

WHITE COLLAR

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

No. 447

1993 — Issue 2



Hospital EMTs Win with OPEIU in Ohio

Allen Memorial Hospital's (AMH) five-month lockout of 22 emergency medical technicians (EMTs) is coming to a close.

The advice division of the National Labor Relations Board found that AMH's implementation of 24-hour ambulance shifts on December 8, 1992, constituted "constructive discharge" of the EMTs in retaliation for joining OPEIU Local 516. AMH administration officials and Local 516 are currently at the bargaining table working toward a voluntary settlement before the NLRB issues a formal complaint.

Working 24-hour shifts at Allen would have forced most of the EMTs to forfeit other, higher-paying jobs. The EMTs invariably hold second jobs to make ends meet. At Allen they were making between \$4.40 and \$5.15 an hour without benefits when they were locked out and before their first contract with OPEIU.

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Union Solidarity Pays Off at GHI

Wearing black, chanting "no copay," wearing sashes made of union buttons, passing the "flu" from member to member, dressing down, letters to the president and company counsel — these are just a few of the tactics used by the 1,400 Local 153 members at GHI to pressure the employer to settle the contract and to stop demanding that the employees give back their negotiated health benefits.

Members from New York City's two locations (64th and 42nd Sts.), Long Island, Albany and Syracuse remained firmly united throughout difficult negotiations, avoiding a strike but still applying serious pressure to gain a new three-year Local 153 labor agreement, said Local Secretary-Treasurer and International Vice President Michael Goodwin.

Through constant demonstrations of their strength and solidarity and by harassing and embarrassing the company, members made it perfectly clear that they would accept no reduction in medical benefits. One such embarrassment for the company occurred on St. Patrick's Day when members filed to the streets for lunch time



Members at GHI are clearly pleased by the description of their new Local 153 contract, which was overwhelmingly ratified.

demonstrations, chanting and stopping traffic. "We might have been arrested ordinarily since we didn't have a permit," Chief Steward Neysa Griffith said, "except the police were slightly busy with the St. Patrick's Day Parade."

The employer ultimately was forced to withdraw the demand for givebacks of medical benefits and to settle the contract. The members working together won the fight, Goodwin said.

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Conferences Focus on Organizing and Sexual Harassment

Organizing

With a new, progressive and relatively friendly Administration in Washington, D.C., the labor movement looks forward to a better climate for union organizing. Minimally organized labor expects a level playing field in terms of organizing.

The 1993 regional conferences, therefore, focused on the union's mission — to bring the benefits of collective bargaining to unorganized workers. In so doing, the union gains additional power and resources for other members.

As more workers are organized across a particular industry, the more equal the wages and benefits become. The employer has less opportunity to argue that he or she cannot raise benefits, etc., because of the need to remain competitive. Additional members also add to our legislative strength.

Conferences addressed ways a local union can initiate organizing campaigns. How to target likely successes. What groups are more likely to organize. What techniques have proven most successful. The importance of committee work and one-on-one organizing. What is the current law? Many

of these same techniques can be used for internal organizing, organizing for a collective bargaining agreement, etc.

Sexual Harassment

The Anita Hill-Clarence Thomas hearings generated much interest in sexual harassment. It also was clear from the hearings that far too many people have little understanding of the concept.

Since it is a question of workplace discrimination, the International Union felt there is a particular need for OPEIU representatives to understand the law regarding sexual harassment as well as the union's responsibilities representing its members under the law and the contract. Considering that sexual harassment is primarily directed at women, the union has an even greater responsibility than many other groups to understand the most effective means of preventing it and of defending harassed members.

Southwest/Southeast Conference

New Orleans, Louisiana was the site of this year's regional conference,

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Lobbying and Organizing in Nation's Capital

Lobbying Health Care

In announcing the conference to OPEIU locals the flyer said: "It's time to put your money where your mouth is," will be the message for our legislators and to our new President Bill Clinton. It's time to provide decent health care to all Americans. It's time to control the soaring costs. And we don't want health care benefits of working people taxed — benefits unions have spent years negotiating in lieu of additional wages."

Delegates also lobbied against the North American Free Trade Agreement (see editorials in this issue) and for legislation prohibiting permanent replace-

ment of striking workers. But, health care was the main thrust on Capitol Hill for two days of lobbying.

After being briefed on legislation Thursday morning, March 25, 1993, teams of delegates from the same state lobbied U.S. Senators and Representatives that afternoon and the following Friday.

Tommy Owens from the AFL-CIO Legislative Department briefed delegates on fair trade and striker replacement legislation, while Karen Ignani, Director of the AFL-CIO Department of Employee Benefits briefed them on health care reform.

Delegates found conversations with

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Delegates to the 1993 Full-Time Staff Conference learn new organizing strategies.



We honor Linda Waldrop in our "Wanted Poster" because of her work in a program called About Face — a new boot camp-style program developed by Youth Service in Memphis Inc. with the cooperation of the Navy. Juvenile Court officials hope the program will inspire these specially selected young people to improve their lives by working with society instead of against it.

Young men in the program are violators of the drug laws but were sentenced to the program because of something about them — relatively high intelligence, a non-violent arrest record, interest in a particular field, that they are not addicts.

The program includes two months at the Naval base Millington and six months of post-release checkups by counselors and court officials. They attend school during this time.

Volunteers from many institutions and organizations are helping to make the program successful. One such volunteer is Linda Waldrop, President of OPEIU Local 367 in Memphis. Wal-

drop's contributions are described by Fred Ashwill, President of the Memphis AFL-CIO Labor Council:

"This program would not have been a success without the efforts of several members of Organized Labor. One of those individuals was Ms. Linda Waldrop, a member and President of OPEIU Local 367, and an employee of the IBEW Local 1288, in Memphis, TN.

"This individual gave, what I believe to be, one of the most important and most precious commodities we have — time. Each of us is only allotted so much and once it has expired, there is no more. This individual has shown her love and compassion for her fellowmen by putting aside her family, hobbies and pleasures, to share a part of her life with those who needed it...

"Ms. Waldrop gave numerous hours to a project of national magnitude and deserves far more than my words can give . . . This community and country could use more individuals of the caliber of Ms. Waldrop."

