



WHITE COLLAR

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO AND CLC

No. 489



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The 2004 Election Analysis

Bush Gets Second Term; Republicans Gain Congressional Seats “We Must Do More,” Says Sweeney

Despite record efforts on the part of organized labor, President George W. Bush was re-elected to a second term on November 2, 2004.

Labor-backed Democratic presidential nominee John F. Kerry's loss to Bush means “we have to do more” in mobilizing and organizing, AFL-CIO President John J. Sweeney says.

In a post-election press conference Nov. 3, Sweeney lauded labor's efforts at the polls, thanking union members for campaigning and turning out in record numbers.

Exit polls commissioned by the AFL-CIO show union households were 24 percent of the electorate, almost double the 13 percent of union members in the U.S. work-

force. And they backed Kerry by a 5.8-million vote margin, or 65 percent-33 percent, Sweeney and pollster Geoff Garin said.

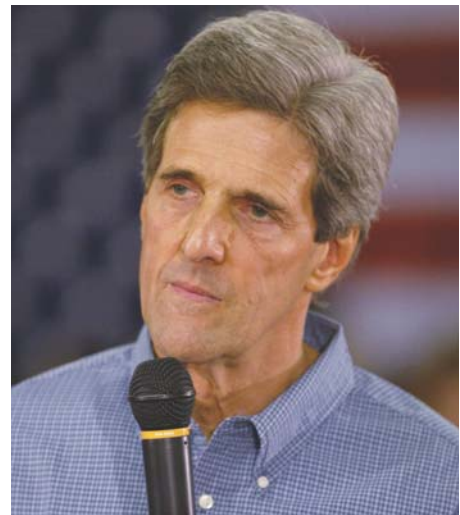
And in absolute numbers, more unionists voted than ever before, Sweeney and the others said.

But it wasn't enough.

Nearly complete unofficial returns showed Bush with 59 million votes (51 percent) nationwide, to Kerry's 55.5 million votes (48 percent). Ralph Nader and others got 1 percent.

“Union households accounted for one of every four voters—27 million voters,” Sweeney said. “Union members voted two to one for Kerry, and the margin was a little

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John Kerry

La Clinica Workers Organize for a Voice at Work

On December 9, 2004 health care workers at La Clinica Health Center in Pasco, Washington voted to join Local 8. They will be the second Migrant and Community Health Center to organize with OPEIU in Washington State.

“We now have a say in decision making and a voice so we can say what are the needs of our patients,” said Elvia Uribe, a medical assistant at the Clinic. Uribe helps support herself, her three children and her husband, who is a seasonal agricultural worker. “Our

Executive Director wouldn't listen to our needs so we contacted the Union,” she said.

Workers and supportive community members began picketing La Clinica in October after the Executive Director fired

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AFL-CIO Debates How to Change

By Michael Goodwin, International President

An internal debate is raging inside the AFL-CIO among leaders of our movement's largest unions on how to change to attain the goals that we all seek—organizing the unorganized and delivering to them the benefits of collective bargaining. Success on that front will lead to more political power and a resurgence of a stronger voice for working families.

We all know the labor movement is going in the wrong direction on number of members and effectiveness in collective bargaining for various reasons. But it doesn't matter what the reasons are, what's important is how do we reverse the decline. Obviously, something drastic has to happen—and soon.

SEIU President Andy Stern has advanced a 10-point program for consideration as follows:

- #1. Stopping the “Wal-Marting” of jobs.
- #2. Leading a national campaign for quality health care for all.
- #3. Protecting workers' free-choice on the job.
- #4. National unions that match 21st century employers.
- #5. Build where unions already have some strength.
- #6. Build where unions have little strength.
- #7. Build strength in politics.
- #8. Build strength at local level.
- #9. Drawing on our diversity.
- #10. Uniting a global labor movement.

What I found most interesting was point #7, “Build strength in politics.” The principle of this proposal is:

Member involvement and alliances with other organizations that share our goals should be the engines of our political action efforts. The AFL-CIO should allocate at least 10 percent more resources to its political member-mobilization fund and involve members in achieving 1) public policies that help more workers unite with us and 2) other major national legislative goals, such as health care and good American jobs, that improve the lives of all workers.

Please take note that all 22 right to work (for less) states went for Bush in 2004 and the workers in these states earn 20 percent lower pay and have 28 percent less worker health coverage! They also produce more anti-worker politicians than the other 28 states. There is no question that there is a correlation between the density of union members in a state and wages and working condi-

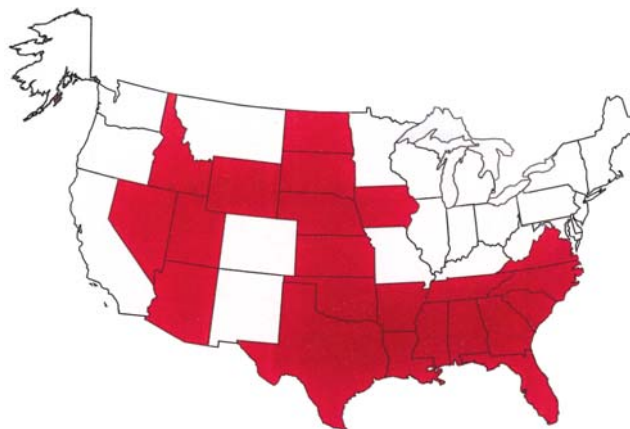
tions—the latter always worse when density is low. If we are going to elect politicians who will advocate for working families, the labor movement has to find new ways to challenge employers and politicians in right-to-work states to change those states into places where workers have a fairer chance.

The other point #4, “National unions that match 21st century employers,” presents both a challenge and a major concern for OPEIU. The principle is:

The unions of the AFL-CIO should involve union members in a process to develop and implement a plan by 2006 to 1) unite the strength of workers who do the same type of work or are in the same industry, sector, or craft to take on their employers, and 2) insure that workers are in national unions that have the strength, resources, focus, and strategy to help nonunion workers in that union's primary area of strength to join and improve workers' pay, benefits, and working conditions.

To achieve these goals, the AFL-CIO Executive Council should have the authority to recognize up to three lead national unions that have the membership, resources, focus, and strategy to win in a defined industry, craft, or employer, and should require that lead unions produce a plan to win for workers in their area of strength.

In consultation with the affected workers, the AFL-CIO should have the authority to require coordinated bargaining and to merge or revoke union charters, transfer responsibilities to unions for whom that industry or craft is their primary area of strength, and prevent any merger that would further divide workers' strength.



The unions of the AFL-CIO should work together to raise pay and benefits standards in each industry. Where the members of a union have clearly established contract standards in an industry or market or with a particular employer, no other union should be permitted to sign contracts that undermine those standards.

This plan calls for merging 65 unions into fewer than 20. President Stern obviously believes that OPEIU should be merged; perhaps with health-care workers going to SEIU and the balance going to some of the other 19 remaining unions based on industry or craft. We all know that OPEIU prides itself on its success in organizing, growing from more than 80,000 in the U.S. to more than 112,000 in the last 10 years—representing growth of 40 percent! But while we've been growing, the labor movement for the most part hasn't, and we've seen a national decline to representing only 8.5 percent of private sector workers—down from 35 percent in its salad days. President Stern's view is that one of labor's biggest problems is that many unions are too small to stand up to giant corporations, and that is why he is a fervent advocate for mergers. He has said that "the purpose of the labor movement is not to keep as many unions as possible and as many officials with the title president after their names."

He also wants to cut the AFL-CIO budget by more than half and use the savings to vastly increase organizing by member unions. That proposal would save OPEIU \$400,000 a year. He further proposes to use \$25 million a year in credit card income to

"The purpose of the labor movement is not to keep as many unions as possible and as many officials with the title president after their names."

