaid position.

Lanigan first began his labor union career with Local 153 in 1980 when

California Locals March for Farm Workers



OPEIU International President Michael Goodwin addresses a rally for the United Farm Workers along the march route. To the right is UFW president Arturo Rodriguez.

OPEIU International President Michael Goodwin led a group of marchers from Locals 3 in San Francisco, 6 in Boston, 29 in Oakland, 174 in Hollywood, and 537 in Los Angeles, on a march in support of the United Farm Workers. The OPEIU marchers joined 1,000 others on a 350-mile trek from Delano to Sacramento, California.

The UFW first marched 28 years ago in support of farm workers' rights to organize and obtain decent working conditions. This anniversary "peregrination"—"pilgrimage" in English—has also been stunningly

successful in achieving its goal of reaching unorganized farm workers with the message that the UFW is refocusing its energies on organizing to bring them the protections and benefits of collective bargaining contracts, Goodwin said.

At last count, more than 10,000 authorization cards had been signed (seeking representation by UFW) by workers drawn out of the fields to the programs held in farming communities where the marchers stop each night along the way.

On April 24th the march concluded on the steps of the State Capitol in Sacramento where UFW President Ar-

Tenant Support Group Wins Election and Back Wages Through Solidarity and Workplace Action in Seattle

Despite an aggressive anti-union campaign waged by their employer, employees at S.L. Start and Associates voted by two-to-one last November for representation by OPEIU Local 8 in Seattle, Washington. The for-profit company operates in three states and provides intensive tenant support to people with developmental disabilities. The 50 employees—all community support specialists—perform a variety of critical tasks which enable people to live independently in the community.

Only days later the employer filed objections with the National Labor Relations Board to overturn the election. But the NLRB dismissed all objections. Yet the employer continued to try to stall the representation process by filing an "exception" to the NLRB ruling with the NLRB's Washington, DC office knowing full well that a delay of years would not be unusual.

The workers stepped up their organizing efforts. The company's owner and CEO insisted that he only filed objections because he was not convinced that a majority of the employees wanted a union (despite the 2-to-1 vote). Taking the cue, employees wrote a letter to the CEO requesting that he honor their election and drop all objections. To show that there indeed was overwhelming support for a union,

nearly all of the employees (including many new workers) signed the letter.

In February a delegation of workers along with Local 8 Organizer Cindy Schu and Union Representative Beth Schindler, presented the signed letter to the employer. After much discussion, the CEO acknowledged that a majority wanted a union and that the union's efforts to build a cooperative working relationship were in earnest. The company agreed to drop all charges and honor the election results!

Workers were also successful in getting their employer to settle a wage and hour dispute with the Department of Labor. Early in the organizing campaign workers brought to the union's attention an unfair compensation issue. After an investigation the union received written confirmation from the Department of Labor on wage and hour violations. Fearing a formal complaint but also to the employer's credit, the company quickly responded and worked out a settlement with DOL giving the workers hundreds of dollars in back wages retroactive two years, said Schindler.

Contract bargaining, she said, is now in the works, and the challenge of gaining a first contract underway. "With the kind of solidarity we've been able to muster, we should succeed."



OPEIU members march for the rights of farm workers to organize and seek collective bargaining agreements in California.

turo Rodriguez officially rededicated the union to organizing unorganized farm workers. Members from all California unions attended that rally.

OPEIU participants in the march were: Jeffrey Rusich, OPEIU International representative; Shirley Vos, Local 29; Patricia Sanchez, Local 29; Tamara Rubyn, Local 29; Teri Pow-

ell, Local 29; Linda Clark, Local 29; Georgia Dobbins-Callahan, Local 29; Nancy May, Local 29; Terry Keller, Local 29; Doug Mitten, Local 29; Julie Kelly, Local 6; Kitty Simmons, Local 537; Pat Denbo, Local 537; Joy Walker, Local 537; Christine Page, Local 174, and Diana Volpini-Allen, Local 3.

OPEIU PEOPLE AND LOCALS



Planning Ahead For A Bigger, Stronger Union

by Michael Goodwin, International President

This is the first column that I am writing as President of the International Union. As you know, I came to this position as a result of the untimely death of our late President John Kelly. President Kelly served the union with distinction for over 45 years. He always cared for every OPEIU member but had a particular interest in those sisters and brothers who had the least. He dedicated his life to workers' rights, human rights, civil rights and help for the handicapped. President Kelly's impact on the OPEIU and its members will never be forgotten and always be appreciated.

