



# WHITE COLLAR

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

No. 508 

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## Hawai'i Nurses' Association Chooses OPEIU!

The Hawai'i Nurses' Association (HNA) has affiliated with OPEIU, adding 4,000 nursing professionals to the ranks of healthcare professionals that have sought OPEIU representation in recent years. HNA will now be known as OPEIU Local 50, as Hawaii is the 50th state.

"Our affiliation with OPEIU is a landmark decision for us and signals our intention to take our place in organized labor," said HNA President Joan Craft, RN.

HNA recently withdrew from the United American Nurses (UAN), which was dissolved following a contentious internal dispute among UAN Affiliates in 2009. The HNA Board of Directors took action to disaffiliate with UAN prior to its alleged

*(Continued on page 5)*



Pictured after signing the affiliation documents in Honolulu on January 16, 2010 (left to right) are OPEIU Director of Organization and Field Services Kevin Kistler; HNA President Joan A. Craft, RN; OPEIU International Vice President for Region V and Executive Director/Chief Financial Officer of Local 30 Walter Allen Jr.; HNA Vice President Robin Tanner, RN; HNA Treasurer Elayne Schwartz, RN; HNA Executive Director Patt A. Gibbs, Esq.; and HNA Secretary Marina Robinson, RN.

## Professional Minor League Umpires Vote Overwhelmingly to Affiliate with OPEIU

The union representing professional minor league baseball umpires has voted overwhelmingly to affiliate with OPEIU.

The 215 members of the Association of Minor League Umpires (AMLU) voted by 91 percent in favor of affiliation, and will now be known as AMLU/OPEIU Guild 322

(3 balls, 2 strikes, 2 outs!)

"Our affiliation with OPEIU is the next step in a progression toward improving the lives and working conditions of some of the hardest working and most underappreciated people in the game," said AMLU President Shaun Francis. "We evaluated the pros and cons of affiliation with a variety of

different unions and OPEIU was head and shoulders above the rest. OPEIU's size, diversity of membership in a wide range of industries, as well as the quality of staff, made them a perfect fit for our group.

"During the affiliation process, OPEIU President Michael Goodwin and Director of

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# Editorial



## It Was The Best Of Times, It Was The Worst Of Times

By Michael Goodwin, International President

*“It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair; we had everything before us, we had nothing before us, we were all going direct to heaven, we were all going direct the other way — in short, the period was so far like the present period, that some of its noisiest authorities insisted on its being received, for good or for evil, in the superlative degree of comparison only.”* —Charles Dickens, (1812 - 1870) *A Tale of Two Cities*

I can't help being reminded of the above quote from the classic novel, *A Tale of Two Cities* by Charles Dickens, when thinking about what's happening here in America today. When he opens his novel with “It was the best of times, it was the worst of times,” this quote can be applied to any community across the United States. We see the best of times for some and the worst of times for others. I'm not suggesting that we are at the same point of revolution as was the case at the start of the French Revolution in 1789. But I do get a sense that there are workers who are equally frustrated.

The best of times are these constant reports on investment activity in Wall Street, where millions and millions of dollars are being made by the few. In fact, in 2009 equity markets around the world rose on average more than 25 percent making new millionaires every day. On the other hand, workers are faced with a stubborn unemployment rate close to 10 percent, and for the first time in history this recovery for the few is turning out to be a jobless recovery for the many. Many workers have lost their homes and have exhausted or are close to exhausting their meager unemployment insurance benefits. And for those workers who were fortunate enough to have health insurance, their COBRA health care extension rights are also coming to an end. In addition, there are more than 46 million people in the United States without any health care coverage at all.

As reported in this edition of White Collar, the federal government has been successful in passing the Health Care Reform bill (without a single Republican vote), which requires more than 30 million Americans to be covered by health insurance. This

provision, however, is not effective until 2014 and leaves out 16 million workers who do not enjoy citizen status. Including these 16 million workers is the next frontier for the labor movement. They cannot and must not be left out.

President Barack Obama should be applauded for this great accomplishment, which will go down in history as a monumental change in American policy. He is the eighth president to attempt to achieve universal health care for all. While this bill is only the beginning, it goes a long way to accomplishing this goal.

It can be argued that in the absence of a “public option” that would create competition to the insurance industry, the insurance companies came out as the big winners in this debate. They get more than 30 million potential new subscribers, while maintaining the right to set the premiums. But, the numerous other changes provided in the bill are intended to reduce costs over time in the belief that overall health care premiums will be reduced.

What's obviously good news for workers are the few provisions that become effective this year, such as the elimination of lifetime caps on the amount of insurance an individual can have, the continuation of coverage for young adults under their parents' insurance through age 27, a ban on denying health insurance to children with pre-existing conditions, and the fact that seniors will be eligible for a \$250 rebate this year to help fill the so-called “donut hole.” Most of the other provisions become effective in 2014 or later.

Everyone should be reminded that there were 34 Democrats in the House of Representatives who joined 178 Republicans in voting “no” on health care reform. (Their names are listed in this edition of White Collar.) Many of these Democrats were supported by the labor movement and OPEIU in their election or re-election bids in 2008. How could they have abandoned such a fundamental change as health care reform in 2010? Where will they be on other important labor issues such as the Employee Free Choice Act (EFCA)? We need to support only those candidates who stand for our issues in future elections. In the Dickens' novel, we learned that officials who betrayed the people were chased out of office or worse. I am not suggesting that some of the terrible things that happened to officials during the French Revolution, as described by Dickens, apply here. But, I am suggesting that we take a more careful look at the candidates that we support in 2010!

# President Signs Historic Health Care Bill

## 34 Democrats Betray Constituents by Voting No!

On March 23, 2010, President Obama signed an historic health care bill that will reshape the nation's insurance industry and provide access to coverage for millions of uninsured Americans.