—SEIU President Andy Stern

mount a nationwide campaign to pressure Wal-Mart to improve its wages and benefits. I don't know how effective that would be, but I intend to talk to the UFCW about it. And if the AFL-CIO per capita payments were cut in half, I have my doubts that the savings would really be used for organizing. If this happens, it would have to have some very strong enforceable requirements.

AFL-CIO President Sweeney has said that some of these proposals are good ideas but expressed fears that slashing the AFL-CIO budget could hobble the organization. "We need a strong Federation," he said, "that has to include services that don't get a lot of attention. The work we do on education, on safety and health, on communications and media. These are all important parts of our program." President Sweeney plans to study proposals for change submitted by many union presidents and union members. He will make recommendations to the Federation's Executive Council in March. Everyone should also understand that 2005 is an election year for officers of the AFL-CIO and some of this discussion on change might have something to do with that.

President Sweeney has said he is a candidate for re-election, and while President Stern has not indicated that he is a candidate, he is part of a group of five union presidents having separate discussions.

It is my intention to consult with the OPEIU Executive Board about this matter at our meeting in January, and I also hope to hear from you. Everyone's opinion will be considered as I prepare for the AFL-CIO Executive Council meeting in March. Whatever is decided in March will have to be submitted to the AFL-CIO Convention to be held in July in Chicago. I'll keep you updated as I learn more as we go along. Keep the faith!

Adelphi Members Ratify Contract

In a major victory for more than 150 administrative employees at Adelphi University in New York, OPEIU has secured their pension benefits and bargained a five-year extension of the agreement. The contract was ratified on November 30, 2004.

In 2004, after Adelphi indicated it would be withdrawing from the Pension Plan due to what was later proven to be an accounting error on their part, OPEIU immediately approached the Local 153 Pension Plan Board of Trustees and informed them that the university was exercising its right under the "Five-Year Free Look" provision to withdraw from the plan. The Trustees acted to protect these employees and provide them with benefit enhancements of more than \$500,000.

The union pursued a grievance against the employer that was well publicized in media outlets throughout New York. "President Goodwin personally got involved with this, and used his clout and credibility

to resolve the grievance," Local 153 Secretary-Treasurer Richard Lanigan said. "We proved that Adelphi's assertion that the plan had a \$140 million deficit was wrong, and worked with Adelphi President Robert Scott to show that the plan was indeed solid and in a good financial condition. This is a big victory, resulting in a new five-year agreement that requires the university to resume contributions to the pension plan, as well as wage increases of 4 percent in each year of the agreement; an increment of \$6.25 per week is also provided each March 1 to employees below top salary.

"We're very happy Adelphi has come back into the plan, and we think the contract is a very good one," Lanigan said. Business Representative John Hahn reported that the members were very pleased with the settlement of the grievance and the terms of the five-year contract extension.

Adelphi employees are represented by

Chief Shop Steward Ellen Andrasick, and Shop Stewards Joan Cigna, Maureen Atkins and Daphne Dancuart.

OPEIU has represented administrative workers at Adelphi since 1988.



Chief Shop Steward Ellen Andrasick, and Shop Stewards Joan Cigna, Maureen Atkins and Daphne Dancuart.

Letters to the Editor

Dear President Goodwin:

I read the following at a union dinner that I attended with my wife (retired union member) a few years back (12/16/96). You may wish to print it in your paper.

Ode to a Great Union

Let's give a cheer to the Union with a
big heart
Over the years they've always done their
part
Challenging the bosses for our benefits
galore
And caring for our Health, Welfare and
more
Let me then try to count the many ways
153 reasons do I see that make enjoy-
able our days.

Cal Begun
Local 153
New York, NY

Dear President Goodwin and Secretary-Treasurer Wohlforth:

Thank you for the informative, splendid convention. Your untold hours preparing for it could be seen every day. What an experience for my first and, probably last, attendance. Thanks so much for the memories.

In solidarity,
Peggy Collins
Local 251
Albuquerque, New Mexico

P.S. Our International Representative Paul Bohelski was, and is, invaluable to our cause—he's always ready to assist us, at the convention and in our local.

Dear OPEIU:

My name is Alyssa Trelstad and I attended the Romeo Corbeil Summer Camp in the summer of 2004 in Missouri. I would like to thank you for the opportunity to attend. It was most certainly an experience.

We learned a lot and I made a lot of good friends. I think it would be a wonderful experience for all children, regardless of union connections (parents being in the union) and would raise awareness for them.

Sincerely,
Alyssa J. Trelstad



Again, we reprint letters from our members on various issues. We invite our readers to continue to share their opinions with us, whether in support of or in opposition to our own. Debate is healthy and welcome in this union. Letters are edited for length only, not content. Remember: anonymous letters will not be printed.

You can also reach us on the
Web: <http://www.opeiu.org>



Some of the 2004 Romeo Corbeil Summer campers. Pictured are Don from Minnesota, Brittany from Ohio, Jesenyia from New York, Alyssa from Maryland, Nicole from Missouri, Emily from Missouri, Trevor from Missouri, Kyne from Michigan, Paige from Maine, Antony from California, Lacey from Maine, Michael from Washington State, Alecia from Wisconsin, CJ from Wisconsin and Ryan from Wisconsin.

New Executive Board Members

The newly elected members of the OPEIU Executive Board are Judith Zenk, Local 23, Region VI; Green P. Lewis, Local 204, Region III; Tamara Rubyn, Local 29, Region V; John Conley, Local 4873, Region III; and Aaron Sanders, Local 512, Region VII. Executive Board members were elected at the OPEIU's 29th Triennial Convention in June 2004.



Demonstrators Target CUNA Board of Directors

Dispute Over Outsourcing and Contract Concessions

More than 50 OPEIU staff, supporters and members were up early on Friday, December 3 to get the attention of members of the Board of Directors of CUNA Mutual Group (CMG), headquartered in Madison, Wisconsin. Before the sun rose, pickets were gathering in upscale neighborhoods in Columbus, Indiana; Denver, Colorado; Ormond Beach, Florida; and Honolulu, Hawaii, as demonstrators sought resolution of a contract dispute that has continued since the contract between the company and the union expired in March 2004. Local 39 in Madison represents 1,400 office clerical and professional employees of CMG.

The demonstrators picketed and distributed information to the communities in which members of the Board live, citing

objections to the company's demand to have the right to outsource CMG jobs, union-busting efforts by the company, and CMG's concession demands. "Loretta Burd, Chairperson of the Board and President of Centra Credit Union in Columbus, Indiana, has been conspiring for months with union busting executives and attorneys to deny the employees a union contract," said OPEIU Director of Organization and Field Services Kevin Kistler. "Burd supports increased hours without compensation, cuts in longevity pay, the right to outsource union jobs, wages based on merit, denying union representatives access to company property, a 50 percent cut in shop stewards' time to conduct union business on the job; and numerous other givebacks and concessions."

The dispute has already caused the company's Chief Executive Officer, Michael Kitchen, to resign in July over allegations of violations of the National Labor Relations Act (NLRB). The OPEIU has withdrawn unfair labor practice charges against Kitchen, however, numerous unfair labor practice charges against the company remain. The NLRB informed the parties on Monday, December 13 of its decision to issue a complaint against CUNA Mutual Group for violating the law.

"The problem lies with the Board of Directors who have done nothing since Kitchen's resignation to resolve the contract," said Local 39 Business Representative John Peterson. "They are apparently getting very bad advice," he concluded.

Bush Gets Second Term; Republicans Gain Congressional Seats

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bigger in battleground states. Our program was the biggest ever ... I've never seen our members so energized," he stated.

