



WHITE COLLAR

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

No. 474

Issue 3, Fall 2000

OPEIU signs historic national contract with Kaiser Permanente

Common Issues Bargaining yields rich results for five OPEIU local unions

Calling their contract an historic advance to improve health care for eight million patients and the partnership of workers with the company, Kaiser Permanente and its unions – of which OPEIU is the third largest participant – signed a national contract covering 64,000 workers.

Five OPEIU local unions are covered by this agreement: Local 2, Silver Spring, MD; Local 17, Cleveland, OH; Local 29, Oakland, CA; Local 30, San Diego, CA; and Local 277, Fort Worth, TX.

The contract is the result of our joint partnership venture with Kaiser Permanente; the Coalition of Kaiser Permanente Unions, AFL-CIO and Kaiser Permanente began common issues bargaining in April 2000. The Common Issues Committee is made up of 15 union leaders and 12 management leaders.

In addition to the OPEIU, six other AFL-CIO unions are participating.

The contract, ratified by overwhelming majorities in the unions, gives front-line health care workers – nurses, dietitians, housekeepers, aides, therapists, technicians and others – a joint share in setting standards for staffing and patient care. Speakers at a press conference held at the National Press Club in Washington, D.C., including representatives from both Kaiser and labor, said they hope this first national contract in the health care industry will be a model for the rest of that economic sector.

“Kaiser Permanente has always been a cut above the rest of the industry when it comes to patient care,” said AFL-CIO President John J. Sweeney. “Decisions have always been made by doctors, not business

executives,” unlike at other HMOs, Sweeney said. Now Kaiser workers will be a full partner in decision-making, he said.

The pact “guarantees front-line health care workers the power to advocate on behalf of their patients,” Sweeney said.

The five-year contract increases wages from 4 percent to 6 percent to all workers every year, except for a 3 percent hike outside California on Oct. 1, 2003 and a 3.5 percent increase in that same area the following October. Those two numbers could increase to 4 percent if performance targets are met.

Local unions get “equity adjustment” money which labor and management will jointly distribute locally to cover local conditions such as increased overtime, premium pay and longevity. The contract also

improves health benefits, education and training for Kaiser workers.

One of the greatest areas of advancement in this contract, however, is the new power workers have in joint labor-management decisions on everything from staffing levels to business planning, and especially to quality of patient care.

Union and Kaiser representatives alike recognized many groundbreaking aspects of this contract. “This gives health care workers a voice in decision-making to enhance the quality of care and service, addressing the crucial issues of staffing, patient safety and patient satisfaction,” said Leslie Margolin, Kaiser’s lead negotiator.

Joint labor-management committees will decide individual issues such as quality of

Continued on page 4

Local 8 — a winner in many ways

1999 recipient of the Henderson B. Douglas Memorial Award

Local 8, Seattle, Washington, has been awarded the OPEIU Henderson B. Douglas Memorial Award for assisting 400 workers at Sea Mar Community Health Centers to organize a union. The recognition acknowledged the local’s successful efforts to win a neutrality card-check agreement with the employer.

The award, given each year to a local union or individual who has made an outstanding contribution to OPEIU’s organizing efforts, includes a \$1,500 grant.

This is Local 8’s second organizing award in two years. The first was the International Bronze Organizing Award



The staff of Local 8, Seattle, Washington. Pictured left to right are: (back row) OPEIU Director of Organization Jay Porcaro, Leticia Flores, Bozena Biele, Kangtia Prentice, Phyllis Naiad, Lucinda Clark and Maureen Bo, (seated) Ligia Farfán, Desiree Vives and Cindy Schu.

for assisting 650 workers at Providence Everett Medical Center in 1998. Local 8’s current organizing efforts include 800 workers at Children’s Hospital and 250 at Group Health Northwest in Eastern Washington.

International President Michael Goodwin said, “We are very proud of the staff of Local 8 and the contributions that they make each and every day to build OPEIU and to bring the benefits of collective bargaining to the employees who need it most. I would be very pleased to see other OPEIU Local Unions follow the organizing model established at Local 8.”

ORGANIZING FOR CHANGE

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Goodwin addresses American Psychological Association

On Friday, August 4, OPEIU International President Michael Goodwin addressed the 108th Annual American Psychological Association Convention in Washington, D.C. Goodwin was part of a symposium titled, "Ways We Fight Back Against Managed Care — A Dialogue Between Psychology and Labor."

Following is a transcript of President Goodwin's remarks:

Traditionally, the labor movement has represented workers — initially craft and industrial workers — and in recent history white collar and professional workers. All, however, share the same status in that they are all employed.

In 1996, our Union was the first to develop the idea that more than 1 million independent contractors in the medical profession could, and should, be organized into the AFL-CIO to counterbalance managed care. But we knew that starting a grassroots organizing campaign with an association or society would be perceived as a threat to that group, although our purposes and goals are the same.

To address this issue, we structured affiliation of associations so that no one will be admitted to the Union unless they are a member of the association or society. In fact, medical professionals who have sought membership in this Union who are not members of an association or society, have been turned down. In order to be effective, all members of the association or society must support the Union effort but individual Union membership is voluntary. State associations who could not agree to have all of its members support the Union effort were also refused admission.

The labor movement has had more than 50 years of experience in open shops and right to work states. They simply do not work. Any organization that believes that they can be successful without the support of everyone is mistaken. We are also not in the business of collecting retainer fees directly from associations or societies as lawyers and lobbyists sometimes do. We have set out to establish a grassroots organization for individual medical professionals who join because they want to participate and be involved.

Each medical professional that joins is given a membership card and a certificate of membership to display in their office. Not only does this approach give comfort to the association or society, it establishes the relationship as a true partnership — two groups working together in common cause. In fact, we're very pleased to tell you that the American Podiatric Medical Association values its partnership with the Union so much that they have invited us to apply for official status as a related organization within the APMA. They were prompted to do this based on their recognition of the success that we have had in advocating for their profession.

Following the affiliation of the Podiatrists, other medical professionals have followed suit, such as: the practitioners of Clinical Social Work, M.D.s, Optometrists, Acupuncturists and Oriental Medicine, Pharmacists, and BioFeedback Practitioners. All of these groups

have been organized under the umbrella of our National Guild of Medical Professionals. We believe it is important for all medical professionals to come into the AFL-CIO under one organization.

We also believe that OPEIU, who has pioneered this effort on behalf of Medical Professionals, is the organization that best fits this role. Our Union is structured to provide autonomy to participating associations and societies through the governance of a Guild. Decisions are made separately by each Guild and not by members of the Union covered by collective bargaining in other professions. This means that there is no need to mix medical professionals with Catholic teachers, helicopter pilots or secretaries. Traditional members have different problems and different concerns than self-employed medical professionals. Each Guild has its own structure separate and apart. Under our structure there is no way for a Medical Professional Guild to be dominated or outvoted by a larger number of traditional members covered by collective bargaining in other professions. Your autonomy, your views, and your decisions will be made by and among medical professionals who share common concerns and goals.

State and national associations and societies who have joined our Guild structure have learned how to get in touch with the power of the AFL-CIO. Our Guild members are participating on AFL-CIO State Health Care committees, delegates to Central Labor Councils and our National Guild President, Dr. John Mattiacci, has been elected as a Vice President of the Pennsylvania State AFL-CIO. John was also elected in 1998 as Vice President on the Executive Board of OPEIU. Very few organizations are structured to afford this opportunity. And through this process, we have learned more about the problems you face and the abuses of managed care. The associations and societies are also learning how to use the enormous network of the AFL-CIO to advance their agenda. On a day-to-day basis new and better methods are being developed to achieve desired goals.

Through our affiliation of the National Federation of Clinical Social Work, we are learning more and more about mental health. We learned that union members and the public are not well informed about the dangers of managed care in reducing mental health benefits. After reading the recent Surgeon General's report on Mental Health we appreciate all the work that your Association is doing to help shape Federal policy to advance quality mental health services.

We also know that approximately one in five Americans experience a mental health disorder each year. A substantial number of older Americans are disabled by mental health disorders. As the life expectancy of Americans continues to extend, the sheer numbers experiencing mental health disorders late in life will also expand, presenting new challenges in organizing, financing and delivery of mental health services. As an Association, you need all the tools you can find to help you meet these challenges.

The people that you treat are the same people that we service and both of us are concerned about their care. In the struggle for quality care, your battle is our battle. It makes sense for you to partner with the AFL-CIO and all of the political will and expertise that it can provide. The AFL-CIO is a powerful voice both on the Federal and State level. It is the recognized voice for consumers and purchasers of health care services. We have used this voice to advocate on behalf of our affiliated associations and societies.

The Guild advocates in six major areas on behalf of the associations and societies:

1. Legislative and Legal support;
2. Intervention with insurance companies;
3. ERISA and Taft-Hartley payments;
4. Referring union members as patients;
5. Activism on behalf of the profession; and
6. Building membership within the association or society.

We played a major role in moving the Campbell Bill along, providing direct testimony at Congressional Hearings — and served as a major resource to Congressman John Conyers (D-MI) who was co-sponsor of the bill. We attended many meetings and worked closely with our lobbyist.

Our lobbying efforts helped win passage of a "mini" Campbell Bill in Texas, and we are working on similar legislation in other states.

In New York State we provided testimony before the Assembly Committee considering legislation to permit Podiatrists to practice acupuncture. We also helped stop legislation in New York that would have prevented many of our Biofeedback members from practicing.

We are working with ERISA and Taft-Hartley plans to encourage them to change their plan benefits to provide higher levels of compensation.

We have intervened on behalf of our members with insurance companies who have unilaterally cut fee schedules. In several cases these cuts have been reversed.

In addition we have been very active within states to win passage of licensure bills for our Clinical Social Work members.