We agree.

OPEIU Members Gain Retirement Incentives at the TVA

Members at the Tennessee Valley Authority — a public utility stretching across eight states — have won cash incentives for early retirement, said OPEIU International Representative Faye Orr.

She said the Salary Policy Panel, which is composed of all unions at TVA representing white collar workers, concluded negotiations on Friday, April 30, 1993, with TVA. Union members in the Resource Group, the central office of the Nu-

clear Power and Watts Bar Nuclear Plant have won these incentives since a surplus of employees is anticipated here as a result of reorganization and restructuring, Orr said. It is hoped, she added, that by offering these incentives, employees desiring to retire early can take advantage of the benefits before TVA issues any involuntary reduction in force — layoffs.

The terms of the incentives, as reported by Orr, are as follows:

Option 1:

- \$15,000 incentive
- a two-week window for decision
- will make an irrevocable decision to resign — effective date must be within 15 days of approval
- continued medical coverage for employee for six months at current cost split.

Option 2:

- \$10,000 incentive
- a two-week window for decision
- will make an irrevocable decision to resign — effective date must be within 15 days of approval
- leave without pay for up to one year
- medical coverage continued until termination of leave without pay for employee up to one year at current cost split.

How to become a bounty hunter:

OPEIU is offering a reward to members who serve as bounty hunters. To collect, you must turn in another OPEIU rank-and-file member—a friend.

That is, we want photos (black and white film preferred) and stories of OPEIU members who are involved in interesting work or interesting hobbies or excel in some way. For example, we know that there are outstanding members out there who serve their communities (as big brothers and sisters, on community boards, in homeless shelters, etc.) who are terrific golfers, tennis players, gardeners; who win awards and trophies for many things; who teach or write in their spare time. Or, there are members who have unique jobs, like animal trainers.

We (as well as you) are interested in reading about such members and seeing photos of them at their jobs, performing their hobbies or other areas of involvement.

If we print the photo and story you submit, you will immediately be sent \$25, as well as receiving credit in *White Collar*.

Happy hunting, bounty hunters.

"Replaced" But Not Forgotten



Cynthia Zavala, a Diamond employee and Teamster member, told OPEIU delegates at the Legislative/Organizing Conference about the Diamond Walnut strike and how it has become a national symbol of the need for action by Congress to ban the permanent replacement of strikers. She explained to them, as she had to the U.S. Senate, how the company even tried to force workers to train their permanent replacements.

Continuing media coverage, boycott leafletting, and outreach to community groups have made Diamond Walnut a prime example of the injustice of letting companies take away strikers' jobs.

The local union is selling specially designed "solidarity bracelets."

Each bracelet features the name of one of the more than 500 strikers.

For your solidarity bracelet, send \$5 to Teamsters Local 601, 745 E. Miner Ave., Stockton, CA 95202.



Lobbying

(Continued from page 1)

their legislators rewarding, sometimes frustrating, always enlightening. It was two well-spent days working for the interests of OPEIU members.

Advanced Organizing

Organizing experts, seasoned by many successful union campaigns, direct discussions on new and more advanced organizing techniques, labor law, targeting and committee work throughout Saturday, March 27, 1993, at the L'Enfant Plaza Hotel in Washington, D.C.

In the morning's panel Richard Bensing, Director of the AFLCIO's Organizing Institute, discussed what works and what doesn't. Stephen Lerner, SEIU Director of Organizing, presented the case for non-NLRB organizing, that is, organizing around the NLRB. Both along with organizers discussed prepetition strategies and mobilizing.

Over lunch Mark Splain, Deputy Director of the AFL-CIO Organizing Institute, spoke on labor law reform — what's happened and how far we need to go.

Phil Comstock, Executive Director, Wilson Center for Public Research, outlined for delegates the most effective means of targeting for organizing. His high tech presentation proved insightful and provocative.

Delegates

The following local unions sent staff and officers to learn, share their experiences and lobby Congress: 2 (Washington, D.C.); 3 (San Francisco, California); 6 (Boston, Massachusetts); 12 (Minneapolis, Minnesota); 29 (Oakland, California); 30 (Los Angeles, California); 32 (Newark, New Jersey); 39 (Madison, Wisconsin); 67 (Charleston, West Virginia); 95 (Wisconsin Rapids, Wisconsin); 106 (New London, Connecticut); 119 (Chattanooga, Tennessee); 153 (New York, New York); 212 (Buffalo, New York); 391 (Chicago, Illinois); 402 (San Juan, Puerto Rico); 453 (Boston, Massachusetts); 457 (Centerville, Pennsylvania); 471 (Brownsville, Pennsylvania); 512 (State of Michigan); 513 (Elyria, Ohio); and 600 (Boston, Massachusetts).

International Representatives at the conference were Steve Hunt, Ron Hutson, Pat Jeney, Bill Kirby, Jim Noone, Jay Porcaro, Bob Simmons, Faye Orr and Jeff Rusich. International President John Kelly; Vice Presidents Thomas Babb, Carolyn Combs, and Pat Tully, Associate General Counsel Richard Lanigan and Education Director Gwen Wells also represented the International Union.

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

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PRINTED IN U.S.A.

WHITE COLLAR (ISSN 0043-4876) is published quarterly by Office and Professional Employees International Union, 815 16th Street, N.W., Washington, D.C. 20006. Second class postage paid at Washington, D.C. POSTMASTER: Send address changes to Office of Professional Employees International Union, 815 16th Street, N.W., Washington, D.C.

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Subscription Price \$1 a Year

Canadian Association for Labour Media

NAFTA Will Keep Mexican Workers in Poverty

Alma Molina works 48 hours a week for about \$4.50 a day, assembling television parts at a factory in Juarez in northern Mexico, just across the border from El Paso, Texas.

As a young, single mother, she is glad to have a job to support herself and her one-year-old son. But she is angry at the low wages and unsafe conditions at the plant where she works in one of the city's free trade maquiladora zones.

In cities like Juarez, poverty and affluence exist side by side.

In the maquiladora zones are newly built factories with plush entrances, landscaped shrubs and neat, green lawns. Glossy signs proclaim the dominance of multinational corporations like Toshiba, RCA, Philips, Johnson and Johnson, Zenith and Honeywell.