"Today, after almost a century of trying, today, after over a year of debate, today, after all the votes have been tallied, health insurance reform becomes law in the United States of America," President Obama said after signing the bill.

Despite the Republicans' unanimous opposition and 34 Democrats who voted against it, the \$939 billion bill passed the House of Representatives by a vote of 219-212. The vote set up a divisive battle with Republicans that's likely to affect the November elections and beyond.

"It's unconscionable that these Democratic members would vote against the wants and needs of their constituents—the working women and men that have supported them—by voting against this vital piece of reform legislation," said International President Michael Goodwin. "These Democrats, as well as all the Republican House members, will understand how angry voters are come the November elections." (See sidebar for list of Democrats who voted against the reform bill).

Immediate effects of the measure include:

- Health insurers cannot deny children health insurance because of pre-existing conditions. A ban on the discrimination in adults will take effect in 2014.

- Seniors will get a rebate to fill the so-called "donut hole" in Medicare drug coverage, which severely limits prescription medication coverage expenditures over \$2,700. As of next

year, 50 percent of the donut hole will be filled.

- The cut-off age for young adults to continue to be covered by their parents' health insurance rises to the age of 27.

- Lifetime caps on the amount of insurance an individual can have will be banned.

Other effects scheduled later include:

- A temporary high-risk pool will be set up to cover adults with pre-existing conditions. Health care exchanges will eliminate the program in 2014.

- Insurance companies can no longer cut someone when he or she gets sick.

- New plans must cover checkups and other preventative care without co-pays. All plans will be affected by 2018.

- Any new plan must now implement an appeals process for coverage determinations

and claims.

- New screening procedures will be implemented to help eliminate health insurance fraud and waste.

- Medicare payment protections will be extended to small rural hospitals and other health care facilities that have a small number of Medicare patients.

- Chain restaurants will be required to provide a "nutrient content disclosure statement" alongside their items. Expect to see calories listed both on in-store and drive-through menus of fast-food restaurants sometime soon.

- The bill establishes a temporary program for companies that provide early retiree health benefits for those ages 55-64 in order to help reduce the often-expensive cost of that coverage.

### 34 Democrats Who Voted "No!"

Rep. John Adler (N.J.)

Rep. Jason Altmire (Pa.)

Rep. Michael Arcuri (N.Y.)

Rep. John Barrow (Ga.)

Rep. Marion Berry (Ark.)

Rep. Dan Boren (Okla.)

Rep. Rick Boucher (Va.)

Rep. Bobby Bright (Ala.)

Rep. Ben Chandler (Ky.)

Rep. Travis Childers (Miss.)

Rep. Artur Davis (Ala.)

Rep. Lincoln Davis (Tenn.)

Rep. Chet Edwards (Texas)

Rep. Stephanie Herseth Sandlin (S.D.)

Rep. Tim Holden (Pa.)

Rep. Larry Kissell (N.C.)

Rep. Frank Kratovil (Md.)

Rep. Dan Lipinski (Ill.)

Rep. Stephen Lynch (Mass.)

Rep. Jim Marshall (Ga.)

Rep. Jim Matheson (Utah)

Rep. Mike McIntyre (N.C.)

Rep. Mike McMahan (N.Y.)

Rep. Charlie Melancon (La.)

Rep. Walt Minnick (Idaho)

Rep. Glenn Nye (Va.)

Rep. Collin Peterson (Minn.)

Rep. Mike Ross (Ark.)

Rep. Heath Shuler (N.C.)

Rep. Ike Skelton (Mo.)

Rep. Zack Space (Ohio)

Rep. John Tanner (Tenn.)

Rep. Gene Taylor (Miss.)

Rep. Harry Teague (N.M.)

## OPEIU Named to President's Economic Recovery Advisory Board

OPEIU recently was invited to participate in the President's Economic Recovery Advisory Board (PERAB) meeting in Washington, D.C. to discuss ways to stimulate job creation and growth. This meeting was one of seven that brought together business and labor leaders, non-profit organizations and Obama administration officials to discuss workforce needs in various sectors of the U.S. economy. Results of these meetings were used to shape the \$17.5 billion jobs bill, known as

the HIRE Act, signed into law by the president on March 18, 2010 and will influence other jobs initiatives in the coming year.

"OPEIU is pleased President Obama has made jobs creation a top priority and has signed legislation to bring about real jobs growth, but it's not enough," said International President Michael Goodwin. "The labor market remains weak, and Congress and President Obama still have a lot more to do to address the jobs crisis."

The jobs creation effort must be big when

you consider that we need 10 million jobs just to get out of the hole this recession has put us in. According to a White House report released in February, the United States is likely to average 95,000 more jobs each month this year. March exceeded this estimate, adding 162,000 new jobs, although many were temporary Census jobs. Even at this rate, jobs recovery will be a slow process, with unemployment likely remaining around 10 percent through this year and not falling below 6 percent until 2015.

# 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 welcomed 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:

[www.opeiu.org](http://www.opeiu.org)

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

MARY MAHONEY  
Secretary-Treasurer



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### Dear President Goodwin:

I am both humbled and honored to have been nominated and appointed to serve as Vice President for Region II on the Executive Board of the Office and Professional Employees International Union.

I have been and always will be a staunch supporter of the union movement and will continue to work diligently for the rights of the union worker. Your leadership has always been an inspiration to me, and I look forward to working with you and the Executive Board to further advance the goals of the union movement in general and of OPEIU in particular.

In closing, please know that I am most grateful for this opportunity.

In Solidarity,  
**Allen Byron**

Business Manager, Local 32  
Union, New Jersey

### Dear Domingo Roman:

We would like to personally thank you for your invaluable efforts and dedication on behalf of the New Jersey State AFL-CIO Labor 2009 program. Although we fell short of our goal to re-elect Governor Jon Corzine, your tireless work allowed us to maximize the number of labor volunteers across the state and provide union members with essential information throughout the campaign.