On behalf of the New York Clinical Social Work Society we recently mailed out 13,000 packets to practitioners of Clinical Social Work who are not members of the Society urging them to join. When a medical professional joins their participating Association or Society, we both win because they also support the Guild.

We also mailed information to more than 1,000 New York City Labor Leaders introducing them to our medical professionals and

urging support for their profession. We are in the process of following up with these labor leaders with meetings and discussions on how to improve plan benefits.

This type of support is given not only in New York State but also to all state participating associations and societies.

Upon the request of our membership we have established a national health care plan for independent contractors, employees in their offices, and members of their families. This plan serves as a model for realistic levels of benefits and corresponding fee schedules. The plan design was developed with the advice and input of our medical professional members.

On a national level we participated in the all-important White House Conference on Mental Health sponsored by Tipper Gore. Despite 20,000 requests for three hundred seats, we were able to use our political influence to persuade the White House to permit representatives of our Clinical Social Work Guild to attend.

Activities on behalf of our Podiatric Guild include intervention with HCFA regarding coding and reimbursement issues, and legal suits were filed by our General Counsel to block harmful regulations impacting reimbursement schedules. The OPEIU maintains a multi-million dollar defense fund for this purpose.

On the ground we have been activists in support of health care reform. Earlier this year we participated in a major way in Rescue Health Care Day, a national day of protest. In cities across the country our members demonstrated, spoke and carried signs informing the public of our plight.

OPEIU is recognized within the AFL-CIO as a major Health Care Union by appointment to its important Health Care Committee. This committee develops strategies and makes recommendations to the AFL-CIO Executive Council.

I have just returned from an AFL-CIO Executive Council Meeting in Chicago and I can tell you that an AFL-CIO committee is actively discussing how the AFL-CIO can help independent contractors.

We have presented you with several reasons and examples of how we can effectively help you and your Association achieve your goals. Our program is structured differently from anybody else, providing complete autonomy and a full voice for medical professionals. With this autonomy assured, and full access to the power of the AFL-CIO, it makes sense to partner with OPEIU. We look forward to a discussion with you on how this partnership can best be developed.

OPEIU supports Labor 2000

The OPEIU is in full support of the AFL-CIO's Labor 2000 program, making significant contributions to educate members on important issues such as health care, education, Social Security and Medicare. Thus far, the OPEIU has contributed \$130,489 to the program.

Invoices were mailed in May 2000 to all Local Unions by Secretary-Treasurer Gilles Beauregard. If you haven't sent in your contribution — which is equal to \$1 per member per year — please do so as quickly as possible.

Broward County Professional Supervisors work toward election date

While no election date has been set as this issue goes to press, organizers and members of OPEIU Local 100 in Ft. Lauderdale, Florida are working diligently to ensure a victory for the Broward County Professional Supervisors. By law in Florida, Supervisors in the public sector are eligible for collective bargaining.

The organizing effort comes on the heels

of a stunning victory that brought an additional 1,000 Professionals in Broward County into the OPEIU ranks in April. Both organizing efforts are part of Local 100's campaign to organize public sector employees in Florida.

Like the Professionals they supervise, all of the Supervisors' positions require a four-year advanced degree. The Supervisors' main priority is job security,

with the need for an appeal process for discharged employees.

"We discovered — through a hands-on organizing approach — that job security is the most important issue to these employees," Florida Regional Director Ed Darcy Sr. said. "One-on-one conversations with each of the Supervisors made the real difference; they had specific issues they wanted to discuss and only by sitting down with each of them

were we able to determine what's important to them.

"Local 100's leadership has been involved in this campaign," Darcy continued, "and many members have made a contribution to this effort, including International Union Organizers Vince Menditto and Ed Darcy Jr. We're very confident that we will have a successful election vote when the time comes," he concluded.

Acupuncturists join OPEIU

The newly formed National Guild for Acupuncture and Oriental Medicine — comprised of more than two dozen California acupuncture associations — has voted to join the ranks of OPEIU. Our union was also instrumental in the formation of the Guild — which will be known as OPEIU Guild 62 — and the writing of the organization's Constitution and Bylaws.

The Guild is the first national acupuncture

labor organization in the United States. It is estimated that there are more than 20,000 potential eligible members. Guild representatives, including its President Ted Priebe, LAC, OMD, QME, said they believe affiliation with the OPEIU and the AFL-CIO will bring benefits that would be unrealized without such an alliance. As members of OPEIU, acupuncturists will gain valuable lobbying access to legislators, helping to expand the legal recog-

nition of acupuncture to every state. Guild members will also have access to union discounts on health care benefits and have power in negotiating standard health benefits. Acupuncturists can also have union representatives review contracts prior to their joining a managed care network to ensure they receive fair compensation for the care they deliver.

A possible future benefit for acupuncturists would be the ability to bargain collec-

tively. Legislation has passed the House of Representatives that would give them this right, and OPEIU is supporting similar legislation in the Senate.

"Inevitably, the direction is to allow independent contractors to bargain collectively, unimpeded by antitrust laws, but we need to set up structures to do that," said Alan Elnick, an OPEIU Organizer who played a major role in the affiliation.

Educational Conferences reap rich rewards



Members gather in Portland for the West/Northwest Educational Conference, held June 2-4, 2000.

Educational Conferences reap rich rewards



**The Erie/North Central
Conference
will be held
November 17-19, 2000
Chicago, IL**

WHITE COLLAR
 Official Organ of
**OFFICE AND PROFESSIONAL EMPLOYEES
 INTERNATIONAL UNION**
 affiliated with the AFL-CIO, CLC
 http: www.opciu.org

MICHAEL GOODWIN
President

GILLES BEAUREGARD
Secretary-Treasurer

**CALM
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Educational Conferences reap rich rewards



Bonnie Oakes, Local 2, being sworn in by Professor Michael Leroy during mock arbitration.



Members gather in Washington, DC for the Northeast Educational Conference, held September 15-17, 2000.

Announcing the 2001 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, NW, Suite 801, Washington, DC 20036, no later than March 31st of each year.

TIME AND PLACE:

This year's **Summer Camp** will be held in August 2001 at University Forest Environmental Education Center, University of Missouri, Route 2, Box 139, Williamsville, MO 63967, (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.

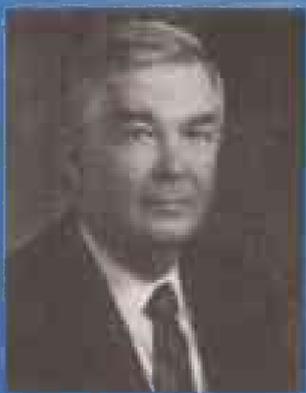
ADDRESS ALL INQUIRIES TO:
Office and Professional Employees
International Union
Romeo Corbeil Scholarship Fund
"Summer Camp"

1660 L Street, NW, Suite 801

Washington, DC 20036

PHONE: (202) 393-4464

FAX: (202) 347-0649



Announcing the 2001 John Kelly Labor Studies Scholarship

Deadline: March 31, 2001

In memory of the late John Kelly, OPEIU President, (1979-1994) the International Union Executive Board established a new scholarship fund in his name. John Kelly was totally committed to education and training for working people, most particularly our own union members. It was during his presidency that the union began the Howard Coughlin Memorial Scholarship and added and expanded union training programs for its members, officers and staff.

The Howard Coughlin Memorial Scholarship Fund is open to members, associate members and their eligible dependents for any university or college for any course of study. However, the John Kelly Labor Studies Scholarship Fund is dedicated strictly to OPEIU members or associate members who desire to pursue studies and a career in labor relations.

We owe so much to John Kelly and are very pleased to memorialize him with a scholarship in his name.

The rules for that scholarship follow:

RULES:

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. 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.

ELIGIBILITY:

The applicant must be:

• a member or associate member of OPEIU in good standing; and

The applicant must be 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 institutions.

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:

Application: All applicants are required to submit a completed application, which is endorsed by the Local Union President or Secretary-Treasurer.

High School Transcript: All applicants are required to submit their High School transcript.

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.

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

Address all inquiries to:

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

SEND FOR OPEIU JOHN KELLY LABOR STUDIES APPLICATION

Application and Requirements deadline - March 31, 2001

Please send me the application for the 2001 John Kelly Labor Studies Scholarship.

Name _____

Address _____

City _____ State _____ Zip Code _____

OPEIU Local Union _____

Send to: **OPEIU**
John Kelly Labor Studies Scholarship Fund
1660 L Street, NW, Suite 801
Washington, DC 20036

Call for Canadian address at (514) 522-6511. The Canadian deadline is March 1, 2001.

Announcing the 2001 Howard Coughlin Memorial Scholarship Fund

Deadline: March 31, 2001

FULL-TIME SCHOLARSHIPS

Fourteen (14) 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 has a total maximum value of \$4,000.00.

ELIGIBILITY:

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, retires, 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; and

An applicant must be either: High School senior or High School graduate entering a College, University or a recognized Technical or Vocational Post-Secondary School as a full-time student, presently in a College, University, or a recognized technical or Vocational Post-Secondary school as a full-time student.

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 status 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.

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.