In stark contrast is the bleak desolation of the squatter communities sprouting up, devoid of trees or vegetation.

Small one or two-room shacks made of discarded wooden pallets, cardboard and old sheets of corrugated tin house families with nowhere else to go, as the city expands uncontrollably with people seeking jobs at any wage.

The maquiladora zones are symbols of the Mexican government's desperate attempt to reverse a deepening economic crisis and an unmanageable foreign debt.

Set up to attract foreign investment, the maquiladora zones allow foreign companies, mostly from the U.S., to operate assembly plants with reduced tariffs and few taxes. The components assembled are eventually exported to become parts in cars, televisions and other goods manufactured in the U.S. and Canada, with resulting job losses for Canadian and American workers.

Originally located near the U.S. bor-

der, the maquiladoras have spread throughout the country. There are 320 such factories in Juarez and another 1,500 plants located in every major center in the country. But job creation is an allusion.

The 450,000 jobs created in the 20 years of the maquiladora program should be an embarrassment to a government that condemns 12 million people to unemployment. Small and medium businesses charge the program has simply shifted work from domestic Mexican companies to foreign ones. The gains from the program have gone entirely to foreign companies, with no taxes or benefits returning to local communities or workers.

With signing of the North America Free Trade Agreement, Mexico will be further tied into a maquiladora economy. That means low wages and impoverished communities in Mexico and further job losses in Canada and the U.S., as manufacturing companies move portions of their production south.

The message the Canadian labour activists receive from their Mexican counterparts is clear — free trade will not get Mexico out of its crisis, nor will it create decent conditions or wages for workers.

NAFTA will affect Mexico much like the Canadian experience with free trade, the Mexicans say. There will be more foreign control of the Mexican economy, less ability for the national government to set its own political direction and a direct threat to social programs, workers' safety and the environment.

What Mexicans need, they say, is a strong internal economy, with trade between Canada, the U.S. and Mexico as equal partners. They need fair trade, not free trade.

NAFTA: No Laughing Matter

Populist radio commentator Jim Hightower knows that the North American Free Trade Agreement (NAFTA) is no laughing matter. Hightower, former Texas Agriculture Commissioner, recently launched a series of down-home progressive commentaries on a variety of issues, and is seeking to expand his programs to more radio stations. The series is designed, Hightower says, to offer "a populist progressive voice against the standard daily doses of right-wing diatribe." Hightower has taken aim at NAFTA in several of his commentaries. Following is just one of those texts.



Washington and Wall Street insiders are doing when they toss out numbers to "prove" what a good deal NAFTA's gonna be.

Well, recently their numbers turned back and bit 'em on the tush. Last month two Big Time Academic Experts, who were repeatedly quoted by George Bush and the whole pro-NAFTA gang, confessed that instead of NAFTA creating a gain of 175,000 jobs for the U.S. of A. — as they had claimed in their book . . . well, actually, overall, NAFTA would cause a job LOSS.

It seems they's meant to include this little point in their book but . . . well, I guess the dog ate that chart.

In making up our minds on NAFTA, academicians are about as useless as hip pockets on a hog.

If you really want to get a sense of whether this country is going to lose jobs in this deal . . . just check out the number of corporate executives who're already installing trailer hitches on the company limousines. The Wall Street Journal surveyed 455 top executives. Fifty-five percent of the biggest employers say they're planning to shift some production to Mexico if NAFTA goes through.

Now those numbers are serious as a snakebite. The good news is that Congress is wary of this snake, too. So if we take action now, we won't HAFTA have NAFTA.

This is Jim Hightower saying, you've got a member of Congress whether you want one or not, so get ahold of 'em . . . tell 'em NO on NAFTA.

NAFTA: Job Statistics

Yogi Berra said, "Ninety-nine percent of this game is half mental."

Well, if Yogi wants to see some real statistical confusion he should check out the mind games being played by the supporters of NAFTA — the North American Free Trade Agreement.

Ross Perot says this treaty will cause "a giant sucking sound" of our jobs going South. [Schloop] There they go.

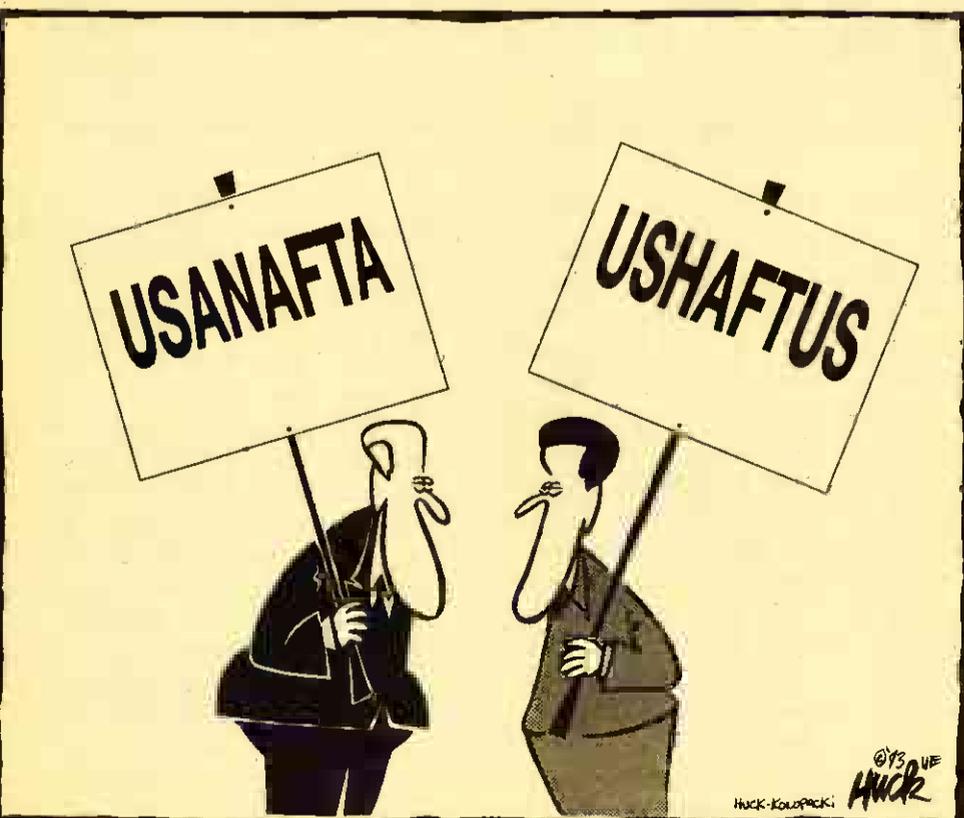
Of course, the \$100-haircuts who're pushing NAFTA insist no such thing is gonna happen . . . in fact, they say the U.S. will gain jobs — and they've got the numbers to prove it.