Organized labor worked tirelessly throughout this election cycle, proving that solidarity is still alive and well in New Jersey. Leading up to the election, we knocked on over 278,000 doors, made 1.55 million phone calls, distributed 1.5 million flyers at the worksites, and had nearly 15,000 volunteers on Election Day. It goes without saying that your work helped build the foundation for achieving these record turnouts and numbers.

There is no question that organized labor delivered an important message, which resonated with New Jersey voters. This is evidenced by the fact that working families still maintain a clear majority in the State Legislature and successfully elected 39 union members to public offices ranging from the municipal level to the State Assembly. To date, 590 union members won elections to public office through the unrivaled New Jersey State AFL-CIO labor

candidates program.

Once again, we thank you for your valuable contribution to our election efforts. Working together with our newly elected labor candidates and current members of the State Legislature, we look forward to future progress in New Jersey and continuing to advance the agenda of working families in our state.

In Solidarity,  
**Charles Wowkanech**, President  
and **Laurel Brennan**,  
Secretary-Treasurer  
New Jersey State AFL-CIO

### Dear President Goodwin:

I am the son of Albano Quadros (Local 21, Leather Workers Union, Peabody, Massachusetts). I am writing to you to inform you of my father's passing. He died December 11, 2009 at 6:10 p.m. His last six months were pretty bad, health wise.

My main reason for writing you is to thank you for all the kindness you showed my father in the last years of his life. My father and I often spoke of what a kind man you are.

My father loved his work with the union. He really enjoyed helping people make a better life for themselves and their families. He always believed in helping someone not as lucky, or who maybe never got that break in life.

Once again, thank you for your kindness and support.

Sincerely,  
**Bob Quadros**

### Dear Mr. Goodwin:

Thank you for coming to Margaret Coughlin's wake and for the beautiful flowers you, Mary Mahoney, Richard Lanigan and the Executive Board sent.

It's hard to believe that more than three weeks have gone by since Margaret's death. She was such a beautiful person and we are so grateful for the wonderful stories you told us about Howard [Coughlin]. We will always have warm thoughts and treasured memories of Margaret and Howard.

Thank you again for your kind expression of sympathy. It was such a comfort to us.

**Robert Tarpey**  
Crestwood, NY

## Hawai'i Nurses' Association Chooses OPEIU!

*(Continued from page 1)*

affiliation with the California Nurses Association (CNA)/National Nurses Organizing Committee (NNOC) in the fall of 2009. The newly formed group, "National Nurses United" (NNU), was founded in December 2009.

"Our members rejected CNA in previous attempts to organize HNA nurses, a time in HNA's recent past that was fraught with lawsuits and dissension," said Craft. "It's a time for unity and solidarity and our members value autonomy and a democratic process," continued Craft. She said OPEIU was chosen after much research and interviewing of other AFL-CIO affiliates because they demonstrated these and other fine qualities and shared similar beliefs with the union.

The HNA Board of Directors voted unanimously to affiliate with OPEIU in a

meeting held on January 16, 2010. OPEIU Director of Organization and Field Services Kevin Kistler and International Vice President for Region V and Executive Director/Chief Financial Officer of Local 30 Walter Allen Jr. traveled to Honolulu to speak to the board members and take part in the official signing of affiliation documents.

"I have the utmost respect for the Hawai'i Nurses' Association and we are honored they chose to affiliate with OPEIU," said International President Michael Goodwin. "HNA is a tremendous addition to the nursing contingent of our union."

"We're pleased that HNA recognized the value of affiliating with an organization with a great reputation for servicing its members and allowing its locals the freedom to control their own destiny," said Allen. "OPEIU looks forward to providing

resources to support HNA's success."

HNA Executive Director Patt A. Gibbs, Esq., said the Hawai'i Nurses' Association is proud of their long history of autonomy and activism. In fact, the union negotiated the first-ever nurses agreement in the state of Hawaii. She said the affiliation selection process focused on the protection and welfare of HNA's more than 4,000 members and the union's core values and ethics. "If you do the research you will find that OPEIU ranks at the very top as a labor organization that ensures autonomous decision making and member level involvement in their union," said Gibbs.

HNA leaders will attend the OPEIU Convention in June 2010 for an official charter ceremony.

HNA was founded in 1917 and is the largest union representing Hawaii's private sector RNs and health care workers.

## OPEIU Grants Charter to Global Helicopter Pilots Association

OPEIU has granted a charter to the Global Helicopter Pilots Association (GHPA), effective October 27, 2009. The group will be known as GHPA, OPEIU Local 103.

The pilots organized in 2006, but had to fight through a series of legal challenges mounted by the CHC Helicopter Corporation, the pilots' employer. GHPA voted to affiliate with OPEIU in March 2007, and affiliation was granted upon the

recent issuance of a decision by the Canadian Industrial Relations Board (CIRB).

"This was a long time coming, but we're glad we now represent the more than 275 GHPA pilots," said OPEIU Director of Organization and Field Services Kevin Kistler. "Contract negotiations have begun, and we look forward to achieving an agreement that provides improved compensation, benefits, and working conditions."

"I'm truly impressed with the skill and dedication that GHPA pilots have shown in their struggle to gain a voice in their profession," said Butch Grafton, president of the OPEIU-affiliated Professional Helicopter Pilots Association (PHPA). "I also know that with the dedication and determination I've seen throughout their struggle to reach this point, they will certainly improve every aspect of their working life."

## OPEIU Stands in Solidarity with Central Falls Teachers, Staff

OPEIU has joined the fight to reinstate 93 teachers, support staff and administrators at Central Falls High School in Rhode Island that were unfairly terminated.