"We're going to take that energy, that momentum, that technology, that field operation and start right now building a movement that will keep turning this country around," he declared.

Part of that effort, he said, will depend on coalitions—for getting out the vote, education on issues and for making sure all votes are counted—that the AFL-CIO built with the NAACP and other organizations before and during the campaign.

Not counting unionists who volunteered or worked for independent friendly groups, the AFL-CIO and its member unions mobilized 5,000 paid staffers, more than 225,000 volunteers, staffed hundreds of phone banks, knocked on 6 million doors and distributed 32 million flyers. The phone bank at AFL-CIO headquarters finally ended at 9 p.m. Eastern Time, Election Day.

The AFL-CIO spent \$45 million, while SEIU spent \$65 million and its members gave another \$28 million to independent "527" progressive groups, union President Andy Stern said in a blog. Other unions spent millions more and sent hundreds and thousands of workers into the field.

Sweeney said the federation also sent monitors to 850 "high risk polling places" in swing states such as Ohio and Florida, and met with local election officials, put-

ting them on notice that a repeat of 2000's Florida fiasco would be challenged.

The results of all that effort appeared in *(Continued on page 6)*

Kerry Didn't Appeal Enough to Women Voters

In dissecting the 2004 election, analysts from leading women's organizations said Democratic nominee John F. Kerry lost because, to some extent, he took female voters and the "gender gap" for granted.

As a result, Kerry lost women's votes he should have won, when women compared his record in Congress to that of GOP White House nominee George Bush, they said.

Stating the obvious, the analysts said there is still a gender gap in the U.S. electorate. But it wasn't as wide for Kerry over Bush as it was in the 2000 race between Al Gore and Bush, they said.

"Just because there's a gender gap, women's votes cannot be taken for granted," said Martha Burk, president of the National Council of Women's Organizations.

The analysts said Kerry never drew a strong contrast between himself and Bush on issues that polls showed were important to women voters. Those included jobs, health care, the economy and wage and job equality.

Meanwhile, Bush pointed out U.S. efforts "were liberating women" in Iraq and Afghanistan, "while Kerry never spoke to that," Feminist Majority President Eleanor Smeal said. Kerry also never questioned—at least in large open forums as opposed to select groups—what Bush was doing to women's rights here in the U.S., they added.

Pollster Celinda Lake's data showed an overall gender gap of seven points, with Kerry leading Bush among women 51 percent-48 percent, while trailing among men by a 55-44 margin. They calculated approximately 9 million more women voted than men in the election. They said women were about 54 percent of all voters.

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Garin's exit poll survey of 1,135 active and retired unionists, with 653 in battleground states and an extra 400-unionists survey in Ohio.

Garin's poll, for Peter D. Hart Research Associates, put the Kerry-Bush spread at 65 percent -33 percent, and 68-31 in the battlegrounds. CNN's exit poll, of 13,531 respondents, showed the same union household share of 24 percent of all voters. But it had a 60-39 Kerry lead. Sweeney's 5.8-million-vote Kerry lead among unionists is consistent with CNN's figures.

"Union turnout went up," said Guy Molyneux, Garin's colleague. "The 24 percent that the exit polls are reporting is of a larger electorate, so there was a modest increase in the union total," in raw votes, he added.

But this year's 24 percent figure for union households is slightly below the 26 percent labor mustered among the overall electorate in both 2000 and 2002, despite what Sweeney called labor's largest and most united electoral effort ever.

It is also below the AFL-CIO's private goal of a 31 percent union household share of overall voters, which political director Karen Ackerman stated at a conference months ago, but denied on Nov. 3. She added unions also had to fight declining membership in the last four years "because so many good jobs were outsourced by this administration.

"Our goal was to maintain the percentage, and we did, and the [absolute] numbers increased," Ackerman said.

Garin said Kerry carried union white men by 21 percent, but lost white men overall by 18 percent. Kerry carried union white women by 35 percent, but lost white women overall by 4 percent.

CNN's exit poll said Kerry lost white men—38 percent of all voters—by 61-38, and lost white women, who were 41 percent of all voters, by 54-45. Both Garin and CNN showed majorities of non-white voters for Kerry.

Union voters who backed Kerry did so based on economic issues, Garin said. "But Bush's vote" among unionists surveyed "was driven very much by two things: Terrorism and moral issues."

Garin's data said 42 percent of union voters named the economy and jobs as one of their top issues and Kerry had a 71-point margin among them. The war in Iraq was

second among the top issues, at 40 percent. There, Kerry had a 51-point lead.

But terrorism/national security tied for third among unionists, with 24 percent naming it a key issue—and those union voters backed Bush by 47 points. "Moral values" drew 16 percent of unionists, and they backed Bush by a 59-point margin.

And Garin said that unionists who named "character" as a key to their vote split for Bush, 50 percent-48 percent. A key Bush campaign theme was to question Kerry's character, in Congress and during the Vietnam War. Those who decided on issues backed Kerry by a 69-29 margin, Garin's poll added.

"We focused on issues of overtime, health care, outsourcing, job creation and economic security," Ackerman responded to a question on impact of social issues, like gay marriage referenda.

"There was no mandate given on domestic issues," by union voters who backed Bush, Garin said. "They were not saying 'I'm signing up with the Bush campaign because I agree with his domestic agenda or policies here at home.'"

Garin added data show even pro-Bush unionists oppose the Republican nominee's domestic agenda, including his labor agenda.

"We have to do more"

Sweeney was not specific about what "more" would be, after the Kerry loss, but he made several points about the future:

Labor "will focus on the role of the Democratic Party and advise them where they can be structured," as well. "Mobilization and focus on issues important to working families is something the party could emphasize," he added.

Unions would put a further stress on the "unity and solidarity" they discovered during the campaign, as part of the "more" Sweeney said they must undertake.

"We have an excellent program, and we'll keep our grassroots activists going. We've got to keep on track and keep our members active. That's our greatest strength," he declared.

Focus more on economic issues. "We have to aim higher and that's what we'll be doing. We'll be involving them more and more on issues important to working families," he added.

Faced with the impact of labor's political loss on November 2, the AFL-CIO Executive Council decided at its meeting on November 10 on a timeline for changes in the union movement, with key decisions to come at its meeting in Las Vegas in March 2005.

Workers at Nonpareil Have a Contract

Approximately 500 eligible voters at Nonpareil potato processing plant in Blackfoot, Idaho ratified their first contract on July 7, 2004. The workers, represented by ITPE Local 4873, overwhelming approved the two-year agreement that provides for higher wage and fringe benefit improvements. The contract also provides for a wage re-negotiation next year.

"For the first time, these workers were able to have their voice heard at Nonpareil, and as a result they've achieved their first union contract," Local 4873 President John F. Conley said. "After fifty years without a union, the workers now have the representation they deserve and a contract that they can be proud of."

In December 2002, workers voted 271-115 for union representation. The organizing campaign was led by a 50-member organizing committee that utilized interviews on Spanish radio programs to reach out to the mostly Hispanic workers at Nonpareil and answer their questions about the union. United Farm Workers President Arturo Rodriguez also lent his support, taking time to come speak to the Nonpareil workers about the benefits of union representation and the many protections it offers to workers who recently immigrated to the United States.

Many people contributed to the success of the organizing campaign, which was directed by OPEIU Director of Organization and Field Services Kevin Kistler. Local 4873 Organizing Director Dennis Arrington and Business Representatives/Organizers Maureen Alsheimer and Joe Serrano were instrumental, as was International Representative John Lynch—who served as lead negotiator along with International Representative Paul Bohelski.