Of course, figures don't lie. But liars do figure. A statistician is someone who draws a mathematically precise line from an unwarranted assumption to a foregone conclusion. That's what those

Hightower Radio Show Picks Up Popularity

An estimated 190,000 listeners in 26 cities can tune in to the new, five-minute Hightower Radio show which began airing earlier this year. Bringing a fresh look to the problems of working people, the show debuted in March in the following areas.

Altoona, PA	WFBG 1290AM	9:45 am
Austin, TX	KLBJ 580AM	8:55 am, 4:47 pm
Buffalo, NY	WWKB 1520AM	10:30 am, 1:30 pm
Cedar Rapids, IA	WMT 600AM	8:45 am, 5:45 pm
Charleston, WV	WQBE 950AM	8:20 am, 4:55 pm
Cincinnati, OH	WCKY 1530AM	5:52 am
Cleveland, OH	WEBE 1300AM	8:55 am, 6-7:00 pm
Concord, NH	WKXL 1450AM	7:25 am, 4:55 pm
	WKXL 102.3FM	7:26 am, 4:55 pm
Crossville, TN	WAEW 4330AM	7:47 am, 4:45 pm
	WKVL 99.3FM	6:45 am, 5:15 pm
Dallas, TX	WBAP 820AM	12:15 pm, 5:15 pm
El Paso, TX	KTSM 690AM	7:35 am, 4:55 pm
Fostoria, OH	WROB 1170AM	8:15 am, 5:25 pm
Greenville, SC	WSPA 950AM	Check with station
Houston, TX	KSEV 700AM	6-9:00 pm
	KPRC 950AM	Check with station
Jacksonville, FL	WOLV 600AM	Check with station
Johnson City, TN	WJCW 910AM	8:35 am, 5:22 pm
Knoxville, TN	WTK 990AM	7:23 am, 5:18 pm
Las Cruces, NM	KASK 103.1FM	7:45 am, 5:45 pm
Laurel, MS	WNSI 100.3FM	7:25 am, 12:25 pm
Memphis, TN	WREC 600AM	Midnight
Odessa, TX	KRIL 1410AM	6:40 am, 5:40 pm
Oshkosh, WI	WPKR 99.5FM	5-5:30 am, 8-12:00 pm
Sacramento, CA	KBEE 970AM	10:05 am, 5:05 pm
Springfield, MA	WHYN 560AM	9:05 am, 3:05 pm
Tucson, AZ	KTUC 1400AM	6:30 am, 5-6:00 pm
Washington, DC	WRC 980AM	9:05 am, 6:04 pm



OPEIU Spends Two Days on Capitol Hill



OPEIU lobbying teams met with their Representatives and Senators over two days. They raced back and forth across the Capitol to make appointments and lobby for their members back home. Although the delegates concentrated on striker replacement legislation, health care reform and fair trade, they addressed issues in their home states as well. On this page are a few of the teams in action.



Massachusetts



Ohio

Puerto Rico/New York



California



New Jersey



Tennessee



Connecticut



Wisconsin

Conference

(Continued from page 1)

which took place at the Fairmount Hotel — at the edge of the historic French Quarter. It took place March 19 to 21, 1993.

Workshops on the two themes — organizing and sexual harassment — were led by Judi Catlett and Jill Kriesky from the Center for Labor Education and Research at the University of Alabama at Birmingham.

Local unions from the Southwest and Southeast regions sending delegates included: Locals 13 (St. Louis, Missouri); 21 (Atlanta, Georgia); 27 (Galveston, Texas); 73 (Jacksonville, Florida); 87 (Lake Charles, Louisiana);

119 (Chattanooga, Tennessee); 120 (San Antonio, Texas); 204 (Pascagoula, Mississippi); 277 (Fort Worth, Texas); 298 (Austin, Texas); 303 (Texarkana, Texas); 306 (Amarillo, Texas); 320 (Kansas City, Missouri-Kansas); 367 (Memphis, Tennessee); 381 (Oklahoma City, Oklahoma); 383 (Baton Rouge, Louisiana); 402 (Santurce, Puerto Rico); 420 (Pine Bluff, Arkansas); 437 (Ponca City, Oklahoma); and 506 (San Juan, Puerto Rico).

Representing the International Union at the conference were President John Kelly, Vice President Thomas Babb, Education Director Gwen Wells, and Representatives Ron Hutson, Bill Kirhy and Faye Orr.

West/Northwest Conference

From April 16 to 17, 1993, delegates from the West and Northwest regions met to learn the basics of organizing and sexual harassment at the Sir Francis Drake Hotel in San Francisco, California.

David Sickler, Director of the AFL-CIO Region 6, spoke at length on "Today's Climate for Organizing," providing an overview of what has worked in the past and what is working now. He provided numerous examples and well-researched statistics to illustrate the types of worksites, workers and industries that were ripe for organizing. He also discussed in detail successful organizing techniques.

Elaborating on Sickler's presentation and leading group exercises, as

well as providing the discussions on sexual harassment, were June McMahon, Coordinator, UCLA Center for Labor Research and Education, and Mary Ruth Gross, Coordinator, UC Berkeley Center for Labor Research and Education.

Delegates to the conference were from the following local unions: 3 (San Francisco, California); 8 (Seattle, Washington); 29 (Oakland, California); 30 (Los Angeles/San Diego, California); 174 (Los Angeles, California); and 537 (Los Angeles, California).