The dedicated teachers and staff of struggling Central Falls High School, the only high school in Central Falls, were making real progress in improving academic achievement and raising test scores significantly over the past two years. But instead of working collaboratively with the teachers on proven reforms that truly benefit students, the Superintendent of Schools chose mass firings of these teachers and support staff.

The AFL-CIO and its unions are working closely with the Central Falls Teachers

Union and the Rhode Island Federation of Teachers and Health Professionals to get the Central Falls administration to return to negotiations and find a resolution to this crisis.

President Obama and the U.S. Secretary of Education recently weighed in, agreeing with the decision to fire these teachers. These uninformed comments were made without any attempt to speak to the teachers, their union, students or parents. The AFL-CIO, in an Executive Council Statement issued March 2 in Orlando, Florida, condemned "the actions of the Central Falls Superintendent in unjustly terminating the employment of the dedicated teaching faculty of Central Falls High School." It also expressed its support of the

Central Falls Teachers Union in its fight to improve Central Falls schools, "preserve the rights of its members and keep the teachers where they belong," and called upon the U.S. Secretary of Education "to demonstrate leadership in seeking a resolution to this crisis that supports students and teachers alike and that focuses on creating an environment that allows them to succeed."

OPEIU members can help by going to [www.centralfallskidsdeservebetter.com/petition](http://www.centralfallskidsdeservebetter.com/petition) to learn more about this situation and sign a petition to show that you stand with the Central Falls High School staff, community, students and teachers. You can help save the teachers, support staff and administrators at Central Falls High School.

## International Women's Day Focuses on Organizing Young Women Workers

Women now comprise more than half of the American workforce and are approaching half of all union membership. On International Women's Day, March 8, 2010, organized labor recommitted itself to continue the struggle for equal rights, dignity and respect for all working women.

For more than 100 years, International Women's Day has been celebrated around the world. It began when women workers marched through the streets of New York City demanding shorter working hours, better pay, voting rights and the end to child labor. As part of the International Trade Union

Confederation's (ITUC) global campaign on "Decent Work, Decent Life for Women," this year's trade union theme focused on organizing young women workers.

According to an AFL-CIO Executive Council Statement released on March 2, "while the annual commemoration gives pause to celebrate improvements made for working women, it also reminds us how much more needs to be done. Today, according to the United Nations 'the majority of the world's 1.3 billion absolute poor are women. On average, women receive between 30 and 40 percent less pay than men earn for the same work. Women also continue to be vic-

tims of violence, with rape and domestic violence listed as significant causes of disability and death among women worldwide."

Despite significant gains made in organizing, collective bargaining and workplace rights, women are "often in a disadvantaged position in comparison to men in labor markets around the world [and] in most regions, the gender impact of the economic crisis in terms of unemployment rates is expected to be more detrimental for females than for males," the U.N. reports.

On the anniversary of International Women's Day this year, OPEIU recommitted to the struggle for equal rights, dignity and respect for all working women.

## Disability Grant is a 'Lifesaver' for OPEIU Member: Assistance from Union Plus Helps During Tough Times

As a customer representative at Emblem Health who routinely fields more than 100 calls a day about Medicare, Michelle Mack-Simpson often turns to the Internet to find answers to her customers' questions. So when a devastating shoulder injury forced her on medical disability, Mack-Simpson, a 12-year member of OPEIU Local 153, turned to her computer—and her union—for help.

With the click of a mouse, Mack-Simpson discovered that special financial help is available to OPEIU Union Plus Credit Card holders who cannot work due to long-term disability or illness.

Union Plus Disability Grants are part of a comprehensive package of benefits called Union SAFE. This \$3 million Union Plus initiative is designed to help union members, especially those participating in a Union Plus program, survive financially in today's economy.

"From beginning to end, the grant process was easy and the people were nice. The money was a real lifesaver," says Mack-Simpson of Brooklyn, New York.

Mack-Simpson is fortunate to have a union contract that includes comprehensive health care benefits, without hefty co-pays and premiums. Still, there is a steep financial burden when an injury or illness forces a worker off the job. Unpaid bills pile up and

financial worry ensues.

Trying to make ends meet on a fraction of her regular pay was a challenge for Mack-Simpson, but the \$1,750 in financial assistance she received from Union Plus helped her to get through the tough time.

"The money helped me pay my rent. I am so grateful," says Mack-Simpson. "I've told co-workers about the grants, and I urge anyone who needs help to check out this benefit."

Since the grant program's inception, Union Plus has disbursed more than \$625,000 to union members. If you have been a Union Plus Credit Card holder for at least 12 months, you may qualify for the Union Plus Disability Grant program. In addition, you must:

- Have opened the account prior to onset of the illness or disability.
- Be a cardholder in good standing.
- Experienced an illness or disability within the last 12 months that has kept you out of work for at least 90 days.
- Suffered a significant income loss or financial hardship.
- Document your circumstance and income loss.

If you have had a Union Plus Mortgage, Credit Card or Insurance policy for at least a year and are facing financial difficulty, the Union SAFE program may offer assistance. Layoff, disability, and hospital care grants are available to Union Plus program participants.



**Michelle Mack-Simpson**

Even if you do not participate in a Union Plus program, help may still be available through education grants, free home and credit counseling, and a free medical bill negotiation service. Visit [www.UnionPlus.org/UnionSAFE](http://www.UnionPlus.org/UnionSAFE) for more information.

In addition to these "safety-net" programs, consumer savings are also a key part of the Union Plus benefits program. Union members can enjoy discounts on AT&T Wireless service, car rentals and more. Visit [www.UnionPlus.org](http://www.UnionPlus.org) to see the 50 benefits that help OPEIU members stretch their paychecks.