As I assumed office, the question that came to me is how the OPEIU could move forward with continued growth and strength. In pondering this question, it appears that the OPEIU is structured to service and in need of an enhanced commitment to organizing. We need to realign into a structure to organize that is equal to our structure to service. If we don't organize the unorganized members in an industry where we have collective bargaining agreements, it will become more and more difficult to protect the wages and job security of the members we represent. The more union members we represent in an industry increases our bargaining power with the employers. In the months ahead, the Executive Board will be reviewing new strategies and plans with the goal of organizing new members in industries where we have collective bargaining agreements. We also will be looking to organize in industries where we haven't organized before.

A major element of the plan will be to have Regional Organizing Cooperatives—ROCs—set up geographically, similar in concept to the Canadian Councils. However, the ROCs would be different from the Canadian Councils in that they would be set up by the International Union with the sole purpose of organizing new members in the region. At full strength, the ROCs will provide from 10 to 15 additional full time organizers throughout the United States and Canada. We are also reviewing plans for the International to set up a similar structure of servicing councils.

The International will look to setting up voluntary organizing programs in each region. The volunteers will be comprised of shop stewards, students enrolled in labor studies at colleges and universities and active members. A list will be developed in each region of volunteers who are ready to work on an organizing campaign when called upon.

As part of the overall strategy, the Vice Presidents in each region will have an enhanced role in monitoring the work of the ROCs, International staff and assisting in establishing a voluntary organizing program in the region. The Vice Presidents will become a central source of information in the region on issues of interest to OPEIU members. They will inform local unions periodically of the actions and policies of the International. I will report to you more fully as these plans and strategies are approved.

The OPEIU is involved in numerous legislative struggles both in the United States and Canada. Major issues include the fight against the Social Security Reform Strategies in Canada as announced by the Honourable Lloyd Axworthy, Minister of Human Resources Development; the fight for the Workplace Fairness Act and National Health Care Reform in the United States. The "so-called" Social Security Reform Strategies will cut \$5.5 billion in unemployment insurance benefits and \$1.5 billion in social security assistance. The Workplace Fairness Act would ban employers from permanently replacing strikers exercising their right under the National Labor Relations Act. The employers have conveniently used the term "permanently replaced" to masquerade the real act of firing employees for striking. The National Health Care Reform debate is heating up and it is expected to be finalized in the early fall. Our U.S. members have for too long seen employers offering reduced wage increases or no wage increases at all with money going to pay for health care premiums. In a vast majority of negotiations, health care issues take precedent over all other issues. In the last 5 to 10 years, the majority of strikes have occurred over employer demands for workers to pay health care costs. Whichever plan Congress enacts, it must include universal health care for all Americans, employment based financing, comprehensive coverage and cost containment controls. There are several bills before Congress with the AFL-CIO supporting the bill proposed by President Clinton. The Clinton Bill embodies the principles supported by the OPEIU.

Working together with a plan for the future and fighting together for legislative objectives, we can be an even larger and more powerful union. No other jurisdiction of workers has as large a potential for growth than the millions and millions of office and professional employees throughout the United States and Canada. With your help we can do it!



Hillary Rodham Clinton and International President Michael Goodwin

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

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1993 Canada CPI	129.6	130.0	129.9	129.9	130.1	130.2	130.5	130.6	130.7	130.9	131.5	131.3
% Change from Prior Month	0.4	0.3	-0.1	0.0	0.1	0.1	0.2	0.1	0.1	0.2	0.5	-0.2
% Change from Year Earlier	2.0	2.3	1.9	1.8	1.8	1.6	1.6	1.7	1.9	1.9	1.9	1.7
1994 Canada CPI	131.3	130.3	130.1	130.2	129.9							
% Change from Prior Month	0.0	-0.8	-0.2	0.1	-0.2							
% Change from Year Earlier	1.3	0.2	0.2	0.2	-0.2							
1993 U.S. CPI-W	*417.8 **140.3	419.2 140.7	420.4 141.1	421.6 141.8	422.6 141.9	423.1 142.0	423.2 142.1	424.2 142.4	424.9 142.6	428.7 143.3	427.1 143.4	426.8 143.3
% Change from Prior Month	0.4	0.3	0.3	0.4	0.2	0.1	0.1	0.2	0.1	0.5	0.1	-0.1
% Change from Year Earlier	3.2	3.2	3.0	3.1	3.1	2.8	2.7	2.6	2.5	2.7	2.6	2.5
1994 U.S. CPI-W	*427.7 **143.6	428.8 144.0	430.2 144.4	430.9 144.7	431.7 144.9							
% Change from Prior Month	0.2	0.3	0.3	0.2	0.1							
% Change from Year Earlier	2.4	2.3	2.3	2.2	2.1							

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