International President John Kelly, Vice President Kathleen Kinnick, Education Director Gwen Wells, and Representatives Richard Delaney and Jeff Rusich represented the International Union.

Local 179 Goes Better With Coke

Within 10 Days Local 179 More Than Doubles Members

Local 179 recently received excellent news for its membership at Coca Cola Bottling Company in Chattanooga, Tennessee, said Local President Faye Orr. Our plant — the only unionized one within United Coca-Cola of Birmingham, the plant's parent — was awarded a major bid for new product operation. The new process meant that the Chattanooga plant would now operate seven days a week, 24 hours a day. Over 200 bargaining unit positions were immediately filled.

The bad news, Orr said, was the OPEIU contract expired April 30, 1993, and the Local found itself with only 30% membership within the unit.

Immediately a recruitment blitz began. On April 10 — two days after the news — Jim Hamilton, Coke job steward, signed up 64 new members within the single day. He was assisted by other stewards who would direct employees to the break room to sign up.

The production supervisor eventually went into a rage when he learned of the union support, threatening employees still in their probation periods with termination, if they joined the union.

After notices came out from Local 179 that the law protected them from retaliation or reprisal, people were "standing in line to

join," even though it was a holiday weekend — Easter.

The following week an additional 127 new members joined. By April 17 an additional 43 employees were hired, many joining the union immediately.

By the time negotiations began the Local had increased its membership from 98 to 237 — all within 10 days. This brought the union's representation at the plant from 30 to 70% of the bargaining unit.

"It made all the difference in our negotiations. Management for the first time worried about a work stoppage," said Orr. "Credit goes to all the officers, stewards and membership at Coke. Everybody pulled together, helping each other. It was a real shot in the arm."

"Jim Hamilton deserves special thanks for the long hours he spent signing up new members. He should be an inspiration to all of us at Local 179, because our work is far from over. We still have an additional 30% to sign up. I think with this last contract we proved to everyone, including them, that solidarity works," Orr added.

She also extended her thanks to President John Kelly, saying: "He came through for us, as usual, like a Trojan. Without his support our efforts would have been more difficult."

Local 179 Gains Wages And V.O.T.E. Checkoff at Coke

"This is the first Coca Cola contract since the 1980s that we have been able to take back to the members which provides improvements — and not take-aways. Some could argue it is a result in a change in the economic and political environment. I think it is a direct result of bringing our union membership — in this right-to-work state — from 30 to 70% the ten days before negotiations opened. Management realized we were all united and could rally around the contract within a short period of time," said Local 179 negotiating committee member Jim Hamilton.

By the time negotiations had concluded, the Local had increased its membership from 98 to 237 members at Coca Cola Bottling Company in Chattanooga, Tennessee. The bargaining unit includes truck drivers, merchandisers, loading employees, advertising employees, shop and garage employees, utility employees, in essence, all production and maintenance workers at the plant.

The Coke members will gain wage increases of 3% in the first year, 3% the second and 2.5% the third year of the contract.

Local 179 won payroll deduc-

tion for Voice of the Electorate — the union's voluntary political action fund — used to support candidates and legislation in the members' interest.

The probationary period was decreased to allow employees greater protection. Seniority language was improved.

Employees can now make one lateral or downward job bid per contract term, rather than per employment lifetime. Additional bids are allowed where new jobs become vacant, classifications created, new processes implemented or personal circumstances require it.

Employees now will have the opportunity to prove their ability to perform particular jobs over a 40-hour period, up from 8 hours, in the event of layoffs.

Additional improvements were won in mileage allowance, vacation, break time, shifts and much more.

These contract improvements were reported by International Representative and Local 179 President Faye Orr. Assisting her in negotiations were bargaining committee members Mike Churchwell, Jim Hamilton, Roy Holt, Riley Huckabee, Jim Norris and Dale Shipley.

International Women's Day Now a Paid Holiday in Hamilton, Ontario

A group of Local 343 members at the Workers' Education Centre (WEC) in Hamilton, Ontario has negotiated International Women's Day on March 8 as a paid holiday in their collective agreement, reports OPEIU Vice President Janice Best, who led negotiations.

"We think it's the first OPEIU union contract to have International Women's Day recognized as a paid holiday," says OPEIU bargaining committee member Nan MacDonald.

"The IWD holiday will be a time for women to celebrate their victories and make note of the tasks ahead," said MacDonald.

However, there are both men and women working at WEC who will benefit from this new paid holiday.

"Both the paid and unpaid labour of women is not valued or recognized in society. Now we can take off March 8 to find out about our history," added Local 343 Secretary-Treasurer Roxanna Johnson.

A project of Hamilton and District Labour Council, as well as the Ontario and federal governments, the WEC provides workplace training and counselling for workers about to lose their jobs as a result of plant shutdowns.

"I feel a sense of dignity when I see that working women have been fighting for equal opportunities since 1900. I'm not just a member of a small bargaining unit in Hamilton — this battle has been going on internationally for decades," Johnson said.

MI State Workers Could Win Back Pay

Four hundred State of Michigan Corrections employees could be the first state workers to receive back pay for 1991 furlough days, according to a federal court ruling.

A U.S. district judge ruled that the state violated federal labor rules when it forced salaried workers to take the furlough without pay. He will next decide whether to award them compensation, which would mean eight days' back pay if punitive damages are included.

The class action suit was filed by the Michigan Supervisors Union, OPEIU Local 512, in Lansing, Michigan. OPEIU International Representative Bob Simmons said the union will file an identical suit on behalf of its members in other departments and will use the rule to help it recruit additional members.

The court order also sets the stage for several thousand other state employees to collect compensation, Simmons said. While every state department has furloughed workers, he said the de-

partments of Social Services, Mental Health, Natural Resources, Public Health and State could have the most employees eligible for back pay.

Other unions, like UAW and AFSCME, have seen the OPEIU's successful suit and now plan to file their own.

The state forced 36,000 workers to take off in either August or September of 1991 to help reduce its \$1 billion deficit. About 15,000 of the state's 60,000 employees are salaried, but state officials couldn't estimate how many of them were furloughed.

Simmons said the furlough decision will "cost the state millions of dollars" because it refused to bargain.