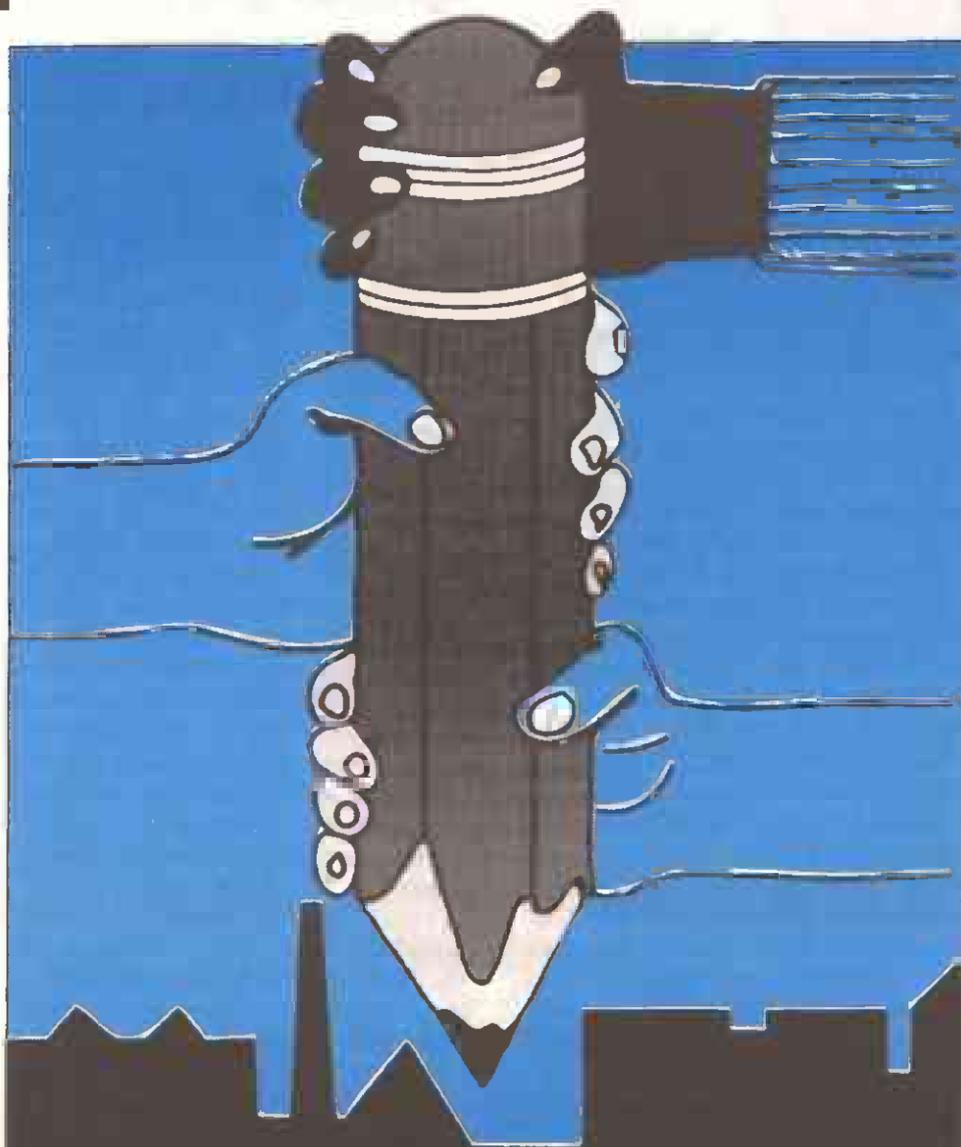
Rank in Class: High School transcript must show rank in class or rank in class must be provided. **In the event the High School does not rank students, approximate rank or percentile and class size must be provided.**

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.

Test: All applicants are required to take a Scholarship Aptitude Test – SAT – (the admissions Testing Program Examination of the College Entrance Examination Board), American College Testing Program – ACT – or equivalent examination by a recognized Technical or Vocational Post-Secondary School. If you have already taken 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.

APPLICATIONS AND REQUIREMENTS:

All applications and requirements must be received at the Secretary-Treasurer's office of



SEND FOR OPEIU SCHOLARSHIP APPLICATION

Application and Requirements deadline – March 31, 2001

Please send me the application for the 2001 Howard Coughlin Memorial Scholarship.

Name _____

Address _____

City _____ State _____ Zip Code _____

OPEIU Local Union _____

Send to: OPEIU

Howard Coughlin Memorial Scholarship Fund

1660 L Street, NW, Suite 801

Washington, DC 20036

Call for Canadian address at (514) 522-6511. The Canadian deadline is March 1, 2001.

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 each year.

Address all inquires to:

Howard Coughlin Memorial Scholarship Fund

Office and Professional Employees International Union

1660 L Street, NW, Suite 801

Washington, DC 20036

Phone: (202) 393-4464, Fax: (202) 347-0649



It's the Supreme Court, Stupid!

By Michael Goodwin, International President

In 1992, you may recall the slogan that resonated so well among the voters — “It’s the Economy, Stupid.” This year, I believe the major slogan should be “It’s the Supreme Court, Stupid.”

The next President of the United States will appoint at least four, possibly five, justices of the U.S. Supreme Court. Either Gore or Bush will appoint justices whose thinking is most aligned with theirs. This means we are not only electing a Chief Executive but someone who will have the power to either maintain the present course or radically change it. Both candidates have given us their views — with Bush saying that he will appoint justices along the same philosophical lines as Justices Scalia and Thomas. What a horrifying thought — four or five more Scalias or Thomases! Think about that for a moment. All of a sudden the important issues of taxes, education, health care, Social Security and Medicare are dwarfed by the possibility of such a development. Sure, we’re interested in a tax cut but what about Roe v. Wade and a woman’s right to choose? Yes, we want higher paid professional teachers and smaller class sizes — but what about the National Labor Relations Act? Of course we need more affordable and accessible health care — but what about Title VII of the Civil Rights Act? And what about the Equal Employment Opportunity Act, Americans with Disabilities Act, Age Discrimination in Employment Act, Warn Act, Family and Medical Leave Act and so many other important laws that could be affected by Supreme Court interpretation? Can we really afford to put these basic rights and protections at risk? I believe we would be doing just that if we elect the wrong can-

didate who appoints the wrong Supreme Court justices.

Remember, no one is telling you how to vote. We are simply informing you of the issues and what can happen if we make the wrong choice. In the last issue of *White Collar* I said that Vice President Al Gore is the right choice. I believe this now more than ever as Bush’s positions on issues become more defined.

OPEIU will be providing staff to work on the national Get Out The Vote (GOTV) campaign. We will work to get out the vote to ensure a continuation of fairness to working families by our government. We don’t need a government that supports the elimination of unions. We don’t need a government that is insensitive to the needs of working families. We need a government that cares about our issues and our concerns.

With Al Gore as president we will get a man who will not radically change the U.S. Supreme Court. We will get a man who is sympathetic to the needs of working families. We will get a man who we can trust to do the right thing.

In his seven years as a U.S. senator from Tennessee, a state in the heart of the anti-union South — Gore voted in support of working families 88 percent of the time, according to the AFL-CIO voting records. His record shows he stood with unions and their members to protect workplace health and safety, community wage standards, Medicare and Social Security. He worked to defeat attempts to bring back “company unions” and destroy the 40-hour week. Gore worked to fend off “paycheck deception” initiatives that would have silenced the voice of working people in the political arena. “He stood shoulder-to-shoulder with working men and women and our unions in fighting off the attacks of a radical Congress and fighting for the needs of working people and our children,” AFL-CIO President John Sweeney says. He also is a steadfast defender of the freedom of working people to choose to join unions to have a voice at work. As the AFL-CIO convention resolution endorsing Gore states: “More than any other national leader, Al Gore has used the power of his office to defend the freedom of workers to choose a union, free from interference by their employers, and he has repeatedly urged other elected officials to do so.”

“As president,” Gore says, “I will be a voice for working families in everything I do and say. I believe the right to organize is a basic right that can never be blocked — and that right needs to be strengthened today.”

Al Gore has been a supporter of workers’

rights throughout his career. He has a record that demonstrates that he has stood with workers to defend their rights and has promoted increasing those rights for working families. He believes that the country is stronger by rebuilding the middle class. This can only be done by giving workers the right to organize and bargain collectively with their employers. Our history has shown that in those states

where collective bargaining and unions are strong, the wages and conditions of the workers are among the highest in the country. Conversely, where collective bargaining and unions are weak, the wages and conditions are among the lowest in the country.

It’s clear that Al Gore is a man who will do the right thing on our issues. Therefore, he deserves our support.

“More than any other national leader, Al Gore has used the power of his office to defend the freedom of workers to choose a union, free from interference by their employers, and he has repeatedly urged other elected officials to do so.”



Vice President Al Gore



Printed in USA

Letters to the Editor



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>

Dear Mr. Goodwin:

Re: President Goodwin's editorial in the *White Collar*, Issue 2, Summer 2000.

Why not open up all the jails and let the criminals run the country. It couldn't be any worse.

I would rather die first. Funny how the unions forgot what the Kennedys did to them.

Al Davidson

Local 2
Dagsboro, DE

Dear Mr. Goodwin:

I enjoyed your editorial on the back page of Issue 2, Summer 2000 *White Collar*. Your

poignant comments made a real impression on me. I see your point about Vice President Gore but am a little confused if you mean the version made by Naomi Wolfe, the Tony Coehlo version, one of the ones in between or the present total phony. Your man Mr. Gore may be a Harvard graduate, but his chameleon ability to change every aspect of his being is somewhat disturbing to me. Talk about a lying \$3 bill — surely he might have suspected his all-day visit to a Buddhist temple was something more than a goodwill tour. Mr. Union President, while I am only one cog in your union apparatus, I want you to know that my vote in the November election will be the one vote necessary to counter your vote. I bet my wife's and your wife's votes make an intelligent majority for a much more reasonable candidate, Mr. George W. Bush. I am assuming your wife will have some ability to ferret out the non-Indian wooden dummy choice and not vote for the Clinton-like expert at pleasing the ignorant hordes. I would love to be inside your head and see if you really think Al Gore is presidential material. I have known three people who have worked directly for him the past 7 years. Sir, he is a real loser and I hope that losingness [sic] isn't foisted upon the American people; we have put up with such now for 7½ years. We don't need any more of his type.