Notice to Employees Subject to Union Security Clauses

This Notice is for all employees working in the United States under an OPEIU contract containing a union security clause which requires, as a condition of employment, that an employee pay dues or fees to the Union. The obligation stated in this Notice is the only obligation under such clause regardless of the wording of the clause. Individuals who are members pay dues, while individuals who are nonmembers pay equivalent fees. These dues or fees, which are authorized by law, are your fair share of sustaining your Union's broad range of programs in support of you and your coworkers, but nonmembers may file objections to funding expenditures that are not germane to the collective bargaining process and thereby be obligated to pay fees representing only expenditures germane to the collective bargaining process.

Only if you are not a member of the Union or if you resign your membership, and in either case, file an objection to the funding of expenditures that are not germane to the collective bargaining process, may you pay fees representing only expenditures germane to the collective bargaining process. However, if you resign your membership, the many rights and opportunities available to Union members will not be open to you. For example, if you resign your membership, you will no longer be able to:

- Vote on the terms of your contract;
- Participate in strike votes;
- Participate in the development of contract proposals;
- Nominate, vote for, or serve as an officer of your Local Union;
- Nominate, vote for, or serve as a delegate to the International Convention; and
- Enjoy discounts and other benefits available only to members, including eligibility for OPEIU scholarships for you and your family.

Individuals who are employed by public employers in the states of New Jersey and Minnesota are covered by the demand and return system applicable to them and are not covered by this procedure. Other individuals who elect to be nonmembers may object to funding expenditures which are not germane to the collective bargaining

process. Expenditures germane to the collective bargaining process ("chargeable" expenditures) represent that portion of the Union's expenditures devoted to collective bargaining, contract administration, grievances, arbitration, and other matters affecting wages, hours and other conditions of employment. Examples of "chargeable" expenditures include: the costs of negotiations with employers; contract administration expenses; communication with employers in regard to work-related issues; handling employees' work-related problems through the grievance and arbitration procedure; lobbying on matters directly related to conditions of employment; and Union administration.

Examples of expenditures not germane to the collective bargaining process ("non-chargeable" expenditures) include: expenses made for community services; for lobbying on issues that benefit represented employees and their families as citizens rather than as workers; for political purposes; for certain affiliation fees; and for benefits available only to members and their families. The fee reduction will represent these non-chargeable expenditures. The International Union's Voice Of The Electorate fund ("VOTE"), is an independent, segregated fund that receives voluntary donations and contributes to political candidates who support the needs of working men and women. No money received from dues or fees goes to the VOTE fund. Accordingly, the VOTE fund is not considered in the calculation of the percentage of expenditures that is spent on non-chargeable expenses.

Individuals who choose to file an objection will receive a rebate of their fees equal to the percentage of expenditures that is spent on non-chargeable expenses. This percentage is calculated separately for the International Union and for the Local Union. The major portion of an objector's fee remains with the Local Union. Studies show that the percentage of reduction for the Local Union ranges between 0% and 8%. The remaining smaller portion of the objector's fee goes to the International Union. The percentage of non-chargeable expenses of the International Union, which will be effective for the months of

September 2004 through August 2005, is 13.21%.

Individuals who choose to file objections to funding expenditures that are not germane to the collective bargaining process must file them in writing with the Office and Professional Employees International Union, 1660 L Street, N.W., Suite 801, Washington, D.C. 20036, Attention: Nancy Wohlforth, Secretary-Treasurer. The objection must include the objector's name, home address, Social Security number, employer, job title, department, work location, local union number, and business telephone number.

In order for an objection to be recognized at this time, it must be postmarked during the month of June, except that new hires who choose not to join the union may also submit their objection postmarked within thirty (30) days of being compelled to pay dues or fees to the Union or within thirty (30) days of the new hire's receipt of a new employee letter from a Local Union, and except that newly resigned members may also submit their objection postmarked within thirty (30) days from the receipt by the Union of the resigning member's letter of resignation. All objections must be renewed each year in writing and all renewed objections must be postmarked during the month of June. All objections will be effective on the first day of the month following the month in which the objection was received by the Union.

In addition to any other avenue of relief available under the law, an objector may challenge the International Union's and/or

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Official Organ of
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INTERNATIONAL UNION
affiliated with the AFL-CIO, CLC
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Notice to Employees Subject to Union Security Clauses

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the Local Union's classification or calculation of expenditures before a neutral arbitrator appointed by the American Arbitration Association pursuant to its Rules for Impartial Determination of Union Fees. Any challenge a nonmember makes may be coordinated or consolidated with other challenges to the Local Union or International Union determinations before a single arbitrator selected by the American Arbitration Association. Such challenges may also be coordinated or consolidated with challenges to other OPEIU Local Union classifications or calculations.

Challengers must notify Nancy Wohlforth, Secretary-Treasurer, Office and Professional Employees International Union, 1660 L Street, N.W., Suite 801,

Washington, D.C. 20036, in writing, within thirty (30) days of their receipt of the Objector Letter, of any challenge he or she wishes to make through this arbitration procedure. That challenge should specify which classifications and/or calculations of the International Union and/or Local Union are being challenged.

The Unions shall bear the burden of justifying their classifications and calculations. If a hearing at which the parties or witnesses may be present is held by the arbitrator, it will be held at a location most convenient to the largest number of involved challengers. The cost of any arbitration proceedings will be paid for by the Unions. However, a challenger will have to pay his or her own lost time and travel expenses, and fees, costs, and expenses of any per-

sons they involve in the proceedings.

Once a written challenge is received from an objector, the Local Union will place an amount equal to the challenged portion of the fee into an interest-bearing escrow account. It shall remain in that account until the arbitrator issues a decision. Should the decision lower the percentage of chargeable expenditures, the appropriate portion of the escrowed fees, plus the interest earned by that portion while in the escrow account, will be refunded to the challenger. All objectors in each Local Union affected by the decision of the arbitrator will then pay the adjusted fee amount determined by the arbitrator. If the arbitrator approves the Unions' classifications and/or calculations, the escrowed money and interest will revert to the Local and International Unions.

Local 210 Members Defend First Assault on Contract

Members of OPEIU Local 210 employed by Marks Hardware Incorporated voted to defend their contract in an election held by the NLRB on December 3, 2004. The employees of the Amityville, New York company found their contract under attack by the United Workers of America (UWA), an independent union whose organizing strategy centers around raiding members of already established bargaining units. Local 210 President Dominick Formisano Jr. and Secretary-Treasurer Dominick Formisano Sr. have been leading the members in the defense of their contract with the assistance of International Organizer Myra Hepburn and Local 153 Organizer Greg Vergara.

Also assisting Local 210 are the UWA's own members. Employees of the Four Seasons Company, which voted to leave the Teamsters for the UWA in July, have reached out to Local 210's members at Mark's to talk about the UWA's unfulfilled promises of higher wage increases and better health care. These are the same promises they have made at Mark's. Members who support Local 210 list protecting their healthcare and keeping their union as their top priorities.

Local 210 received the highest number of votes on the three choice ballot by receiving 24 votes, while the UWA received 17

and no union received 10. The NLRB will soon schedule a run-off election between Local 210 and the UWA in which the

employees will decide which union will represent them. Formisano Jr. is confident that OPEIU will prevail.



Members of OPEIU Local 210, employees of Marks Hardware Company, pictured from left to right are: (back row) Pierre Brunache; Saint-Martin "John" Charles; Jean-Claude Saintilus; Juana Rubio; Pierre Oliver; Greg Vergara (OPEIU Local 153); (front row) Dominick Formisano Jr., President of Local 210; and Anna Fernandez.

Remembering a Retired Member

Lillian Roth, a retired member of Local 153 in New York City, passed away on October 20, 2004—just two days shy of her 104th birthday. Roth retired from Bohack Corp, a New York grocery chain that was in business through the 1970s, on March 1, 1966. She began working there on May 13, 1929. Bohack joined the Local 153 Pension Fund on September 1, 1963. She will be greatly missed by family and friends, as well as her OPEIU sisters and brothers.