"It's typical of the Engler Administration from day one," he said. "They've got this 'damn the torpedoes, I'm going to do it my way' attitude. We understood the state's poor budget and they could have gotten out of it for a song. Because of Engler's egotistical attitude, they're going to suffer punitive damages."

Local Unions in the News

Other Labor Struggles

Drivers Win \$22 Million at Greyhound

The Amalgamated Transit Union reached a tentative agreement with Greyhound Lines, Inc., ending a three-year strike and providing \$22 million in back wages to union workers.

Under the proposal, some 550 workers will be recalled by July, with amnesty and reinstatement provided to about 250 workers who were fired by the company. ATU members on a waiting list will be recalled as vacancies occur.

The six-year settlement must be ratified by members of the ATU Greyhound council, and following that action, must be approved by an NLRB administrative law judge

and by the federal bankruptcy court in which Greyhound sought protection from creditors in 1990 and approval of its plan reorganization in 1991.

The 9,300 drivers, maintenance workers and clerks struck the bus lines on March 2, 1990, following Greyhound's demands for benefit cuts for new hires, unlimited contracting out and wage increases tied solely to incentives.

Greyhound drivers had suffered a 25 percent pay loss between 1983 and 1990, ATU noted when the strike began, with union members accepting wage cuts to help restore the company's profitability. Despite its 1989 profits, the

company demanded more cut-backs, the union said.

The union filed a complaint with the NLRB, charging that Greyhound had fired drivers before the strike began and was refusing to bargain fairly, another unfair labor practice.

The determination of an unfair labor practice strike, if upheld by the Board and courts, carries a penalty of higher damages than the straight-time payments owed workers in an economic dispute. Greyhound's potential liability, however, was capped at \$31 million by the bankruptcy court.

Greyhound hired about 2,000 replacement drivers but was un-

able to maintain its previous level of service.

The company now employs about 3,500 workers, about 3,000 of whom are drivers, compared to the pre-strike work force of 9,300, including 6,300 drivers and maintenance workers.

The accord provides for a 20 percent wage increase over the contract term, dues checkoff, and improvements in vacation and medical benefits.

It also would establish regular meetings between labor and management and a joint education program.

[AFL-CIO News, May 3, 1993, by Candice Johnson]

UFW's Cesar Chavez Dies; Led Fight for Migrant Workers

Cesar Chavez, the migrant worker who emerged from the poverty of an agricultural valley in Arizona to found America's first successful union of farm workers, died April 23, 1993.

Chavez was found dead in the private home where he was staying in Arizona in conjunction with a United Farm Workers' rally. He was described as having died quietly of "natural causes." He was 66. "Blending the nonviolent resistance of Gandhi with the organizational skills of his mentor, the social activist Saul Alinsky, Chavez captured worldwide attention in the 1960s. Leading an initially lonely battle to unionize the fields and orchards of California, he issued a call to boycott grapes that soon became a cause celebre," noted Robert Lindsey, reporting for the New York Times.

Chavez was widely acknowledged to have done more to improve the lot of the migrant farm worker than anyone else.

Fighting growers and shippers who for generations had defeated efforts to unionize the field workers, Chavez brought stability and security to many migrant workers.

Largely because of him, the California legislature in 1975 passed the nation's first collective bargaining law (outside of Hawaii) for farm workers, who are largely excluded from federal labor law coverage. Asked what had motivated his stubborn fight, Chavez said, "For many years, I was a farm worker, a migratory worker, and, well, personally — and I'm being very frank — maybe it's just a matter of trying to even the score."

In 1965 when he formed the union, farm workers in California on average earned less than \$1.50 an hour. They had no benefits, no seniority rights and no standing to challenge abuses by employers.

Unionization brought sharp pay increases. For the first time, migrant workers were eligible for medical insurance, employer-paid pensions, unemployment insurance, and other benefits, and they had a mechanism to challenge employer abuses.

The union's impact extended far beyond its membership. The threat of unionization by Chavez raised agricultural wages throughout California.

In 1968 he began his most visible campaign, urging Americans not to buy table grapes produced in the San Joaquin Valley until growers agreed to union contracts. The boycott proved a huge success. A public opinion poll found that 17 million Americans had stopped buying grapes because of the boycott.

After losing millions of dollars, growers agreed to sign.

More successful boycotts and organizing successes followed.

Today a boycott is still being waged by the UFW because of the growers' extensive use of pesticides which are undermining the health of farm workers and their families. That struggle is supported by OPEIU and has frequently been reported in these pages.



Selective Strikes Force BCOA to Talk

On March 1, 1,700 United Mineworkers of America members put down their mining tools and picked up picket signs in a phased expansion of the selective strike against the Bituminous Coal Operators Association (BCOA). However, since then more and more Mine Workers have been pulled out, putting 6,500 BCOA workers on the picket lines, primarily in Pennsylvania and West Virginia.

The mines are owned by Consol Energy (Rochester & Pittsburgh Coal Co.), Rheinbraun AG (CLI Corp. Consol), Dupont Co., Ashland Coal Co., Ashland Oil Inc. (Arch Mineral Corp.), Amax Inc. and Zeigler Holding Co.

UMWA and BCOA have temporarily returned to the bargaining table. Job security and work preservation issues top the list of provisions needed by the workers in any new agreement. Although the mine owners have been vicious — refusing to release information that would show transfer of work to nonunionized branches of the same operation — the Mine Workers and their families are strong and determined to win a fair settlement.

OPEIU and the labor movement stand behind the Mine Workers in this struggle.

Local 457 rallies to support United Mine Workers at a Pennsylvania rally.

OPEIU Members Support Striking Vegas Casino Workers



OPEIU members attended a mass rally — Desert Solidarity — in Las Vegas, Nevada in December 1992 to support the striking workers from the gambling capital's casinos. Pictured here are Brenda Brimer, Local 277, Fort Worth, Texas; Katherine Darby and Ann Pannell, Local 298, Austin, Texas, who marched with Georgia Cox, Connie Ford and Diana Volpini-Allen from Local 3 in San Francisco, California behind the OPEIU Local 3 banner. They rallied with thousands of union members from across the country. Such support eventually helped to settle that strike.