Keep up the good work, sir, but please spare us any helpful voting tips. I give you more credit than to really think this great country of ours needs Al Gore as president.

Tom Samuels

Local 102
Daleville, Alabama

Editor's Note: The OPEIU does not tell members how to vote in any election, but presents the candidates' positions on important issues so that our members can make informed decisions at the polls.

Victory at St. Vincent Health System

After more than a year's campaign in the face of bitter anti-union tactics orchestrated by Modern Management, the OPEIU has won an election and received NLRB certification at St. Vincent Health System in Little Rock, Arkansas, for a bargaining unit of approximately 860 registered nurses (RNs). The unit encompasses three major hospitals, clinics, as well as home care and home health RNs. This was a second team organizing election at St. Vincent; the first election was determined by the NLRB to be so flawed with unfair labor practices actions caused by the anti-union consultants from Modern Management.

The registered nurses at St. Vincent had much to say about why they chose to join OPEIU. "I want a voice where we will work together to save St. Vincent and take some control over changes that affect our future and patient care, and to protect our nursing license," said Joyce Roberts, a registered nurse at St. Vincent.

"There are so many people to congratulate for our victory," said OPEIU Director of Organization Jay Porcaro. "Senior Organizer and International Staff member Donna Shaffer, Nicki Nikula, Virginia Levesque, Phyllis Naiad and Vince Menditto all greatly contributed to this win. The AFL-CIO also provided great support by assigning staff to assist with community organizing activities to offset the hospital's campaign.

"Marty Levitt, who wrote *Confessions of a Union Buster*, was a Union consultant and did a great job in helping inoculate the unit from Modern Management's activities," Porcaro continued. Levitt was, at one time, president of Modern Management during his "anti-union days."

North Clemens Hospital (Local 40), and Rutland Regional Hospital (Local 6), both provided Volunteer Organizing Committees (VOCs) at critical periods during the campaign. Special thanks goes to Local 40 President, Vicky Kasper, also a RN, who volunteered her time to assist in a positive and effective way. "The concept of team organizing was truly responsible for this victory. This was a strategic victory for OPEIU as it opens a large market of unorganized health care workers in the South and further strengthens our stature as a leading health care union within the AFL-CIO," Porcaro concluded.

There were many issues — such as job security, shortages in supplies and staffing, forced vacations before using sick time, changes in pension, respect, wages, long-term RNs being encouraged to quit, training and floating procedures — that caused these registered nurses to come to OPEIU for help. Many of the nurses have said that when St. Vincent was owned by the Sisters of Charity of Nazareth, they were proud of the "tradition and values" of the hospital. With Modern Management in charge, however, the RNs feel they cannot give the same level of care to their patients that was a tradition at St. Vincent.

"We are just a part of a working assembly line to get patients in and out as quickly as possible for the least amount of cost," said Cheryle Coleman, a 12-year veteran of St. Vincent, when describing why she voted for OPEIU representation.

"With a Union, the RNs' voices will be heard and we will have control over our job conditions," agreed Ann Marchand, who has spent 17 years as an ICU nurse at St. Vincent. "Management will now have to listen to us and address our issues."

Pennsylvania Nurses Association permanently affiliates with OPEIU

Adds "clout at the bargaining table"

The Pennsylvania Nurses Association (PNA) signed a permanent affiliation agreement with the Office and Professional Employees International Union. This permanent agreement followed a 24-month trial period that expired in early June. The PNA is known as Local 112 of the OPEIU.

"We have already benefited greatly from our association with the OPEIU over the past two years," said Angie Bogart, Executive Director of PNA. "Our integration into the AFL-CIO through OPEIU on a permanent basis strengthens our ability to represent members throughout Pennsylvania."

The PNA represents registered nurses (RNs) and other health care workers throughout the state of Pennsylvania. The permanent affiliation "will assist PNA in funding its organizing activities,

staff training, legislative activities, research and education services and technological initiatives," Bogart said. "We are confident that this affiliation will help us in our efforts to bring more and

more registered nurses into our membership."

The agreement also provides that in the event of a work stoppage, the OPEIU will pay a \$220 per member, per week, strike benefit. "Nurses

don't often have to resort to such actions, only when forced to by employers, but it's good to know that the benefit is there if needed," Bogart said. "It adds more clout at the bargaining table."

PNA ratifies contract with State System of Higher Education's Board of Governors

The PNA has ratified a new four-year collective bargaining agreement with the State System of Higher Education's Board of Governors. The PNA represents approximately 75 registered nurses and certified nurse practitioners who work in various state university health centers.

"This agreement guarantees a fair economic package for the nurses over a four-year period," said PNA Chief Negotiator Mary Rita DuVall Brown. "PNA looks forward to working with the State System in maintaining a positive mutual relationship."

The contract was effective July 1, 2000 and will expire June 30, 2004. The new agreement provides for general pay increases totaling approximately 11.5 percent over the next four years. Nurses will receive a 2 percent increase retroactive to July 1, then additional increases of 1 percent on

January 1, 2001; 2 percent on July 1, 2001; 1.5 percent on January 1, 2002; and 2.5 percent each on July 1, 2002 and July 1, 2003. Nurses will continue to receive an annual service increment of 2.25 percent.

Professional education benefits will increase initially from \$1,000 per year to \$1,100. This amount will increase to \$1,200 on July 1, 2001 and to \$1,350 on July 1, 2003. The new contract will also include increases in the number of personal, annual and sick leave days and in travel expense rates.

PNA's Bonnie Goshen of Millersburg University of Pennsylvania said she was especially pleased with the length of the contract. "What a four-year contract says is that there is a lot of confidence in the services we provide," Goshen said. "It also provides us with a great deal of security." The PNA has represented nurses at the 14 state universities since the early 1970s.

Work and Health

Job Stress and What It Does to You

By Phillip L. Polakoff, M.D.

Stressful situations are created in several ways. Some are caused by a perceived threat of physical harm. Others are due to a feeling by the worker that he or she has no control. This happens on assembly lines, during speed-ups, or in time-related production or decision-making.

Jobs that involve responsibility for the safety of other people are highly stressful: police, firefighters, pilots, air traffic controllers and the like.

Stress sets in motion a train of physiological reactions. Your heart rate speeds up. Your blood pressure rises. Adrenaline is released. Breathing quickens. Digestion slows, but digestive secretions increase. Muscles tense. Pupils of the eyes dilate.

All of these responses crank up the body's defense mechanisms and prepare it for action. It's known as the "fight-or-flight" response. It gave our primitive ancestors an edge when confronted by a wild beast or other deadly perils of ancient days.

Nowadays, we don't have to stare down or flee from a saber-toothed tiger. Our tense situations aren't quite so life threatening, but nobody turned off the body's response switch.

If this state of readiness is prolonged, it can lead to chronic illnesses caused by the body's repeated attempts to adapt to stress. These illnesses include cardiovascular disease, ulcers, kidney ailments and perhaps even allergies, arthritis and rheumatism.

Other less serious health consequences of stress — but still aggravating and detrimental — range from sleep difficulties to diminished sexual desire and performance.

There's even one of those "For Dummies" books out on the subject. "Stress Management for Dummies," by Allen Elkin,

Ph.D., is a practical, humorous approach to this serious condition with sensible down-to-earth tips for coping. Elkin is a clinical psychologist, a certified sex therapist, and director of the Stress Management and Counseling Center in New York City.

Many forms of headache, chest pain and back pain are among the more common conditions that result from stress-induced muscle tension.

Chronically tense muscles can result in a variety of conditions and disorders, including muscle spasms, cramping, facial and jaw pain, bruxism (grinding of the teeth), tremors and shakiness.

Constipation, diarrhea, gas, bloating and weight loss can all be stress-related. Stress can also contribute to gastroesophageal reflux disease and can play a part in exacerbating irritable bowel syndrome and colitis.

Stress doesn't necessarily have to bring all these bad effects into your life. The right amount of stress, in fact, can be good for you. With a healthy balance in your off-the-job life, a little stress at work can put a challenge into tasks, propelling you to a higher level of effort and attainment.

Here are some tips I suggested several years ago. They are still good:

Set aside regular times for diversions, outside interests, rest and relaxation.

Don't lean on alcohol or drugs in a futile effort to erase your worries and lighten stress. You could wind up with even bigger worries and stress.

Lighten up. Find a moment to step back, take a deep breath, let your arms hang loose, and try to think of something funny.

One of the psychological signs of stress is loss of a sense of humor. Learn to laugh more.



Washington Window

The Union Advantage

Numbers often tell a story, if you take the time and trouble to read and interpret them. And that's especially true when you look at wage and benefit figures for U.S. workers.

For what the figures, detailed in "The State of Working America 2000-2001" by the Economic Policy Institute, show is that union workers have a wide advantage in wages and an even wider advantage in benefits over their non-union colleagues.

They also show, as unions have often contended, that there is a "union premium" that benefits non-union workers. But that premium declined as unionization declined over the last 20 years.

The "union advantage" should be a key tool in organizing, and in helping the AFL-CIO achieve its goal of recruiting a million new members a year, sometime in the future.

That's because, in black and white, the figures for 1997, the latest available, show: Union workers earn an average of \$17.60 per hour. That's \$3.31, or 29 percent, more than their non-union colleagues.

Blue-collar union workers earn an average of \$17.73 per hour. That's \$5.89, or almost 50 percent, more than their non-union colleagues.

Union workers received \$2.19 per hour in health insurance coverage, and \$1.33 per hour in pension benefits. Non-union workers received 94 cents of health insurance and 44 cents of pension — when they get them.

That's because unionized workers are 16 percent more likely to be covered by employer-provided health care and 27 percent more likely to be covered by an employer's pension.