Lillian Roth

Solidarity at Work!

A year ago, 70,000 Southern California United Food and Commercial Workers International Union (UFCW) members and their families engaged in a heroic struggle for 141 days to save affordable health care for working families. They made tremendous personal sacrifices, losing their homes, life savings and cars. Despite these burdens, they maintained unparalleled solidarity and kept their honor and dignity. Their struggle focused attention coast-to-coast on the national health care crisis. Over the course of nearly five months, the striking/locked out UFCW members became shining examples for their children and all young people, valiantly demonstrating that there is more to life than greed—that there is fam-

ily, community, and a willingness to sacrifice oneself to make the future better.

“Our members could not have done it without your help,” said UFCW International President Joseph Hansen, in a letter to OPEIU International President Michael Goodwin. “On behalf of all 1.4 million UFCW members, especially our Southern California members, I want to profoundly thank you for your support during this important fight. I have enclosed a Holding the Line for America’s Health Care commemorative plaque as a token of our deepest gratitude. Your extraordinary generosity dramatically demonstrated the strength of spirit and will the labor movement embodies.

“Your committed efforts on behalf of

our members helped sustain 70,000 racially, ethnically, and geographically diverse workers, their families, and communities in a single fight with a common cause from San Luis Obispo to San Diego,” Hansen continued. “The striking and locked out UFCW members established incredibly effective picket lines at almost 900 different locations that immediately shut off all profits, and the majority of store sales, for three of the largest corporations in one of the richest grocery markets in the country. Because their struggle was your struggle, our Southern California members saved affordable health care benefits at work.

“The UFCW will always remember and honor those who stood shoulder-to-shoulder with us in this fight,” Hansen concluded.

2005 Conference Schedule Announced

Make plans now to attend your 2005 Area Educational Conference:

North Central/Erie Area

March 4-5

Chicago

Northeast Area

May 13-15

New York

Also, the first National Public Employee Conference has been scheduled for February 16-17 in Orlando, Florida to provide a forum for local unions with public employee members to discuss issues of common concern, as well as to develop strategies to advance the wages and working conditions of public employees. The International Union will invite affected local unions to the conference.

Celebrating Michigan Women!



Attending the Michigan Women’s Hall of Fame 21st Annual Awards Dinner “In Celebration of Michigan Women” on October 28, 2004 in Novi, Michigan were: Kathryn Blake, Genesee County Chapter of the Coalition of Labor Union Women (CLUW); Millie K. Hall, President of the Metro-Detroit CLUW (an OPEIU member of Local 494, Detroit, Michigan); and the Honorable Jennifer Granholm, Governor of Michigan.

Local 29 Stewards Educational Conference 2004

Local 29 President/Business Manager Tamara R. Rubyn and Secretary-Treasurer Patricia G. Sanchez welcomed the membership to a two-day Shop Stewards Educational Conference and extended thanks and appreciation to the International Union for its support. "We were honored to have International President Michael Goodwin and International Secretary-Treasurer Nancy Wohlforth present and graciously agreeing to speak," Rubyn said. "Their remarks were inspiring and displayed true leadership of our great union."

Rubyn expressed appreciation for the hard work and dedication of every shop steward and the work they do every day. A stewards day does not end at the end of the shift; instead, they are on call 24/7. "We take pride in the stewards' professionalism



Labor Liaison/Shop Stewards Brandy Machado and Joyce Lee (Kaiser Livermore).



Secretary-Treasurer Patricia Sanchez, Secretary-Treasurer California Labor Federation Art Pulaski, President/Business Manager Tamara R. Rubyn, OPEIU International Organizer Myra Hepburn and International President Michael Goodwin.

in demanding equality, fairness, safe working conditions, enforcing the contract and demanding a voice in the workplace," Rubyn said. "A steward not only handles the issues in the shop, but also is an organizer by sharing a strong voice about the benefits of unionized workers to the unorganized at the worksite and in their communities."

The first conference session was led by Jaime Showkeir, who focused on leadership and inspiration and how to develop collaborative relationships. He also focused on understanding marketplace situations, organization change and leadership commitments.

Rubyn opened the second day of the conference remembering how history was made forty years earlier in nearby Berkeley, California. "Thousands stood in defiance for the Right to Free Speech, our world changed and history was made," Rubyn said. A phrase from Frederick Douglas, a great abolitionist from the 19th century brought back strong thoughts: "Power concedes nothing without a demand," Rubyn told participants.

"The conference speakers really empowered our stewards to stop, challenge and choose how to use their power to turn a demand into a request and to succeed in what they set out to accomplish," Rubyn remarked. Speakers included two Federal Mediation and Conciliation Commissioners, who presented ways to turn "lemons into lemonade," as well as the dynamic Local 29 Legal Counsel Lynn Faris who presented the legality around the role of the steward, grievance processing, information request and included a question and answer session. Stewards



Executive Board Member Isabelle Bromstead and Secretary-Treasurer Patricia Sanchez.

ended the session empowered to represent and enforce members' rights.

Each steward who attended the two-day session was presented with a certificate of completion and a Local 29 jacket. Thanks are extended to International Organizer Myra Hepburn and Local 3 President Sarah Clark, as well as all Local 3 members who attended.



International Secretary-Treasurer Nancy Wohlforth, Local 29 President/Business Manager Tamara R. Rubyn and Local 29 Secretary-Treasurer Patricia Sanchez.



Labor Liaison/Shop Steward Leslee St. Amour-Debo and Shop Steward Tiffany Smith.

**White Collar
has a new look!
Tell us what
you think at
[whitecollar@opeiu.org!](mailto:whitecollar@opeiu.org)**

Lobbyist Corner

A Message for the Next Congress

Submitted by OPEIU Lobbyist Robert McGlotten of McGlotten & Jarvis

When the 109th Congress convenes January 2005, President Bush and the Republican leadership will have increased their majorities in both the Senate and House.

U.S. Senate:	Republicans	Democrats	Independent
Old 108th Congress	51	48	1
New 109th Congress	55	44	1

U.S. House of Representatives:	Republicans	Democrats	Independent
Old 108th Congress	229	205	1
New 109th Congress	232	202	1

The question for President Bush and the Republican leadership: Will the second Bush administration address the needs of American working families? Every worker has a right to receive an answer to this question.

While there may have been a new fusion between religion and politics as orchestrated by the Republican Party, they have not addressed the real issue of family values. These issues are still critical to the lives of all families:

Expanded Health Care
 Minimum Wage Increase
 Patients' Bill of Rights
 Pension Reform
 A Jobs Program
 Energy Bill
 New Prescription Drug Program
 Protect Social Security from Privatization
 Enhance the Quality of Education for Our Children

These are family values we seek to sustain the middle class life that has fueled this nation's prosperity and strength. It will be your job to inform the 109th Congress of these values.

Take Action—Your Involvement is More Important Than Ever!

Many people ask—what difference can I make? Can one voice alone make the president stop his assault on working families, or make Congress protect our rights? It's true that one voice alone is easy to dismiss. But the sound of our voices strongly united cannot be silenced. We must take action together to defeat these measures. Your involvement is more important than ever! Here's how you can take action today!

Contact your local representatives. Every letter counts. Every phone call can make a difference. If you prefer to make written contact, OPEIU advises you to either mail or e-mail all correspondences.

If you don't know who your House representative is, the Clerk of the House maintains addresses and phone numbers of all Members and Committees: Clerk of the House, US Capitol, Room H154, Washington, DC 20515; phone (202) 225-7000; hours 9 a.m. to 6 p.m., Monday through Friday.