OPEIU Mortgage Adds New Real Estate Benefit Enhanced Program Helps Buyers and Sellers Save

A new OPEIU Union Member Mortgage program real estate benefit now offers members significant savings when they buy or sell a home.

As a result of an exclusive agreement between the union's mortgage program and Century 21 Real Estate Corp., OPEIU members who sell their homes using a particular real estate broker will receive one-half percent off the commission paid to the real estate office. Home buyers who use the real estate and mortgage portions of the program will receive a free appraisal and credit report — a savings worth up to \$350.

"Union Member Mortgage and Real Estate can add up to real savings for our members," says OPEIU International President

John Kelly. "With this program, a union member who sells his or her home for \$75,000 can save \$375 on the commission normally charged by a real estate broker. And members looking to buy can save up to \$350 on appraisal and credit check costs. Thus the combined savings from buying and selling through the program can easily equal \$700 or more."

Phone-Only Access

Because the program will now serve sellers as well as buyers, the program name "Union Member Mortgage" will change to "Union Member Mortgage and Real Estate," and the same nationwide, toll-free number — (800) 848-6466 — will be used to assist members with their real estate and mort-

gage needs. To be eligible for the Century 21 benefit, members must first call the toll-free number to register and be referred to participating real estate brokers. (Members will not be able to access the benefit by calling or walking into a local Century 21 office.)

The new Century 21 benefit will help make an already successful program even better. The mortgage portion of the Union Member Mortgage and Real Estate program, established in May 1991, offers low down payments, special help for first-time buyers, reduced closing costs and protection for members who are on strike, laid off or disabled. Now, with the added Century 21 enhancement, one toll-free number provides members with one-stop shopping

for their real estate and mortgage needs. They receive members-only advantages provided by their union's program — as well as significant savings on real estate services.

New Program Hours

Union Member Mortgage and Real Estate is now offering expanded hours: 8 a.m. to 10 p.m. Eastern time, Monday through Thursday, and 8 a.m. to 8 p.m., Friday. For details on buying, selling or refinancing a home, call (800) 848-6466.

Mortgage loans are made through PHH US Mortgage Corp., one of the nation's largest and most stable lenders. The union has no involvement in loan decisions.

GHI

(Continued from page 1)

In addition to protecting the benefits they had fought long and hard to win over years of negotiations, the 153 members were able to gain new weekly wage increases. Specifically they will see increases of 4.0% (effective January 1, 1993), 5.0% (effective January 1, 1994), and 5.0% (effective January 1, 1995). They also exchanged Lincoln's Birthday and Columbus Day for two religious holidays.

As they had supported each other solidly throughout the struggle, the GHI members voted 100% support for the new contract on April 21. They wholeheartedly thanked their negotiating committee for its hard work and strong leadership. That committee consisted of Chief Steward Griffith, Assistant Chief Steward Willie Fiallo, Mary Cuva (Albany), Demetri Haliotis, Lillian Irizarry, Barbara LaGoff, Sandra Monroe, Devora Moss, Annie Randall, Judy Santiago, Dianne Shuler, Paris Vanderpool (Syracuse), and Stephen Weisman. Local 153 Business Representative Thomas Havriluk worked with the bargaining committee throughout negotiations.

The contract expires December 31, 1995.

Chief Steward Describes Shopfloor Tactics to Gain Contract

"We started our guerrilla warfare in March, about a month prior to settlement. Pressure built up as we turned on the heat," GHI Chief Steward Neysa Griffith said about the corporate campaign waged within GHI by Local 153 members. The campaign was modeled, she said, after the union's "There Is Another Way" campaign — an alternative to striking while still applying pressure to the employer.

We were totally united, Griffith said. All 1,400 members both within the City and Upstate hung together and coordinated our activities. For example, simultaneously we would all wear black to work. Or, we would come covered in buttons — sashes of buttons, collars of buttons, hats of buttons, headbands of buttons — that read "No Copay," "Local 153 Unity," or "No Managed Care."

"Unfortunately we had several unfortunate occurrences during this period. There was an outbreak of the flu and all

day employees had to go to the sick bay to rest for approximately one hour at a time. Another day people were so stressed out by the GHI's demands, that they inadvertently got on the wrong trains and, therefore, were delayed getting to work," Griffith reported.

Of course, there was the day we had a demonstration in front of headquarters during lunch time, carrying posters, stopping traffic and chanting on St. Patrick's Day. There were other instances of chanting during break and lunch times.

We together wrote a letter to the president of GHI, and also sent a copy to the attorney for the company, saying that there was no way we would give up our health care and would fight "by any means necessary" to prevent it. We signed it "X."

On the day the contract was settled, but we didn't know it in advance, we all came dressed to work in jeans and sneakers," she said. "This was certainly a violation of the dress code, but



GHI Chief Steward Neysa Griffith

what were they going to do — send 1,400 employees home?"

"The solidarity among all the workers truly was wonderful," Griffith said. "It was a real learning experience for all of us. It made us all realize the importance of the union and the strength we all had as a group. We were so grateful for the support and leadership of John Kelly, Michael Goodwin and Tom Havriluk. They believed in us and trusted in what we were doing. We can all be proud of our achievements. We did it together — united."

EMTs

(Continued from page 1)

In June 1992, the ambulance crews voted by a five-to-one margin to organize into OPEIU Local 516. Local 516 also represents AMH's licensed practical nurses and technical employees.

"Our fight against the EMT lockout is testament to the fact that a small group of people, allied with their community, can win against the most viciously anti-union employer," said International Repre-

sentative Jim Noone. "Allen Memorial Hospital insulted the rights and dignity of the people. Through the corporate campaign, we served as a constant reminder to the community of AMH's indecency. We also served as a reminder to AMH and other anti-union employers that the OPEIU stands ready to resist any injustices inflicted on our members," he added.

During the lockout at the Oberlin, Ohio hospital, ambulance service was drastically cut back. The reality that AMH was punishing the

community in order to punish the EMTs also helped attract attention to and support the EMTs' cause.