## OPEIU Joins Haitian Relief Efforts

OPEIU and its Local Unions have answered the call and contributed \$50,000 to help the millions of Haitians who were injured and left homeless by the January 12, 2010 earthquake. Local Unions contributed \$23,426, and the International donated another \$26,574, to the AFL-CIO's Solidarity Center, which will use it to rebuild the nation and bring relief to those who have endured so much suffering.

Also, OPEIU members have been extremely generous in contributing to the

Haitian relief effort through Union Plus. Union Plus is matching individual donations made to the AFL-CIO Solidarity Center's Earthquake Relief for Haitian Workers Fund dollar-for-dollar, up to \$100,000 total. This means a \$10 donation becomes \$20, \$25 becomes \$50 and so on.

Donations can be made at [www.UnionPlus.org/Haiti](http://www.UnionPlus.org/Haiti) or by sending a check to: Solidarity Center Education Fund, Attn: Joan Welsh, 888 16th Street, N.W., Suite 400, Washington, D.C. 20006. Please desig-

nate "Earthquake Relief for Haitian Workers" in the memo line of the check and be sure to note that you are an OPEIU member.

Clothing is also desperately needed in Haiti, particularly gently-used t-shirts. These can be sent to OPEIU International, 265 West 14th Street, Suite 610, New York, NY 10011, and will be distributed to those in need in Haiti.

Your donations are greatly appreciated and will go directly to helping the people of Haiti.

## OPEIU Mourns Edward Andryszczyk, Margaret Coughlin

OPEIU is mourning the loss of Edward Andryszczyk, former president of Local 32 in New Jersey, who died December 10, 2009 at the age of 61. Andryszczyk served as Local 32 president from 1988 to 2008.

"Ed will be greatly missed," said Local 32 President and OPEIU Region II Vice President Allen Byron. "He was a true union man, cared deeply about the members and was a true leader and mentor to me and the other officers of Local 32."

Andryszczyk worked as an insurance rep-

resentative at Dimensional Management of Eastern Dental in Avenel for 13 years. Prior to that, he worked for many years at Blue Cross/Blue Shield. He was a veteran of the U.S. Navy, serving in the Vietnam War. He is survived by his wife of 38 years, Theresa, his daughter, Jennifer, and son, Jeffrey.

OPEIU is also saddened by the loss of Margaret M. Coughlin, spouse of long-time OPEIU President Howard Coughlin, who died peacefully on January 5, 2010 at age 87. Howard Coughlin passed away in 1984 after serving as OPEIU President for 26

years from 1953 to 1979, and as a trusted advisor to four United States presidents.

A longtime resident of Yonkers, New York, Margaret Coughlin was born in Boston, Massachusetts on August 15, 1922 and graduated from The Academy of Notre Dame and Pierce Secretarial School. She was deeply involved in her community in New York, and was a generous volunteer with Meals on Wheels. Margaret was also a dear friend of OPEIU and attended many conventions and special events through the years. She will be deeply missed.



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help stretch your paycheck  
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## MARY MAHONEY SWORN IN

**A**t a ceremony held at the AFL-CIO headquarters in Washington, D.C., AFL-CIO Secretary-Treasurer Liz Shuler administered the oath of office to new OPEIU Secretary-Treasurer, Mary Mahoney.

More than 200 OPEIU officers, staff and special guests attended the January 21 reception and swearing-in ceremony, where Mahoney thanked the Executive Board for appointing her to succeed retiring Secretary-Treasurer Nancy Wohlforth, and shared her excitement in accepting the new challenge.

At an OPEIU Executive Board meeting held earlier the same day at the AFL-CIO headquarters, International President Michael Goodwin also swore in newly appointed Vice President for Region II, Allen Byron, who fills the seat left vacant by Secretary-

Treasurer Mahoney. Byron also thanked the Board for its confidence in him, and pledged to work diligently to best represent the interests of Region II members.

Shaun Francis, President of the Association of Minor League Umpires (AMLU) also addressed the Executive Board to discuss his membership's then-upcoming vote to affiliate with OPEIU. The 215 members of the AMLU voted overwhelmingly on February 19 to affiliate, and are now known as AMLU/OPEIU Guild 322, signifying three balls, two strikes and two outs!

Secretary-Treasurer Shuler told Executive Board members about the AFL-CIO's efforts to create and save jobs in 2010, as well as its youth initiative to target young workers and convince them of the benefits of union affiliation.



**AFL-CIO Secretary-Treasurer Liz Shuler (right) administers the oath of office to OPEIU Secretary-Treasurer Mary Mahoney, during a reception held at the AFL-CIO headquarters on January 21. Also pictured is International President Michael Goodwin and, partially visible, Secretary-Treasurer Emerita Nancy Wohlforth.**

**(Left to right) President Michael Goodwin, OPEIU/ITPE Local 4873 Secretary-Treasurer Dennis Arrington and President John Conley at the swearing-in ceremony of Secretary-Treasurer Mahoney.**





# AS SECRETARY-TREASURER



Secretary-Treasurer Emerita Nancy Wohlforth confers with new Secretary-Treasurer Mary Mahoney during the Executive Board meeting.



President Goodwin administers the oath of office to newly appointed Region II Vice President Allen Byron.



Association of Minor League Umpires President Shaun Francis addresses the OPEIU Executive Board.



Secretary-Treasurer Mahoney, AFL-CIO Secretary-Treasurer Shuler, Region IV Vice President Becky Turner, AFL-CIO Executive Vice President Arlene Holt Baker, Secretary-Treasurer Emerita Wohlforth and President Goodwin at the board meeting.



AFL-CIO Secretary-Treasurer Liz Shuler tells Executive Board members about the AFL-CIO jobs campaign.

## Local Union News

### **Conley Re-Elected as President of ITPE**

Members of the Industrial, Technical and Professional Employees Union (ITPE/OPEIU Local 4873) voted overwhelmingly to re-elect John Conley for another term as president. Also elected were Secretary-Treasurer Dennis Arrington, Vice President Paul Harvey and other officers on the administration's slate.