Please direct your questions about communication with your Senators to the specific office(s) in question using the following format: Office of Senator (Name), United States Senate, Washington, DC 20510.

You may also phone the U.S. Capitol's switchboard at (202) 224-3121. An operator will connect you directly with the House or Senate office you request.

If you are not sure who your representative is, the following websites contain links to congressional directories: <http://www.house.gov/writerep> and <http://www.senate.gov>. You can also access this information at your local library, or call the International Union at 212-675-3210 for a booklet listing of congressional representatives.

Your action is needed. Do your part to help your union and your family.



WASHINGTON WINDOW

Now What?

The 2004 election is over and GOP presidential nominee George W. Bush has won. The question for organized labor is: Now what?

That is an issue the AFL-CIO started to tackle at its Executive Council meeting in Washington a week later. But this may be the opportune time for individual unionists nationwide to jump into the dialogue. To do so, we first present some basic information:

The AFL-CIO spent \$45 million on the campaign, virtually all of it on information and get-out-the-vote materials for the presidential race, and for training and placing monitors to ensure qualified voters had their ballots recorded and counted. Individual unions and union members spent millions more. One example: \$65 million—plus another \$26 million in contributions to independent “527” groups—from SEIU alone.

Even more important than the money were the people. Some 5,000 paid union staffers and 225,000 volunteers fanned out into key swing states to walk precincts, run phone banks, distribute voters guides and ring doorbells to get out the labor vote.

The result: A presidential loss and an anti-worker Congress.

The GOP will control the White House and Congress at least through 2006. It compiled a well-known anti-union and anti-worker record. We can expect more of the same, on every issue. Bush’s elimination of overtime pay eligibility was big, but it was just one of

many. So were cuts in construction workers’ pay, hammering airline employees, killing unions for government workers, no raise in the minimum wage, unfair trade treaties and a Medicare law that put billions into drug company pockets while costing seniors more money. And that’s just for starters.

Yet that side won.

Given this contrast, the first question workers and their allies must answer when they ask “Now what?” is whether—or how much—we want to consider an “inside” strategy, or an “in-your-face” strategy, or a combination of both, to fight back.

The first option means we keep doing what we’ve been doing, organizing and mobilizing ourselves and our allies to pressure Congress—the GOP-run Congress—for specific issues and causes. And then we try to translate that mobilization into more union members. But translation doesn’t always work.

That option, in essence, is what labor has done for the last decade. Has it succeeded? It’s hard to say. The number of union members nationwide is flat or declining slightly. It’s declining sharply, in percentage terms, in the private sector. What is impossible to measure is what would have happened had we not tried that “inside-plus-pressure” strategy.

Then there is the “in-your-face” strategy. It accepts as a given that the Bush government will be against us, that Bush will try to destroy us, and that we must fight back with mass action in ways that draw not just publicity, but wide public

support, to the cause of workers’ rights.

An “in-your-face” strategy assumes that we are, for practical purposes, back in 1934—and facing the same government and business hostility and brutality that the southern textile workers, the San Francisco Longshoremens, the Twin Cities Teamsters and (in 1937) the Republic Steel Workers on Chicago’s South Side faced in that era of no labor laws and no protection.

In the 1930s, we eventually won our rights, but at a literal cost of people’s lives. In at least three of the struggles cited above, workers were killed. At Republic, they were shot in the back. Should we assume an “in-your-face” strategy—where the deaths horrified the nation and led to support for workers—may produce the same results if we repeat it? Should we repeat it?

What we outline above is an “either-or” choice in answering the question “Now what?” A third option is to give up on politics, or downgrade it, and focus almost exclusively on organizing, using corporate campaigns, economic “pressure points,” leverage from union investments and any other tools we can find to build our numbers.

We are not restricted to these options. That’s why the council meets. And that’s where we, as individual union members, must get in the discussion. If you have an idea, even if it only addresses one aspect of “Now what?” step forward. Offer it. Recruit support for it. Urge it. “War is hell,” General Sherman said. And we face four more years of war, and hell.”

Work and Health

Common Interest and Common Goals: Achieving Greater Progress in Preventive Health Through Strategic Collaborations Between Health Care Organizations and the Public

**Submitted by Jeffrey S. Freed, M.D.
OPEIU, Local 153, Health Fund Medical Director**

Recently the medical community once again listed the three leading causes of death in the United States as heart disease, stroke and cancer.

After some reflection, however, the truth is that the actual three causes are sedentary lifestyle and a lack of exercise, obesity secondary to dietary indiscretion, and the use of tobacco and tobacco products, all of which significantly contribute to the aforementioned diseases. In fact, the American Heart Association, the American Diabetes Association and the American Cancer Society have created a partnership to reduce the disability and premature death from cancer, cardiovascular disease, and diabetes, diseases that cause almost two-thirds of the deaths in this country. The potential for this collaboration is far reaching and, if successful, will contribute to far greater and faster progress in chronic disease than now exists.

The mission statements of all the partner organizations include broad agendas focused on prevention, early detection and therapy of the above-mentioned chronic diseases. They plan to address the challenges created by some long-term societal trends, including the annual toll of tobacco-related illnesses and the worsening epidemic of childhood and adult obesity. It is clear that much of the current disease burden from cancer, cardiovascular disease and diabetes is preventable if we were able to systematically apply present knowledge about risk reduction and disease prevention. It is more and more apparent that causes of these chronic illnesses are not unique to any one

of these conditions but, in fact, are shared by each of them. Smoking is responsible for more deaths from cancer and cardiovascular disease than any other single risk factor and substantially worsens the complications of and mortality from diabetes.

To a great degree, each of these chronic diseases is preventable. Each has a long period to develop and interventional medical care—including diet and exercise—that is now available could markedly reduce the risk of these diseases occurring in an individual. It is also well known that a significant percentage of our population accumulates risk of disease without guidance or intervention and remains undiagnosed even after the disease process takes hold. It is common knowledge that current approaches to prevention and early detection remain fractionated. Patients depend on the astuteness of their physicians to do the proper tests and ask the appropriate questions

during any visit. Health care delivery primarily focuses on treatment rather than prevention, for that is the way the system has been organized.

The three major organizations that have partnered need the support of the public, specifically all of you, to realize the advantages of focusing attention on a limited number of risk factors, screening tests and developing preventative programs that have tremendous potential to reduce suffering and death, so as to improve the health and quality of life of the American public, in general, and specifically, each of you. You, the public, must demand that these programs are rapidly developed and implemented, for they are our only hope of saving lives.

Jeffrey S. Freed, M.D., P.C. specializes in general surgery/proctology. He can be reached at (212) 396-0050.

**For more information
about the OPEIU,
visit our website at
www.opeiu.org**

2004 Scholarship Winners

Congratulations to the 2004 OPEIU Scholarship Winners! Everyone eligible is encouraged to apply for the 2005 scholarships.