Blue-collar unionists have even more of a union advantage in pensions and health care: An almost three-to-one edge in health care coverage per hour and a four-and-a-half-to-one edge in pension coverage.

These are all-powerful numbers that unionists and organizers can show their non-union colleagues to convince them of the union advantage. And the union advantage has persisted for years.

So why, in the face of all this evidence, has unionization declined? EPI offers one set of answers and AFL-CIO President John J. Sweeney offers another. Together they

add up to reasons why union contracts cover only one of six U.S. workers today, including non-members and agency fee-payers, compared to just under one-fourth in 1979.

"The erosion of union bargaining power is partially related to a harsher economic context for unions because of trade pressures, the shift to services and ongoing technological change," EPI says. "Analysts have also pointed to other factors, such as employer militancy and changes in the application and administration of labor law, that have helped weaken unions."

Sweeney concentrates on the second set of reasons. He says GOP President Reagan's 1981 firing of unionized air traffic controllers — who struck over safety issues — set a tone of employer militancy that has not ebbed. And he points out weak U.S. labor law that has minimal penalties for law-breakers who illegally harass, intimidate, spy on and fire pro-union workers.

"One of our biggest obstacles is the anti-worker attitude of corporate America," he says. "As we have been trying to engage more and more workers" in organizing and unions "to give them a voice at work, we have to work harder to build spirit and strength" to counter corporate resistance.

"I would hope we would see a National Labor Relations Board" under the next administration "that would have the resources to properly and effectively enforce our labor laws," he added.

Until recent increases President Clinton pushed through the GOP-run Congress, the NLRB faced an ever-rising caseload of violations and shrinking staff and budget. This year for the first time in years, the agency was able to add staffers. Sweeney says it still faces a 20,000-plus case backlog.

Political action, to elect pro-worker lawmakers, can counter such corporate attitudes and budget cuts. But worker to worker, the numbers may be the best argument.

That's because organizers can say, "Look, we can't promise you the moon. But we can promise this: You'll have a better chance of getting the union advantage these numbers show if you're organized than if you're not. So, how about it?" Then present them with EPI's numbers — and keep saying it.

**For more information
about the OPEIU,
visit our website at
<http://www.opeiu.org>**

Helicopter pilots join OPEIU PHI Local 108 receives charter

The newly formed PHI/OPEIU Local 108, an independent OPEIU Local Union, had its first membership meeting and officially received its charter on June 29, 2000 in New Orleans, LA.

Despite inclement weather, several of the 25 charter members were on hand for the presentation, which was led by OPEIU International Representative Paul Bohelski. Bohelski was instrumental in organizing helicopter pilots at Petroleum Helicopters, Inc. (PHI), the nation's largest helicopter company. The organizing victory was a team effort, made possible by International Representative Jeff Rusich, International Vice President J.B. Moss and Local 107 helicopter pilots Rickey LeBlanc, Bill Sykes and Bohelski. LeBlanc and Sykes are employed Air Logistics where the Union won an outstanding contract.

The charter is the result of a three-year organizing drive that culminated with an election win in March. The Union is in negotiations with PHI; the negotiating committee is comprised of pilots Steve Ragin, Herb Jossen, Mike Dorsett

and Bob Barbanes, and led by Bohelski. "Just like we did with Air Logistics, we're going to negotiate a fair contract as quickly as possible," Bohelski said, "one that brings fair pay, improved health insurance, retirement security and other rights to our new members of Local 108."

"I felt so proud sitting there in that union hall among a large group of my peers, knowing that I am a charter member of PHI's first-ever pilot's union," said Barbanes. "This is a historic time for us. Paul Bohelski's self-assurance and confidence is infectious. It makes me more optimistic than ever that our future looks bright, especially now that we are standing shoulder to shoulder and speaking with one voice," he concluded.

Local 108 members are also currently voting on the Local's new Constitution and Bylaws, which will govern the affairs of the Local Union.

Local 108, along with OPEIU's affiliation of the 250-member Ft. Rucker helicopter pilot independent union, clearly establishes OPEIU as the Union for helicopter pilots in the industry.



Several of the 25 charter members of PHI/OPEIU Local 108 were present for the presentation of the charter. Pictured left to right are: Paul Bohelski, International Representative; pilots Robert Barbanes, Herbert Jossen, Stephen Ragin, Ken Clements, Jack Bowers and Paul Huertas.

OPEIU signs historic national contract with Kaiser Permanente

Continued from page 1

care, service, staffing, business planning, enhancing patient safety, administration, promotions and "development of a state-of-the-art reporting system to enhance patient safety and quality of care."

"We had a chance to confine ourselves to the NLRB realm" of bargaining just over wages and benefits "or to break out of that box. It creates a greater obligation and a greater commitment on our part," said Peter diCicco, Executive Director of the Coalition of Kaiser Permanente Unions. The unions and management involved hundreds of front-

line people in the bargaining, which lasted seven months, both sides said.

The approval of the national agreement means the launch of the final phases of our Common Issues Bargaining process. This will include tailoring the national agreements by local bargaining tables for their individual tentative agreements and ratification of the agreements.

Congratulations to all those involved in negotiating this groundbreaking agreement, particularly Michael Cowan, Secretary-Treasurer of Local 2, and Tamara Rubyn, President of Local 29.

NLRB issues decision regarding temp workers

As you may be aware, the NLRB has issued an important decision involving the organization of temporary workers. In this connection, International President Michael Goodwin asked General Counsel Melvin Schwarzwald to prepare a summary of the case for distribution to OPEIU Local Unions to enable them to proceed with the best possible information. The sections below summarize a discussion of the issues.

If you have any questions concerning this matter, please contact Director of Field Services Kevin Kistler who can be reached at (212) 675-3210, fax (212) 727-3466 or e-mail Kevin@opeiu.org.

We hope that this information is helpful to you in the organization of temporary workers.

I. INTRODUCTION

On August 25, 2000, the National Labor Relations Board issued its long awaited decisions in the M.B. Sturgis, Inc. and Jeffboat Division, American Commercial Marine Service Company cases. The cases were combined and issued as one decision, which is reported as 331 NLRB No. 173. These are cases in which oral argument took place on December 2, 1996, and have been pending decision since then. Three of the current four Board Members, Chairman Truesdale and Members Fox and Liebman issued the majority decision, and Member Brame dissented.

II. IMPORTANCE OF THE DECISION

This decision removes the requirement of consent of both the employer of the employees and the employer on whose premises the employees worked to include "temporary" (or "leased") employees in a bargaining unit. In order to avoid confusion and make the understanding of the cases simpler, the Board adopted specific terminology throughout the decision referring to "... the company that supplies employees as a 'supplier' employer and the company that uses the employees as a 'user' employer." This Memorandum will adopt the same terminology.

Since the 1990 decision of the Board in Lee Hospital, 300 NLRB 947, the Board had considered temporary employees as employees within a multi-employer bargaining unit consisting of the supplier employer and the user employer, and applied its general rules that multi-employer bargaining (including voting in an election) cannot take place without the consent of all the concerned employers. Since it was always easy for the employers not to consent, the inclusion or exclusion of temporary employees in a bargaining unit was in the control of the employers. This new decision concludes that Lee Hospital and cases relying on it were incorrectly decided. The Board determined that user and supplier employer situations are not multi-employer situations which require the consent of both employers. The Decision opens the door to organizing temporary employees into already existing units by the use of a unit clarification petition, and to including temporary employees within a unit that is being newly organized.

III. THE FACTS, POSITIONS AND REGIONAL RULINGS

In M.B. Sturgis the employees involved worked side by side with other employees in a Missouri plant. There were 10 to 15 of these "temporary" employees working with 34 to 35 regular employees. Sturgis, the user employer, supervised the temporaries who worked the same hours as the regular employees, except they were limited to 40 per week. The supplier employer hired them, determined their wages and benefits, and paid them. It was agreed that the user and the supplier employer are joint employers of the temporary employees. The Union wanted to exclude the temporary employees, the user employer wanted to include them, and the supplier employer wanted to exclude them. The Regional Director concluded the temporary employees could not be included without the consent of both employers.

In the Jeffboat Division case the employees involved were 30 welders and steamfitters who worked in a shipyard among a unit of 600 production and maintenance employees. The user employer, Jeffboat, was found to control the daily environment of the supplier employer employees. The user employer supervisors assigned, directed, and oversaw their activities, had authority to discipline them for both unsatisfactory performance and an infraction of the user employer's rules and regulations, and were responsible for monitoring the time they spent on assignments. The contract between the supplier and the user employers provided that the user employer had broad authority as to the direction of the user employer's employees, and the authority to discipline the supplied employees "as they see fit." Based on those facts, the Acting Regional Director found the user and supplier employers to be joint employers of the temporary employees. The Union wanted to add the "temporary" employee to the unit by accretion in a unit clarification proceeding. The Acting Regional Director dismissed the unit clarification petition because the user and supplier employer would not consent to joint bargaining.

IV. THE BOARD DECISION

What the Board concluded was that no consent requirements as to multi-employer bargaining are required for units that combine "jointly employed and solely employed employees of a single user employer." That is a unit of temporary and regular employees of the same employer is appropriate, if the traditional Board community of interest standard, which is discussed below, is met. The Board also concluded that a unit of all employees employed by an agency which supplies employees to several employers may also be appropriate. But the Board remanded these two cases for specific findings which must be carefully noted because they raise issues that will have to be dealt with if the OPEIU or any of its Locals pursues such cases. In the M.B. Sturgis case the remand was to apply the community of interest standard to see whether or not those particular temporary employees should be included in the unit. In Jeffboat the remand was to consider whether or not those employees may be an accreted to the existing unit, and the accretion standards need to be applied. In addition, Jeffboat maintains that there is not a sufficient community of interest between the "temporary" welders and steamfitters and the other production and maintenance employees, and that issue also will also be addressed on remand.