"Their victory is a mandate for ITPE to continue its great work representing its members, whether they be Service

Contract Act employees, taxi drivers in Las Vegas or other occupations in the private sector," said OPEIU International President Michael Goodwin. "We look forward to working with the ITPE officers and staff to continue to advocate for all ITPE members."

At the ITPE Annual Benefit Fund meeting, held February 1-4, 2010. President Goodwin administered the oath of office to the newly elected officers.



President Michael Goodwin administers the oath of office to the newly elected officers of ITPE/OPEIU Local 4873 at the ITPE Annual Benefit Fund meeting on February 4, 2010. From left to right are President Goodwin, ITPE Representative Lena Bailey, Vice President Paul Harvey, President John Conley, Secretary-Treasurer Dennis Arrington, ITPE Representative and Executive Board Member-at-Large Cindy Diehm, ITPE Representative Dennis Conley, and ITPE Representative T. Ruthie Jones.

### **Pennsylvania Podiatric Medical Association Honors Goodwin**



The Pennsylvania Podiatric Medical Association (PPMA) presented International President Michael Goodwin with the Meritorious Service Award, given to a person who is not a doctor of podiatric medicine and has demonstrated extraordinary dedi-

cation to the profession. This award was given in recognition of the extraordinary support that President Goodwin has demonstrated in connection with the effort to pass landmark anti-discrimination legislation on the Federal level, correcting a loophole in Title XIX legislation that excludes doctors of podiatry as physicians under Medicaid.



Officers of the PPMA, pictured left to right: Newly installed President William Schlorff, DPM; Peter Smith, DPM; Rick Tomassi, DPM; Vice President Marc Karpo, DPM; President-Elect Robert Herpen, DPM; Secretary Joseph Pasquino, DPM; Stevan Anselmi, DPM; Immediate Past President Kevin Naugle, DPM; Joseph Gershey, DPM; Treasurer Mark Pinker, DPM; and Joseph Smith, DPM. Not pictured are Howard Schake, DPM; Richard Rettig, DPM; Gerald Gronborg, DPM; and Maryann Hartzell, DPM.

## Local Union News

### **Shirley Noles Recognized for Years as President of Local 39**



Retired Local 39 President Shirley Noles.

Shirley Noles was recently recognized for her years of service to the membership of Local 39, where she served as President from 2001 until retirement in February 2010. She also served as Steward at her employer, CUNA Mutual Group, from 1992 until her retirement in 2009.

At Local 39's membership meeting in February, a story was told that typified Noles' commitment to the members. In September 1999, she was asked by a fellow member to attend a meeting as the member's union representative, called by CUNA management. At the meeting, Noles was told by the employer that she would be suspended if she didn't leave immediately. She chose to stay and represent the member who was about to be laid off, and as a result, was suspended and escorted out of the building.

The issue was grieved and went to arbitration. In October 2000, Local 39 was notified it had won the arbitration and Noles was made whole for lost wages and benefits. The needs of her members always came before her own.

Local 39 and the International Union wish Noles well in her retirement!

### **Guild 49 Tells NJ State Health Benefits Plan To "Stop Destroying Mental Health Care"**

Guild 49 members protest the New Jersey State Health Benefits Plan's (NJSHBP) refusal to allow the union to speak at its public meeting. The union wanted to express concerns over a move by the NJSHBP that would potentially lead to a violation of patient confidentiality. Wearing shirts that declared, "Stop Destroying Mental Health Care," and with tape over their mouths, Guild 49 members pictured are Andy Bernstein, Ph.D.; Jeffrey Feldman; Suzanne Drake, Ph.D., APN; Philip Yucht, LCSW; Janice Victor, LCSW; OPEIU Guild 49 Director of Legislative Affairs Luba Shagawat, MSW, LCSW; Timothy Brown, LCSW; and Russ Holstein, Ph.D.



### **Local 109 Pilot Spreads Holiday Cheer**

With a guitar in his hands and a lot of love in his heart, Local 109 Vice President and EMS helicopter pilot Dano McDade made the holidays a bit brighter for a young patient in the Rockford Memorial Hospital Pediatric Ward in Rockford, Illinois.

"I sang a verse or two of Jingle Bells, and the kids loved it, especially the very sweet 6-year-old girl who was blind and autistic," said McDade. "She loves guitar music, and I sang her a nice selection of Christmas tunes and she was beaming from ear to ear. It blessed me to sing for her. That was my best Christmas present, to make a child happy!"



Local 109 Vice President Dano McDade spreads holiday cheer at the Rockford Memorial Hospital Pediatric Ward in Rockford, Illinois.

## Local Union News

### ***OPEIU Delegates Attend A. Philip Randolph Institute Conference***



OPEIU delegates to the A. Philip Randolph Institute's (APRI) 40th National Education Conference, held August 12-16 in Phoenix, Arizona. Pictured are (standing, left to right) International Vice President for Region III Green P. Lewis Jr.; Regina Hollins, Local 29; Christine Lewis, guest; Wanda Shelton, Local 153; Masegale Monnapula, Local 153; Verlene Jones, Local 29; James Andrews, ITPE/OPEIU Local 4873; Rev. L.G. Hazely; (seated, left to right) Erica DeWar, Local 30; Dr. Annie B. Martin, Local 153; Maryanne Giordano, Local 30; and Kathy Young, Local 30.