Howard Coughlin Memorial

★ ★ ★ Full-Time Winners ★ ★ ★



Kody Ashbeck
Region V



Kevin Brostrom
Region VII

Lindsay Cumella, Region II (no photo)
Natalie Ferris, Region IV (no photo)
Noah Jones, Region III (no photo)
Samantha Koshy, Region II (no photo)

Part-Time Winners



Christina Crawford
Region IV



John Hartnett
Region II



Danielle Hinrich
Region VII



William Kay
Region V



Lauren Kelly
Region II



Elizabeth Lakin
Region VI



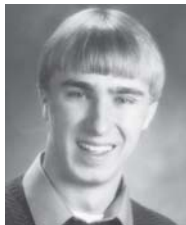
Charlene Pressley
Region II



Greta Williams
Region VII



Matthew Miller
Region VII



Ryan Mueller
Region VII



Jeff Thunge
Region VI



Bradley Pinker
Region II

Canadian Winners (no photos available)

Sophie Drouin, Region I
Shahzad Mansoor, Region VIII

John Kelly Labor Studies

Part-Time Winners



Danielle Hinrich
(also winner of HCM scholarship)
Region VII

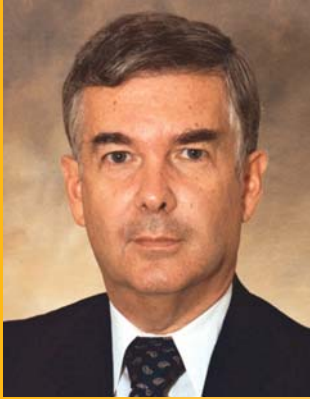


Cindy H. Ramsey
Region VI

Canadian Winners (no photos available)

Claudine Morin, Region I
Geoffrey Slader, Region VIII
Lana R. Miller, Region IX
Janelle L. McMillan, Region X
Benoit Vachon-Gravel, Local 491
Simon Lebrun, Local 573

2005 Scholarship applications can be found in this issue of White Collar and online at www.opeiu.org.



Office and Professional Employees International Union

John Kelly Labor Studies Scholarship Fund

ELIGIBILITY:

Ten (10) scholarships per year will be awarded on the basis of at least one (1) per region and not to exceed one (1) per family for a lifetime. Applications are open to members or associate members in good standing for at least two (2) years. All applicants must meet the eligibility requirements and comply with the Rules and Regulations as established by the OPEIU Executive Board. Each scholarship has a total maximum value of \$2,000.00.

The applicant must be:

- a member or associate member of OPEIU in good standing; and
- either an undergraduate or graduate in one of the following areas of study:
 - Labor Studies
 - Industrial Relations
 - Social Science or a related field
- Non-degree Programs sponsored by the National Labor College at the George Meany Center or similar institution

PROCEDURES:

Each applicant must file an official John Kelly Labor Studies Scholarship Fund application. **Application forms must be endorsed by the Local Union President or Secretary-Treasurer attesting that the MEMBER or ASSOCIATE MEMBER is in good standing. 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.

REQUIREMENTS:

High School Transcript: All applicants are required to submit their High School transcript. Does not have to be an official transcript; copies are acceptable.

Rank in Class: High School Transcript must show rank in class or rank in class must be provided. **In the event the High School does not rank students, approximate rank or percentile and class size must be provided.**

College Transcript: If presently enrolled in a College, University or a recognized Technical or Vocational Post-Secondary School, applicant is required to submit College transcript, along with their High School transcript. Does not have to be an official transcript, copies are acceptable.

Essay: All applicants shall be required to submit an essay on their occupational goals (300 to 500 words). This essay should be double-spaced and typed on 8½" x 11" paper.

Statement of Intent: All applicants shall be required to execute the Statement of Intent to remain within the OPEIU for a period of at least two (2) years.

APPLICATIONS AND REQUIREMENTS:

All applications, High School transcripts, Rank in Class or approximate rank or percentile and class size must be provided, College Transcripts (if applicable) and Essays must be received at the Secretary-Treasurer's office of the International Union, 1660 L Street, NW, Suite 801, Washington, DC 20036, no later than **March 31st** of each year.

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** of each year.

**Office and Professional Employees International Union
John Kelly Labor Studies Scholarship Fund Application Form
Application Deadline: March 31, 2005**

Name of Applicant _____
Last First Middle

Home Address _____
Street

City State Zip Code Telephone Number

Date of Birth _____ Social Security Number _____ Sex M _____ F _____

Applicant Employed By _____

OPEIU Local Union Number _____

*** Must be a member of an OPEIU Local Union**

Name of School you are currently attending _____

Date of Graduation _____

What College, University, Technical, or Vocational School do you plan to attend?

First Choice _____ Location _____

Second Choice _____ Location _____

Third Choice _____ Location _____

Have you been accepted by a College, University, Technical, or Vocational School, as of this date? **Yes** _____ **No** _____

If you answered yes, at what College, University, Technical, or Vocational School were you accepted? _____

The applicant must be either an undergraduate or graduate in one of the following areas of study.

Please mark the area of study.

_____ Labor Studies

_____ Industrial Relations

_____ Social Science

_____ Other Related Field (describe) _____

_____ Non-degree programs sponsored by the National Labor College at the George Meany Center or similar institution.

If selected for this scholarship, I fully agree to adhere to the rules that have been established by the Scholarship Committee of the OPEIU John Kelly Labor Studies Scholarship Fund.

Signature of Applicant _____ **Date** _____

STATEMENT OF INTENT

If selected for this scholarship, it is my intent to remain within the OPEIU for a period of at least two (2) years.

Signature of Applicant _____

Signature of Local Union President or Secretary-Treasurer: _____

Local Union Number _____ Date _____

_____ (Print Name of Signing Officer)

Send application to: **John Kelly Labor Studies Scholarship Fund
Office & Professional Employees International Union
1660 L Street, NW, Suite 801, Washington, DC 20036
Phone: (202) 393-4464 Fax: (202) 347-0649**

Office and Professional Employees International Union

Howard Coughlin Memorial Scholarship Fund

ELIGIBILITY:

FULL-TIME SCHOLARSHIPS

Twelve (12) full-time scholarships will be awarded on the basis of at least one (1) per region and not to exceed one (1) per family for a lifetime. Applications are open to members in good standing, associate members, or to their children, all of whom must meet the eligibility requirements and comply with the Rules and Regulations as established by the OPEIU Executive Board. Each scholarship is \$1,250.00 per year for a total maximum value of \$5,000.00.

PART-TIME SCHOLARSHIPS

Six (6) part-time scholarships will be awarded on the basis of at least one (1) per region in order to reach a greater number of members, as full-time scholarships are generally awarded to children of members, and not to exceed one (1) per family for a lifetime. Applications are open to members in good standing, associate members, or to their children, all of whom must meet the eligibility requirements and comply with the Rules and Regulations as established by the OPEIU Executive Board. Each part-time scholarship is \$500.00 per year for a total maximum value of \$2,000.00.

Part-time scholarships are defined as a minimum of three (3) credits and no more than two (2) courses.

If a part-time student does not attend a college/university each semester, they have two (2) years maximum to use the part-time scholarship.

If the student becomes a full-time student, while receiving a part-time student scholarship, the scholarship will be revoked, and they will be able to apply for a full-time scholarship.

Part-time scholarship awards shall be subject to all other eligibility rules under this Scholarship Fund.

An applicant must be either:

- A member or an associate member of OPEIU in good standing on the date of award, unless a member loses employment to study on a full-time basis, has retired as a member in good standing, becomes disabled or terminated from employer layoffs and plant closing.
- The son, daughter, stepchild or legally adopted child of an OPEIU member in good standing or an associate member.
- High School senior or High School graduate entering a College, University or a recognized Technical or Vocational Post Secondary School as a full-time or part-time student.
- Presently in a College, University, or a recognized technical or Vocational Post Secondary school as a full-time or part-time student.

PROCEDURES:

Each applicant must file an official OPEIU scholarship fund application. Application forms must be endorsed by the Local Union President or Secretary-Treasurer attesting that a member, a parent of an applicant, or an associate member is in good standing on the date of award. The application form must also be endorsed if a member loses employment to study on a full-time basis, retires, is disabled, or is terminated from employer layoffs and plant closings. **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.

REQUIREMENTS:

High School Transcript: All applicants are required to submit their High School transcript. Does not have to be an official transcript; copies are acceptable.