This Decision makes it clear that there are important issues which need to be considered before the filing of any petition for a unit which includes "temporary" employees. Those specific legal

(Continued on page 5)

(Continued from page 4)

issues and the standards that govern each of them are briefly reviewed below.

V. LEGAL ISSUES TO BE CONSIDERED IN FUTURE CASES

A. Joint Employer Status

There must be a finding that the user and supplier employers are joint employers in order to argue that the temporary employees are part of the unit. The legal standard for determining joint employer status was summarized by the Board in this Decision, and the easiest way to approach this issue is simply to look at these words and think about what they mean in the context of a particular case. The Board summarizes current precedent to mean that "... to establish that two or more employers are joint employers, the entities must share or co-determine matters governing essential terms and conditions of employment." Also, the Board noted that: "The employers must meaningfully affect matters relating to the employment relationship such as hiring, firing, discipline, supervision, and direction." 331 NLRB No. 173, Slip Op. 4. Part III of this Memorandum includes the application of the standard to the facts of *M.B. Sturgis* and *Jeffboat*.

B. Community of Interest

The factors to be considered in determining whether or not a group of employees share a community of interest were listed in *Kalamazoo Paper Box Corp.*, 136 NLRB 134 (1962) as follows:

1. Different method of wages or compensation;
2. Different hours of work;
3. Different employment benefits;
4. Separate supervision;
5. The degrees of dissimilar qualifications, training, and skills;
6. Difference in job functions and amount of working time that is spent away from the employment or plant situs;
7. The infrequency or lack of contact with other employees;
8. Lack of integration with the work functions of other employees or interchange with them; and
9. The history of bargaining.

C. Accretion

In considering whether or not a group of employees should be accreted into another group, the Board considers many of the same factors as in the community of interest analysis, but the factors have been worded in a more neutral fashion, as follows:

1. Separate supervision;
2. Degree of interchange among employees;
3. Geographical proximity;
4. Integration of operations;
5. Integration of machinery and product lines;
6. Centralized administrative control;
7. Similarity of working conditions, skills, and functions;
8. Common control of labor relations;
9. Collective bargaining history; and
10. The number of employees at the facility proposed for accretion as compared with the number of employees in the existing operation.

It should be noted that the Board usually leans away from finding accretions on the theory that whenever possible employees should be able to express a choice as to whether or not they will be represented for collective bargaining and who their representative will be. In other words, in close cases, an accretion is likely not to be found.

D. Procedure and Timing for Filing Unit Clarification Petitions

The change in the law made in this Decision opens the door to filing unit clarification petitions to include "temporary" workers who may have been working side by side with OPEIU represented employees for many years in already represented bargaining units. Until this Decision, the inclusion of such employees without the consent of the supplier employer was not possible, and that rule presumably prevented bargaining representatives from demanding these employees be part of the unit. Such demands may now be made, if the user employer is a joint employer with the supplier employer, and the situation fulfills the factors that determine if the employees constitute an appropriate accretion to the OPEIU unit.

The rules of the NLRB as to when a unit clarification petition may be filed may present another obstacle to organizing such employees. The general rule is that the Board will not entertain unit clarification petitions during the term of a collective bargaining agreement because that disturbs the stability of the bargaining relationship. However, the Board has an exception for a newly created or substantially changed job classifications. What is not clear is how the Board will treat the kind of employees described above whose work is not in a newly created job classification, but because of a newly created legal situation may now be incorporated into an existing bargaining unit. OPEIU Local Unions simply may have to file unit clarification petitions to establish the reaction of the Regional Directors and the Board. It should be made clear when filing such a petition that it is being filed during the term of a collective bargaining agreement because of the new law in the *M.B. Sturgis* Decision.

If a petition is not filed now, or if such a filed petition is rejected on the basis that it is a matter to be addressed in contract negotiations and then presented to the Board, or if your Local Union is or will shortly be in collective bargaining negotiations and raises the issue at that time, then some additional rules need to be observed. The rule already referred to that a petition will not be accepted during the term of a contract appears to force the filing of a unit clarification petition as soon during collective bargaining negotiations as there is a disagreement as to the coverage of a group of employees. But the Board has created another exception, which is if a party explicitly states during the negotiations that it will file a unit clarification petition to resolve the issue of representation which could not be resolved in the negotiations, and it files such a petition "shortly" after the execution of the collective bargaining agreement, that petition will be timely. The Board has interpreted "shortly" to mean as much as eleven (11) weeks after execution of the contract, but there is no reason to wait that long.

Local 8 settles with Providence

After a two-year struggle, the Union workers at Providence Everett Medical Center agreed to a three-year contract that runs through June 30, 2003. With overwhelming approval, members of Local 8 will receive cost-of-living raises, compensation reflecting seniority, a one-time pay equity adjustment, and greater bonuses for nights and weekend shifts.

Local 8 won yearly pay increases, greater incentives for long-term employees, higher pay for working weekends and nights.

The contract brings outstanding benefits for our members. The list includes a guaranteed 3 percent annual cost-of-living raise and a set wage scale that rewards seniority with wage step increases. Furthermore, by the end of the 37-month contract, roughly all our members will receive \$2 per hour weekend premiums. For nights and evening shifts, wages will be increased 50 cents per hour this year and 50 cents per hour next year. In order for wages to reflect longevity by the end of the contract, the pay scale will be phased in, guaranteeing

workers a wage increase every other year. By the end of the contract, many workers will receive an additional \$5 to \$6 an hour on weekends for regular attendance. Furthermore, there will be paid time off for shop stewards to attend new member orientation.

Additional benefits include a one-time pay equity adjustment that will rectify past inequities. Essentially, the market adjustments made this year will make wages comparable to what workers at other hospitals earn. For certain jobs, the adjustments could mean wage increases as high as 18 percent. Along with the one-time pay equity adjustment, Local 8 was able to achieve a common expiration date for a contract with another union, giving continuity and added bargaining power the next time around.

"This is the richest health care contract in the area," said Suzanne Mode, a Business Representative for Local 8, noting the level of member satisfaction. "This is the first time these workers have had any guarantees in the workplace."

Federation of Catholic Teachers wins representation at St. Peter's Boys High School

The Federation of Catholic Teachers, an affiliate of OPEIU Local 153, has won representation of 28 faculty members at St. Peter's Boys High School in Staten Island, N.Y. The vote was 25-1 in favor of representation.

"We're very pleased the teachers at St. Peter's recognized the importance of union membership and resoundingly chose the Federation of Catholic Teachers," said FCT President Michele Cody-MacDonald. "We will now focus our energies on getting a contract that meets the needs of these teachers by increasing wages, achieving equal pay for equal work, livable pensions and job security — something many of the unorganized teachers within the New York Roman Catholic school system are currently working without."

"This sends a terrific message to the other teachers in New York — and particularly on Staten Island — that they are stronger if they band together as a union," Cody-MacDonald continued. "The FCT is going to continue to do everything possible to ensure that all Catholic school teachers experience the benefits of union membership, and achieve the same level of benefits and wages available to their public school counterparts."

The FCT represents approximately 3,500 elementary and high school teachers employed in the schools of the Archdiocese of New York.

Allocation of October 1, 2000 per capita tax increase

At the June 1998 OPEIU Convention, delegates approved a resolution with respect to the Article XVI — Finances which stated in part, "the Executive Board shall determine the allocation of the per capita increases referred to above that become effective on October 1, 1998, October 1, 1999 and October 1, 2000 between the General Fund, Strike Benefit and Defense Fund and Regional Organizing Cooperative Fund."

In accordance with that resolution, the Executive Board at its June 2000 meeting has determined that \$.05 per member per month of the October 1, 2000 per capita tax increase shall be transferred from the General Fund to the Strike Benefit and Defense Fund.

International Secretary-Treasurer Gilles Beauregard said, "This transfer is necessary to strengthen our Strike Benefit and Defense Fund for the International Union to continue to pay the current \$220.00 per member per week strike benefit effective on the eighth day of the strike, which is among the highest strike benefit paid by any union to its members."

Broward County Professional Supervisors work toward election date

While no election date has been set as this issue goes to press, organizers and members of OPEIU Local 100 in Ft. Lauderdale, Florida are working diligently to ensure a victory for the Broward County Professional Supervisors. By law in Florida, Supervisors in the public sector are eligible for collective bargaining.

The organizing effort comes on the heels

of a stunning victory that brought an additional 1,000 Professionals in Broward County into the OPEIU ranks in April. Both organizing efforts are part of Local 100's campaign to organize public sector employees in Florida.

Like the Professionals they supervise, all of the Supervisors' positions require a four-year advanced degree. The Supervisors' main priority is job security,

with the need for an appeal process for discharged employees.

"We discovered – through a hands-on organizing approach – that job security is the most important issue to these employees," Florida Regional Director Ed Darcy Sr. said. "One-on-one conversations with each of the Supervisors made the real difference; they had specific issues they wanted to discuss and only by sitting down with each of them

were we able to determine what's important to them.

"Local 100's leadership has been involved in this campaign," Darcy continued, "and many members have made a contribution to this effort, including International Union Organizers Vince Menditto and Ed Darcy Jr. We're very confident that we will have a successful election vote when the time comes," he concluded.

Acupuncturists join OPEIU

The newly formed National Guild for Acupuncture and Oriental Medicine — comprised of more than two dozen California acupuncture associations — has voted to join the ranks of OPEIU. Our union was also instrumental in the formation of the Guild — which will be known as OPEIU Guild 62 — and the writing of the organization's Constitution and Bylaws.