**Important Notice  
Regarding  
Convention Location/  
Date Change**

**OPEIU  
25th Convention**

**Marriott Wardman Park Hotel  
Washington, D.C.**

**June 21-24, 2010**



**For more information  
about the OPEIU,  
visit our website at  
[www.opeiu.org](http://www.opeiu.org).**

# Notice To Employees Subject To Union Security Clauses

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

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

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

Individuals who are employed by public employers in the states of New Jersey and Minnesota are covered by the demand and return system applicable to them and are not covered by this procedure. Other individuals who elect to be nonmembers may object to funding expenditures which are not germane to the collective bargaining process. Expenditures germane to the collective bargaining process ("chargeable" expenditures) represent that portion of the Union's expenditures devoted to collective bargaining, contract administration, grievances, arbitration, and other matters affecting wages, hours and other conditions of employment. Examples of "chargeable" expenditures include: the costs of negotiations with employers; contract administration expenses; communications with employees in regard to work-related issues; handling employees' work-related problems through the grievance and arbitration procedure; and Union administration.

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

Individuals who choose to file an objection will receive a rebate of their fees equal to the percentage of the Local Union's expenditures that is spent on non-chargeable expenses. The Local Union's expenditures include those amounts it remits to the International Union as per capita payments. In determining the Local Union's percentage of non-chargeable expenses, the percentage of non-chargeable expenses of the International Union is applied only to the Local Union's per capita payments to the International Union. The percentage of non-chargeable expenses of the International Union, which will be effective starting with the month of January 2010, and continuing until a new percentage is issued, is 19.96%. The major portion of a Local Union's expenditures is for items other than per capita to the OPEIU. Studies show that the final percentage of rebate for non-chargeable Local Union expenditures ranges between 0% and 8%.

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

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

on the first day of the month following the month in which the objection was received by the Union.

In addition to any other avenue of relief available under the law, an objector may challenge the International Union's and/or the Local Union's classification or calculation of expenditures before a neutral arbitrator appointed by the American Arbitration Association pursuant to its Rules for Impartial Determination of Union Fees. Any challenge a nonmember makes may be coordinated or consolidated with other challenges to the Local Union or International Union determinations before a single arbitrator selected by the American Arbitration Association. Such challenges may also be coordinated or consolidated with challenges to other OPEIU Local Union classifications or calculations.

Challengers must notify Mary Mahoney, Secretary-Treasurer, Office and Professional Employees International Union, 1660 L Street, N.W., Suite 801, Washington, D.C. 20036, in writing, of any challenge he or she wishes to make through this arbitration procedure. Such notification must be received by the Secretary-Treasurer within thirty (30) days of the challenger's receipt of a letter from the Local Union informing the challenger of the amount of the rebate, the basis for the calculation, and the internal procedures for filing a challenge. That challenge should specify which classifications and/or calculations of the International Union and/or Local Union are being challenged.

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

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



# WASHINGTON WINDOW

## Being Taken for Granted

**E**ven prior to Barack Obama's inauguration, there was always the danger that his administration would take support from workers in general, and organized labor in particular, for granted.

That's the kindest interpretation we can put on the outpouring of complaints about the Democratic president's relationship with the nation's unions.

And, looked at in cold calculated political terms, Obama's correct in doing so.

The complaints erupted at the AFL-CIO Executive Council meeting in Orlando, Florida. From Vice President Biden's plea that not even God Almighty could quickly fix the economic carnage Obama found when he entered the Oval Office, to Obama siding with the Rhode Island school superintendent who summarily fired 93 unionized high school teachers and staff who did not yield to her peremptory demands, the leaders were upset.

It didn't help, some added, that the administration has given only verbal support to passing the Employee Free Choice Act — the law designed to level the playing field between workers and bosses in organizing and bargaining — or that Obama's White House forced

union leaders to swallow a 40 percent excise tax on high-cost health insurance, starting in 2018. The leaders were mad, and said their members are, too.

Some leaders muttered about "triangulation," the Clinton tactic of positioning the president in the middle of the political playing field by deliberately ignoring the agenda of a loyal and vital constituency, or even picking a fight with it — such as angering the American Federation of Teachers by espousing "merit pay" during the 2008 campaign, and siding with the Rhode Island superintendent who fired those AFT members.

Others said that on high-profile issues, such as EFCA, Obama talks a good game with unionists, who were one-quarter of the electorate in 2008 and who voted 2-to-1 for him, but doesn't follow through.

Meanwhile, one said, some leaders are happy when Obama "tosses them crumbs," in the leader's words: Pro-worker executive orders, pro-worker regulations, better enforcement, and some appointments.

And there's no denying workers are aided by the \$787 billion stimulus law. There's no denying that Obama, over

wide popular opposition, saved up to a million jobs in autos and related industries by approving loan guarantees, with tough conditions, for Chrysler and GM. He also helps workers through tougher enforcement.

But there's also no denying that political calculus. The number of national GOP legislators who often side with organized labor can be counted on the fingers of two hands. And Obama's GOP White House predecessors, especially George W. Bush and Ronald Reagan, were dead set against unions. Bush wanted the U.S. union-free.

That leaves unions and their members — even Republican-plurality unions such as the Fire Fighters and the American Federation of Government Employees — with no other political place to go than the Democratic Party.

Sitting home, as some unionists threaten to do, would only make matters worse, and Obama knows it. So unions and members must find a way — and haven't yet — to make sure the White House takes us for granted at its own risk. Otherwise, more "triangulation," more complaints and more tension will occur.