Rank in Class: High School transcript must show rank in class or rank in class must be provided. **In the event the High School does not rank students, approximate rank or percentile and class size must be provided.**

College Transcript: If presently enrolled in a College, University or a recognized Technical or Vocational Post-Secondary School as a full/part-time student, applicant is required to submit College transcript, along with their High School transcript. Does not have to be an official transcript; copies are acceptable.

Test: All applicants are required to take a Scholastic 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 any of 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. Does not have to be official test scores; copies are acceptable.

APPLICATIONS AND REQUIREMENTS:

All applications, High School Transcripts, Rank in Class or approximate rank or percentile and class size, College Transcripts and Test Scores are due in the Secretary-Treasurer's office no later than **March 31st** of each year.

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** each year.

**Office and Professional Employees International Union
Howard Coughlin Memorial Scholarship Fund Application Form
Application Deadline: March 31, 2005**

I AM APPLYING FOR A FULL-TIME SCHOLARSHIP YES ___ NO ___

I AM APPLYING FOR A PART-TIME SCHOLARSHIP YES ___ NO ___

PLEASE NOTE: MUST BE FULL-TIME OR PART-TIME, CANNOT APPLY FOR BOTH

Name of Applicant _____
Last First Middle

Home Address _____
Street

City State Zip Code

Date of Birth _____ Sex M _____ F _____

Social Security Number _____ Telephone Number _____

Member/Associate Member Name _____
Last First Middle

Home Address _____
Street

City State Zip Code

Member/Associate Member Employed By _____

OPEIU Local Union Number _____

Relationship to Member/Associate Member: Son _____ Daughter _____ Other _____

Name of School you are currently attending _____

Date of Graduation _____

What College, University, Technical, or Vocational School do you plan to attend?

First Choice _____ Location _____

Second Choice _____ Location _____

Third Choice _____ Location _____

Have you been accepted by a College, University, Technical, or Vocational School, as of this date? **YES** _____ **NO** _____

If you answered yes, at what College, University, Technical, or Vocational School were you accepted? _____

If selected for this scholarship, I fully agree to adhere to the rules that have been established by the Scholarship Committee of the OPEIU Howard Coughlin Memorial Scholarship Fund.

Signature of Applicant _____ **Date** _____

Signature of Local Union President or Secretary-Treasurer: _____

Local Union Number _____ Date _____

_____ (Print Name of Signing Officer)

Send Application to: **Howard Coughlin Memorial Scholarship Fund, Office & Professional Employees International Union, 1660 L Street, NW, Suite 801, Washington, DC 20036. Phone: (202) 393-4464 Fax: (202) 347-0649**

Office and Professional Employees International Union Romeo Corbeil Memorial Scholarship Fund "Summer Camp"

Six (6) scholarships will be awarded on the basis of at least one (1) per region and not to exceed one (1) per family for a lifetime. Applications are open to children (between ages 13 and 16 **ONLY**) of OPEIU members in good standing or associate members, all of whom must meet the eligibility requirements and comply with the Rules and Regulations as established by the OPEIU Executive Board. Each scholarship has a total maximum value of \$2,000.00.

ELIGIBILITY:

An applicant must be the son, daughter, stepchild or legally adopted child (between ages 13 and 16 **ONLY**) of an OPEIU member in good standing or an associate member.

PROCEDURES:

Each applicant must file an official OPEIU scholarship fund application. Application forms must be endorsed by the Local Union President or Secretary-Treasurer attesting that a parent of an applicant is a member or an associate member in good standing on the date of award. 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, 1660 L Street, N. W., Suite 801, Washington, D. C. 20036, no later than **March 31st** of each year.

TIME AND PLACE:

The **Summer Camp** will be held in August of each year at University Forest, 153 University Forest Drive, Wappapello, MO 63966, (573) 222-8373, fax (573) 222-8829.

SELECTION OF SCHOLARSHIPS:

Announcement of the winners will be made during the month of **June** of each year.

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION ROMEO CORBEIL MEMORIAL FUND "SUMMER CAMP" APPLICATION FORM APPLICATION DEADLINE: March 31, 2004

Name of Applicant _____
Last First M.I.

Home Address _____
Street

City State Zip Code Telephone

Date of Birth _____ Sex M _____ F _____ Soc.Sec. # _____
(MUST BE BETWEEN THE AGES OF 13 AND 16 ONLY)

Member/Associate Member Name _____
Last First M.I.

Home Address _____
Street City State Zip Code

Member/Associate Member Employed By _____ OPEIU Local Union _____

Relationship to Member/Associate Member: Son _____ Daughter _____ Other _____

If my child is selected for this scholarship, I fully agree to adhere to the rules that have been established by the Scholarship Committee.

Signature of Parent of Applicant _____ Date _____

Signature of Local Union President or Secretary-Treasurer: _____ Date _____ Local Union Number _____

(Print name of signing officer)

The **Summer Camp** is in **August** of each year, at University Forest, 153 University Forest Drive, Wappapello, MO 63967, (573) 222-8373, fax (573) 222-8829.

Send applications and inquiries to: Office and Professional Employees International Union
Romeo Corbeil Memorial Scholarship Fund "**Summer Camp**"
1660 L Street, NW, Suite 801, Washington, DC 20036
Phone: (202) 393-4464 Fax: (202) 347-0649

Prudential Agents Ratify Agreement

On October 8, 2004 sales agents employed by Prudential Insurance Company of America overwhelmingly voted to ratify their first contract. The approximately 870 agents ratified the contract by more than a 4 to 1 margin.

“This has been a very long road that ends in a tremendous victory for OPEIU and the Prudential sales agents,” International President Michael Goodwin said. “For the past two and half years we’ve been working with these employees to achieve fair representation in the workplace, and ultimately to negotiate a contract that best represents their interests—and we’ve done it.”

In April 2004, the agents in 40 states voted to join Local 153; the mail ballot election resulted in 80 percent of votes cast in favor of the union. Of the 964 eligible vot-

ers, 617 voted in favor of the union; just 151 voted against.

OPEIU Director of Organization and Field Services Kevin Kistler led the negotiations, assisted by International Representatives John Lynch and John Edmonds. The bargaining committee members were from around the country: Kathy Simco (Florida); Ron Solseth (Minnesota); Ann Keller (Maryland); Sharon Hoff (Illinois); Edward Lennon (New York); Frank Miller (New Jersey); and David Uchansky (California).

“These committee members worked very hard to represent the interests of all the Prudential agents,” said International Vice President and Local 153 Secretary-Treasurer Richard Lanigan. “We’re happy to have successfully achieved grievance procedure and contractual protection for this group of

agents that has been fighting for representation for more than two years.”

The large unit of insurance agents is a group primarily commission-based and not traditionally unionized, a groundbreaking achievement for OPEIU. The unit consists of Prudential employees in: Alabama, California, Colorado, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, the District of Columbia, as well as the cities of Las Vegas, Nevada, and Phoenix and Prescott, Arizona.

La Clinica Workers Organize for a Voice at Work

(Continued from page 1)

three doctors and closed one of the Clinics. “It was very stressful,” Uribe said, adding that she and other staff ended up working extra long shifts just to help the medical staff and patients. “It was hard on my family, too, because I would get home too tired to spend time with my children,” she said. Workers were successful in getting their Executive Director removed on November 9 and have launched a campaign to seat labor supportive community members on La Clinica’s Executive Board.

Extensive media coverage, active involvement from the community and unfair labor practice charges filed by the Union

played a major role in countering the employer’s anti-union campaign. Most important, of course, was the 25 member

in-house Organizing Committee, which ensured a solid victory. Local 8 hopes to be at the bargaining table in late January.



Pictured from left to right are: Rosario Lunar, Martha Guzman, Nora Chapa, Lupe Mendoza, Aida Juarez, Elkis Aviles and Elvia Uribe.

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