The Guild is the first national acupuncture

labor organization in the United States. It is estimated that there are more than 20,000 potential eligible members. Guild representatives, including its President Ted Priebe, LAC, OMD, QME, said they believe affiliation with the OPEIU and the AFL-CIO will bring benefits that would be unrealized without such an alliance. As members of OPEIU, acupuncturists will gain valuable lobbying access to legislators, helping to expand the legal recog-

nition of acupuncture to every state. Guild members will also have access to union discounts on health care benefits and have power in negotiating standard health benefits. Acupuncturists can also have union representatives review contracts prior to their joining a managed care network to ensure they receive fair compensation for the care they deliver.

A possible future benefit for acupuncturists would be the ability to bargain collec-

tively. Legislation has passed the House of Representatives that would give them this right, and OPEIU is supporting similar legislation in the Senate.

"Inevitably, the direction is to allow independent contractors to bargain collectively, unimpeded by antitrust laws, but we need to set up structures to do that," said Alan Elnick, an OPEIU Organizer who played a major role in the affiliation.

Educational Conferences reap rich rewards



Members gather in Portland for the West/Northwest Educational Conference, held June 2-4, 2000.

Goodwin addresses American Psychological Association

On Friday, August 4, OPEIU International President Michael Goodwin addressed the 108th Annual American Psychological Association Convention in Washington, D.C. Goodwin was part of a symposium titled, "Ways We Fight Back Against Managed Care — A Dialogue Between Psychology and Labor."

Following is a transcript of President Goodwin's remarks:

Traditionally, the labor movement has represented workers — initially craft and industrial workers — and in recent history white collar and professional workers. All, however, share the same status in that they are all employed.

In 1996, our Union was the first to develop the idea that more than 1 million independent contractors in the medical profession could, and should, be organized into the AFL-CIO to counterbalance managed care. But we knew that starting a grassroots organizing campaign with an association or society would be perceived as a threat to that group, although our purposes and goals are the same.

To address this issue, we structured affiliation of associations so that no one will be admitted to the Union unless they are a member of the association or society. In fact, medical professionals who have sought membership in this Union who are not members of an association or society, have been turned down. In order to be effective, all members of the association or society must support the Union effort but individual Union membership is voluntary. State associations who could not agree to have all of its members support the Union effort were also refused admission.

The labor movement has had more than 50 years of experience in open shops and right to work states. They simply do not work. Any organization that believes that they can be successful without the support of everyone is mistaken. We are also not in the business of collecting retainer fees directly from associations or societies as lawyers and lobbyists sometimes do. We have set out to establish a grassroots organization for individual medical professionals who join because they want to participate and be involved.

Each medical professional that joins is given a membership card and a certificate of membership to display in their office. Not only does this approach give comfort to the association or society, it establishes the relationship as a true partnership — two groups working together in common cause. In fact, we're very pleased to tell you that the American Podiatric Medical Association values its partnership with the Union so much that they have invited us to apply for official status as a related organization within the APMA. They were prompted to do this based on their recognition of the success that we have had in advocating for their profession.

Following the affiliation of the Podiatrists, other medical professionals have followed suit, such as: the practitioners of Clinical Social Work, M.D.s, Optometrists, Acupuncturists and Oriental Medicine, Pharmacists, and BioFeedback Practitioners. All of these groups

have been organized under the umbrella of our National Guild of Medical Professionals. We believe it is important for all medical professionals to come into the AFL-CIO under one organization.

We also believe that OPEIU, who has pioneered this effort on behalf of Medical Professionals, is the organization that best fits this role. Our Union is structured to provide autonomy to participating associations and societies through the governance of a Guild. Decisions are made separately by each Guild and not by members of the Union covered by collective bargaining in other professions. This means that there is no need to mix medical professionals with Catholic teachers, helicopter pilots or secretaries. Traditional members have different problems and different concerns than self-employed medical professionals. Each Guild has its own structure separate and apart. Under our structure there is no way for a Medical Professional Guild to be dominated or outvoted by a larger number of traditional members covered by collective bargaining in other professions. Your autonomy, your views, and your decisions will be made by and among medical professionals who share common concerns and goals.

State and national associations and societies who have joined our Guild structure have learned how to get in touch with the power of the AFL-CIO. Our Guild members are participating on AFL-CIO State Health Care committees, delegates to Central Labor Councils and our National Guild President, Dr. John Mattiacci, has been elected as a Vice President of the Pennsylvania State AFL-CIO. John was also elected in 1998 as Vice President on the Executive Board of OPEIU. Very few organizations are structured to afford this opportunity. And through this process, we have learned more about the problems you face and the abuses of managed care. The associations and societies are also learning how to use the enormous network of the AFL-CIO to advance their agenda. On a day-to-day basis new and better methods are being developed to achieve desired goals.

Through our affiliation of the National Federation of Clinical Social Work, we are learning more and more about mental health. We learned that union members and the public are not well informed about the dangers of managed care in reducing mental health benefits. After reading the recent Surgeon General's report on Mental Health we appreciate all the work that your Association is doing to help shape Federal policy to advance quality mental health services.

We also know that approximately one in five Americans experience a mental health disorder each year. A substantial number of older Americans are disabled by mental health disorders. As the life expectancy of Americans continues to extend, the sheer numbers experiencing mental health disorders late in life will also expand, presenting new challenges in organizing, financing and delivery of mental health services. As an Association, you need all the tools you can find to help you meet these challenges.

The people that you treat are the same people that we service and both of us are concerned about their care. In the struggle for quality care, your battle is our battle. It makes sense for you to partner with the AFL-CIO and all of the political will and expertise that it can provide. The AFL-CIO is a powerful voice both on the Federal and State level. It is the recognized voice for consumers and purchasers of health care services. We have used this voice to advocate on behalf of our affiliated associations and societies.

The Guild advocates in six major areas on behalf of the associations and societies:

1. Legislative and Legal support;
2. Intervention with insurance companies;
3. ERISA and Taft-Hartley payments;
4. Referring union members as patients;
5. Activism on behalf of the profession; and
6. Building membership within the association or society.

We played a major role in moving the Campbell Bill along, providing direct testimony at Congressional Hearings — and served as a major resource to Congressman John Conyers (D-MI) who was co-sponsor of the bill. We attended many meetings and worked closely with our lobbyist.

Our lobbying efforts helped win passage of a "mini" Campbell Bill in Texas, and we are working on similar legislation in other states.

In New York State we provided testimony before the Assembly Committee considering legislation to permit Podiatrists to practice acupuncture. We also helped stop legislation in New York that would have prevented many of our Biofeedback members from practicing.

We are working with ERISA and Taft-Hartley plans to encourage them to change their plan benefits to provide higher levels of compensation.

We have intervened on behalf of our members with insurance companies who have unilaterally cut fee schedules. In several cases these cuts have been reversed.

In addition we have been very active within states to win passage of licensure bills for our Clinical Social Work members.

On behalf of the New York Clinical Social Work Society we recently mailed out 13,000 packets to practitioners of Clinical Social Work who are not members of the Society urging them to join. When a medical professional joins their participating Association or Society, we both win because they also support the Guild.

We also mailed information to more than 1,000 New York City Labor Leaders introducing them to our medical professionals and

urging support for their profession. We are in the process of following up with these labor leaders with meetings and discussions on how to improve plan benefits.

This type of support is given not only in New York State but also to all state participating associations and societies.

Upon the request of our membership we have established a national health care plan for independent contractors, employees in their offices, and members of their families. This plan serves as a model for realistic levels of benefits and corresponding fee schedules. The plan design was developed with the advice and input of our medical professional members.

On a national level we participated in the all-important White House Conference on Mental Health sponsored by Tipper Gore. Despite 20,000 requests for three hundred seats, we were able to use our political influence to persuade the White House to permit representatives of our Clinical Social Work Guild to attend.

Activities on behalf of our Podiatric Guild include intervention with HCFA regarding coding and reimbursement issues, and legal suits were filed by our General Counsel to block harmful regulations impacting reimbursement schedules. The OPEIU maintains a multi-million dollar defense fund for this purpose.

On the ground we have been activists in support of health care reform. Earlier this year we participated in a major way in Rescue Health Care Day, a national day of protest. In cities across the country our members demonstrated, spoke and carried signs informing the public of our plight.

OPEIU is recognized within the AFL-CIO as a major Health Care Union by appointment to its important Health Care Committee. This committee develops strategies and makes recommendations to the AFL-CIO Executive Council.

I have just returned from an AFL-CIO Executive Council Meeting in Chicago and I can tell you that an AFL-CIO committee is actively discussing how the AFL-CIO can help independent contractors.

We have presented you with several reasons and examples of how we can effectively help you and your Association achieve your goals. Our program is structured differently from anybody else, providing complete autonomy and a full voice for medical professionals. With this autonomy assured, and full access to the power of the AFL-CIO, it makes sense to partner with OPEIU. We look forward to a discussion with you on how this partnership can best be developed.

OPEIU supports Labor 2000

The OPEIU is in full support of the AFL-CIO's Labor 2000 program, making significant contributions to educate members on important issues such as health care, education, Social Security and Medicare. Thus far, the OPEIU has contributed \$130,489 to the program.

Invoices were mailed in May 2000 to all Local Unions by Secretary-Treasurer Gilles Beauregard. If you haven't sent in your contribution — which is equal to \$1 per member per year — please do so as quickly as possible.

Democrats take Los Angeles

Convention stresses continuing momentum of last eight years

The Democratic Convention in Los Angeles on August 14-17, 2000 emphasized the importance of continuing on the path that has led to economic prosperity and security for the nation's working families.