## Send Us Your Email Address and Fax Number!

OPEIU is updating its membership email and fax lists! If you haven't already, please email, fax or mail this form to:

*White Collar*

Attn: Nicole Korkolis

OPEIU

Email: [frontdesk@opeiu.org](mailto:frontdesk@opeiu.org); Fax: 212-727-3466

265 West 14th Street, Suite 610

New York, N.Y. 10011

Name \_\_\_\_\_ Local Union \_\_\_\_\_

Email Address \_\_\_\_\_ Fax Number \_\_\_\_\_

# Work and Health

## Cell Phones and Brain Cancer: A Continuing Controversy

**Submitted by Jeffrey S. Freed, M.D.**

**Associate Professor of Surgery, The Mount Sinai School of Medicine, NYC  
OPEIU Local 153 Health Fund Medical Director**

Since the invention of cell phones more than 35 years ago, there has been a raging controversy as to whether these innovative and helpful devices increased the incidence of brain cancer. At present more than 3 billion people have access to and use cell phones, usually on a regular basis. Children especially are a group that has ever increasing numbers of minutes on their cell phones. A large number of studies have been done to see if there is a real correlation between this use of cell phones and the incidence of brain cancer. The conclusion has been a big, “We don’t know.”

Approximately 30 studies have been done analyzing the occurrence of brain cancer in relationship to cell phone use, and most have found no association between the use of cell phones and the incidence of brain cancer. We all wish that this had been the end of the story. Nearly all the available evidence is from studies that looked at people with brain cancers and their use of cell phones, however, rather than looking at groups who did and did not use cell phones and which group developed a higher incidence of brain cancer in the future. And, just as importantly, for the most part these studies have less than 20 years of follow-up, making it too early to ascertain whether cell phone use has some long-term harmful effect not yet recognized.

Therefore, while the scientists continue to do new studies, collect data from ongoing studies, and reevaluate older data, individuals, regulators and policy makers struggle with the need to base today’s decisions on what is presently known.

Recently a meta-analysis (combining the data from multiple studies) was done and the results published in the *Journal of Clinical Oncology*. The report indicates that

in the 23 studies analyzed, there was no overall association between the uses of cell phones and brain cancer. That’s the good news! If only the 10 studies that were considered to have low bias (not sponsored by, paid for by, or promoted by the cell phone industry or affiliated organizations) were considered, however, there was a 9 percent increase in brain cancer in cell phone users. The other side of that coin is the studies considered high bias demonstrated a 15 percent lower risk. There is no conclusion that can be drawn from this without further information.

So what is one to do? The truth about cell phone use and brain cancer has not yet been established, positive or negative. As a concerned person, and especially as a concerned parent, my suggestion is to limit cell phone use to the minimum that is practical for the user, especially children. This is not necessarily good science, but is definitely prudent until a definitive answer to the risk is available.

*Jeffrey S. Freed, M.D., P.C. specializes in general surgery/proctology. He can be reached via email at jsfmd@aol.com.*

### **Medicaid Exclusion Of Podiatry May Be Causing Unnecessary Diabetes Amputations**

Diabetes is a growing global epidemic, yet one of the earliest ways to detect diabetes can be excluded by some states under Medicaid.

Podiatry is defined as an optional service under Medicaid. Due to the omission, podiatrists have been pushing Congress to make a correction. Dr. John Mattiacci is Temple University’s Dean of the School of Podiatry and explains that podiatrists are often the first line in detecting the early onset of diabetes.

“A podiatrist is a gate keeper who sees nothing but lower extremities and 80 percent of the ulcers that are caused in the 2 percent of 20 million people start with diabetic neuropathy,” said Dr. Mattiacci.

Mattiacci said the cost for treatment is prohibitive and as a result there are more amputations than necessary. “In the United States the cost of diabetic ulcer treatment accounts for more than \$5 to \$14 billion that is spent to treat it.”

*Source: Workers Independent News*

## Professional Minor League Umpires Vote Overwhelmingly to Affiliate with OPEIU

*(Continued from page 1)*

Organization and Field Services Kevin Kistler represented OPEIU extremely well,” continued Francis. “They strongly believe in the labor movement and understand our goals for the future, and presented the benefits of OPEIU membership to me, my executive board and my members in a way that made it clear we should join forces with OPEIU.”

“Members of the AMLU recognized that OPEIU is the right organization to help them achieve the benefits and protections they need,” said President Goodwin. “We look forward to working with them to negotiate a strong contract that will afford them the respect they deserve and the salary and benefits they’ve earned.”

Prior to AMLU’s formation in 2000, minor league umpires had been working with no representation. The goals of the AMLU’s organizers was to secure health insurance, a benefit they were able to acquire for their members after several years of employment, as well as a ranking and promotion system to standardize movement up through the various leagues. Despite these changes and a strike that was honored by 100 percent of the minor league umpires in 2006, some key goals were not obtained.

Minor league umpires also work regularly in Major League Baseball, filling in for sick, injured or vacationing full-time umpires. More than 1,300 regular season MLB games had at least one AMLU member on the field in the 2009 season. In addition, all MLB umpires are recruited from the minor league system.

The life of a minor league umpire is difficult, with low pay, no vacation or sick time, as well as the inability to return home during the long season, which lasts from spring training in March to mid-late September. Salary for a minor league umpire starts at a mere \$1,800 per month, and is only paid during the season, forcing the umpires to work a second or third job during the off-season.

“We’re now looking to take the umpires to another level and secure rights and benefits afforded to other baseball professionals,

including wage improvements, job security and better working conditions,” said Francis. “We look forward to bringing OPEIU’s talents and resources into the world of professional umpiring to make these goals possible.”

As evidenced by this affiliation, and the recent affiliation of 4,000 members of the Hawai’i Nurses’ Association, professional employees in the areas of health care, education and aviation have sought OPEIU representation in recent years.



**Association of Minor League Umpires (AMLU) President Shaun Francis (seated, second from left) and OPEIU International President Michael Goodwin (seated, second from right) sign the affiliation agreement. AMLU will now be known as AMLU/OPEIU Guild 322. Also pictured are (standing left to right) Tom Clarke, AMLU Recording Secretary; and Justin Vogel, AMLU Vice President; (seated, far left) Jeffrey Klinghoffer, AMLU Secretary-Treasurer; and (seated, far right) Kevin Kistler, OPEIU Director of Organization and Field Services.**