Democratic nominee Al Gore vowed "to fight for all Americans," as he outlined his plan for the future of the nation. He assured delegates that his administration would protect the programs that many have come to rely on for economic security, including Social Security and Medicare. In the weeks following the convention, Gore has further laid out his plan to safeguard the Social Security retirement system, using the nation's budget surplus to shore up the trust fund. Gore also has outlined his plan to provide

targeted tax cuts to help middle class families, to increase protection against some oil drilling, logging and development, to oppose a roll back on affirmative action programs, to support the Equal Rights Amendment for women, and back benefits for gay and lesbian families. His administration would also back increased gun control measures, including mandatory child safety locks and greater requirements for the purchase of a handgun.

"We built our bridge to the 21st century"

Speaking at the convention, President Clinton asked voters to remember conditions when he took office in 1992. "It was a far different time," Clinton said. "Our economy was in trouble, our society was divided, our polit-

ical system was paralyzed. Ten million of our fellow citizens were out of work. Interest rates were high. The deficit was \$290 billion and rising. After 12 years of Republican rule, the federal debt had quadrupled.

"To those who say ... the progress of these eight years was some kind of accident, that we just sort of coasted along, let me be clear: America's success was not a matter of chance, it was a matter of choice" Clinton said.

Clinton urged Democratic activists to do everything possible to convince voters that their choice on Election Day matters. "Tonight we can say with gratitude and humility: We built our bridge to the 21st century. We crossed that bridge together. And we are not going back," Clinton said.

OPEIU represented at Convention

OPEIU was represented at the Democratic Convention by International President Michael Goodwin and International Vice Presidents Richard Lanigan, Judy Solkovits and Gary Kirkland. They were all in attendance to support labor's agenda at the Convention, and attended several rallies and demonstrations in support of workers represented by other AFL-CIO unions in their fight for decent wages and working conditions. The OPEIU delegation attended a huge labor gathering prior to the convention that was attended by Rep. Richard Gephardt, and chaired by AFL-CIO President John J. Sweeney. At the rally, Sweeney pointed out that more than 30 percent of the delegates to the Democratic Convention were union members.

Union Privilege Scholarship Program enables students to further education

The OPEIU is proud to announce that one of our members has been chosen to receive a scholarship by the 2000 Union Plus Scholarship Program -- a program that, since its inception nine years ago, has awarded more than \$1.35 million to 891 deserving students to further their education. In 2000, the program awarded 126 students a total of \$204,000.

Christopher McAvoy of Iselin, NJ was

awarded a \$1,000 scholarship. Christopher's mother Joanna is a member of OPEIU Local 376.

Awards are based upon academic achievement and potential, character, leadership, social awareness, career goals and financial need. The scholarship program is open to students attending or planning to attend a four-year college or university, a community college, or a technical college/trade school.

Some of this year's program judges included representatives from the United Negro College Fund and the National Association of State Universities.

The scholarships are one-time cash awards between \$500 and \$4,000. Awards are to be used for undergraduate study in the fall of the same year. Members, their spouses and dependent children of unions participating in the Union Plus Credit Card program are eligible. According to Meg Wade, managing director of the scholarship program, the hope is that these awards will defray some of the costs of continuing education and, in some instances, even make the difference between attending and not attending school.

The Union Plus Scholarship Program is an annual program funded by Union Privilege and the provider of the Union Plus Credit Card -- the Bank of New York and Affinity Group Marketing for the first five years, and Household Credit Services from 1997 to the present.

Wade says that the program is very well received by union members; in 2000, more than 4,800 applications were received. The program is run in-house at Union Privilege with the help of an outside consultant who coordinates the review and judging of the applications. All application fulfillment is completed at Union Privilege (approximately 40,000 applications are sent out to members and unions each year), as well as the preliminary review of completed applications before they are sent to an independent panel of reviewers and judges.

Applications for the 2001 award program are now available. Members wishing to receive an application may send their name, address, phone number and international union name on a postcard to the Union Plus Scholarship Program, P.O. Box 34800, Washington, DC 20043-4800. Applications are also available from the Union Privilege Website at <http://www.unionprivilege.org>. The deadline for completed applications is January 31, 2001.

Surrounded by gold!



OPEIU International President Michael Goodwin and International Vice President Richard Lanigan join Dick Reiten, President and CEO of Northwest Natural, in the festivities at the New York Stock Exchange celebrating NWN's listing on the Big Board! Here they are pictured in front of 11 Wall Street, one of the most famous addresses in the world.

The employees of NWN are represented by OPEIU, Local 11 in Portland, Oregon. International Vice President and Local 11's Chief Executive Officer, Gary D. Kirkland, has been recognized by the United States Department of Labor as a pioneer in establishing a model at NWN for interest-based bargaining nearly 15 years ago. The Labor Department still uses a video produced by the company and the Union as part of its educational program nationwide. Kirkland did not attend the event because of Local 11 business needs, but he was able to arrange the meeting between Goodwin, Lanigan and Reiten.

California to honor Chavez with state holiday

California's Governor Gray Davis has signed a bill to honor Cesar Chavez, the legendary leader of the United Farm Workers union, with an official paid holiday. The bill calling for a Cesar Chavez Day was introduced into the state legislature by state Sen. Richard Polanco (D-Los Angeles).

California is the first state in the nation to establish such a holiday for Chavez -- the first to honor a Latino or an organized labor figure. March 31, Chavez's birthday, will be a paid holiday for about 210,000 state workers. According to the *Los Angeles Times*, while public schools and courts are not included in the holiday, "most schoolchildren are expected to spend the morning learning about Chavez's life as a Mexican American farm worker turned civil rights figure through a special voluntary, state-funded curriculum. Students at participating schools will then leave their classrooms and spend the afternoon performing some age-appropriate form of community service with the California Conservation Corps or the national AmeriCorps program."

Chavez died in 1993 at age 66.

ILO report: basic workers' rights are weak worldwide

GENEVA — "Intimidation, threats and even murder still await many workers who attempt to organize in a number of countries around the world" the International Labor Organization (ILO) said in its first-ever worldwide analysis of workers' rights.

For example, in the past 10 years the ILO investigated the alleged murders of trade unionists in Colombia, the Dominican Republic, Ecuador, Guatemala and Indonesia. Physical assaults on trade unionists occurred in Ethiopia, Guatemala, Sudan, Haiti, and several other nations.

And arrest and detentions of labor activists were reported in more than 20 countries, including China, El Salvador, Morocco, Pakistan, and Senegal.

Advanced industrial nations, particularly the U.S., Canada and Japan, also violated workers' fundamental rights, says the report.

The ILO cited the U.S. for failing to legally protect agricultural workers' right to organize. It cited Afghanistan, Bolivia, Burundi, India and Jordan for the same violation.

In Canada, domestic workers are denied the right to organize. Japan denies unionization to fire fighters.

The ILO specifically targets global free trade policies that intensify competition between and within nations as the primary culprit for undermining the basic rights of workers. It also says workers' rights are harmed by wide-scale privatization of public and governmental functions.

Further, global free trade pushes workers into the "informal economy of part-time or subcontracted work that effectively thwarts their ability to unionize or even defend their most basic interests," says the report.

The growth of part-time or subcontracted work represents 80 percent of all new jobs in Latin America in the 1990s, and 93 percent of all new jobs in Africa during the same time.

In the U.S., 30 percent of the workforce is currently employed in temporary work, and that number is expected to dramatically rise in the next decade.

Women are particularly vulnerable in this world economy as they form the majority of the informal economy's workforce. Targeting "the ability of women to exercise freely their rights to join trade unions is vital to trade union strength," the report states.

OPEIU makes presence known at Union Industry Show



OPEIU was well represented at the Union Industry Show in Milwaukee, Wisconsin, May 5-8, 2000. Pictured from left to right are Appraisers Guild 49 Officers Bill Sentner and Michael Kidd, International Purchasing Agent Geoffrey J. Palmer, M.A., and Local 35 Officers Jan Wilson, Chris Dean and Richard Paulin.

Academic Scholarship Committee meets to select 2000 winners



The OPEIU Academic Scholarship Committee met this spring to select the 2000 winners for the Howard Coughlin, John Kelly and Tennessee Valley Associates scholarships. Pictured from left to right are Dr. Isadore Goldberg, Professor Grace Palladino, Professor John R. MacKenzie, OPEIU Secretary-Treasurer Gilles Beauregard and OPEIU Benefits Coordinator Joan Anderson.

WHO SUPPORTS YOUR FREEDOM TO CHOOSE A UNION?



Vice President Al Gore

VOICE@WORK
freedom to choose a union



Gov. George W. Bush

Gore has stated, "the right to organize and bargain collectively is a fundamental American right that should never be blocked, never be stopped and never, ever be taken away." (*Chicago Tribune*, 9/6/99)

Right to Choose a Union

Bush said union workers undermine the economy and bragged that "Texas is a right-to-work state, with low unionization of the workforce." (www.rtded.state.tx.us/txoverview)

Gore said an anti-union "paycheck protection" measure should be called "paycheck deception," and stated that the proposal is "probably the single most notorious union-busting proposal to come along in years." (*Associated Press*, 9/6/99)

Paycheck Deception

Bush wants to silence working families by regulating every union's right to support pro-worker legislation and candidates and states, "I'm for the abolishment of all labor union soft money." ("The News Hour with Jim Lehrer," 2/11/00, ABC-TV "Nightline," 3/7/99)

Gore consistently has opposed privatization, and as part of the administration led the fight against the privatization of government services in Texas. (*Governing magazine*, 7/98)

Privatization

Bush attempted to cut union jobs by privatizing government services in Texas. When his plan was denied by the federal government, Bush attacked unions and blamed the AFL-CIO for protecting members' jobs. (*Governing magazine*, 7/98)

"I'm going to keep standing up and speaking out about the importance of unions and the right to organize. A strong labor movement helps all working Americans, whether they are organized or not." —Al Gore (*The New York Times*, 3/20/98)

Labor
AFL-CIO 2000

For more information about these issues, visit our website at www.aflcio.org.