The union campaign that ensued featured picketing the homes of AMH administrators and trustees (one was a City councilman), a "Funeral for Workers' Rights," candlelight vigils, a mass rally, and an open-air union "hootenanny." At the hospital Christmas party, guests were greeted by picketing EMTs dressed as the "Ghosts of EMTs Past." Only 35 of the expected 250 guests showed

up for the party, whereas Local 516's party the following night attracted hundreds of well-wishers.

Oberlin College students, Oberlin College office and professional employees (members of OPEIU Local 502), OPEIU Local 513, Steelworkers Local 1104, and Bricklayers Local 34 took the lead in the community's fight against the lockout. They participated in the EMTs' events, circulated petitions, and sponsored a letter-writing campaign to local legislators.

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Benefits of Membership



Organizing? It Can't Be Done

by John Kelly, International President

You can't organize these days. Reagan fired the air traffic controllers, and that stopped all organizing. The National Labor Relations Board (NLRB) doesn't enforce the National Labor Relations Act. If you get a committee the employer will fire them. The employer will hire union-busting attorneys who know all the tricks to stop organizing.

How many times have we heard this? How many times, when we get an organizing lead, do we turn people away because it will take too long, cost too much and won't be successful in the end? And only the large locals and large unions with lots of money can organize. Small unions can't.

You know, some of these things are true. But there's no reason we shouldn't attempt to organize. In spite of the difficulties involved, it can be done; and it is a very satisfying feeling when a campaign is completed, ballots counted and workers are on the way to negotiating a first contract. The need to organize and the satisfaction of winning greatly outweigh the risks.

I'd like to tell you a story of a recent organizing campaign. Those of you who were at the convention remember how organizing was discussed. We gave seminars in the late afternoon on the subject, among others.

Local 555 from Bucksport, Maine (in the northern part of the state), whose members work for

Champion Paper Company, attended that convention. They attended all of the workshops. Sitting around in the evenings they didn't say, "Well, maybe it can be done someplace, but not in Maine." Instead, they got copies of the organizing manual and said, "This isn't so hard; we can do that."

They went back home and contacted a nursing home. In meetings they convinced the workers of the benefits of collective bargaining. They didn't tell them that the local had thousands of members or a giant treasury. They just talked the old-time religion: working people can only achieve dignity and rightful benefits through collective bargaining.

After only 10 days a majority of workers had signed cards seeking to have Local 555 as their bargaining representative. The employer, as usual, refused to recognize the workers' representative. The local union, therefore, filed a petition for an election with the NLRB in Boston.

The company did what most companies do: while they didn't have the money to pay wage increases, they were somehow able to find money to hire a high-priced, union-busting law firm. Not only did the firm supply legal advice but conducted classes on how to stop the employees from starting a union and required supervisors to attend. The nursing home's executive director even spoke at "union-free" seminars teaching

other employers how to stop unionization.

While the petition was pending at the board, Local 555 and an International Representative filed eight charges against the employer for breaking the law. Even though we normally have great difficulties working with the present board, it found each of the charges to be meritorious and issued complaints.

At the same time the local union told its story to the general public through the local radio, television and newspapers, resulting in additional pressure on the employer. They didn't stop there. They contacted the state legislature pointing out that the employer was receiving public funds yet was using the money to hire union-busting lawyers.

We held the election, but the NLRB impounded the ballots. In other words, the ballots remained in a sealed box uncounted. Pressure from the local, the general public, legislators continued.

And finally — a short while ago — in front of a very happy group of Local 555 members, the box was opened, the ballots counted. The people voted yes for union representation by a 2-to-1 margin.

Can you imagine what would have happened if Local 555 had believed the conventional wisdom that it can't be done? These workers would not now be a few steps away from their first collective bargaining agreement. Nor would workers at a nearby mid-sized hospital have contacted that local to represent them as well.

It can be done. Let's go and do it.
[Don't let financial constraints stop you from organizing. The International Union provides financial incentives to organizers and subsidies to local unions with viable organizing campaigns. The Union also provides staff and additional resources once a campaign is underway. Call our office if you have questions about these programs and/or have potential organizing leads.]

EMTs

(Continued from page 7)

The Oberlin College Student Solidarity Center even established a picket line at AMH since Local 516 was contractually restricted from picketing

the hospital. Two students earned college credits working as labor interns under OPEIU supervision during the lockout.

The Lorain County AFL-CIO and UAW CAP Council were also gearing up for a boycott of hospital services

when settlement talks resumed.

Even more impressive than the displays of community support was the fighting spirit of the locked-out EMTs. "I don't remember any EMT ever suggesting that we give up. It was always a question of 'how do we win,' not 'if we could win,'" recalls Noone. One union supporter, Marilyn Baker, even braved the January snow to report for picket duty although she was diagnosed with pneumonia (against the advice of both her doctor and union representative).

"Local 516 President Theresa Tomlin-

son (an LPN at Allen) deserves all of our thanks. Her leadership, sensitivity and courage were critical in bringing the EMTs and Local 516, as a whole through this crisis in one piece," said International Representative Jay Porcaro.

Porcaro has worked with Local 516 from the start directing the election campaign, filing board charges, negotiating with hospital management. Porcaro said he hopes to have the final settlement by May 26, 1993. If not, the Local and International will pursue the case in the court.

Theresa Tomlinson: Local 516 President

"It came as pretty much a surprise to me," said Theresa Tomlinson, about her election as OPEIU Local 516 president. Tomlinson returned from vacation to discover she had been elected president in absentia.

"But I figured someone had to do it and I would have two years to learn a little before our contract need to be renegotiated at Allen Hospital," Tomlinson said. Then she was confronted first by layoffs at Allen at the first of the year, and then the EMT election and what she calls a "lockout."

"This has really opened my eyes about unionization," she said. According to Tomlinson, this was the second attempt by the EMTs to gain a union. After the victorious election, where only three workers voted against the union, the employer stopped all overtime. When questioned about it, he said: "You're not union, so we don't have to give you overtime." Clear enough...

"What really pleased me," Tomlinson continued, "was that even the replacement workers became union. Since it was an unfair labor practice strike/lockout, they would all be forced to give up their jobs and they understood that. Two people even quit rather than scab."

"This was actually the first time I've done anything union, been so involved. It has been incredible. I'm amazed at how everyone in the labor movement gets together and helps each other, providing resources and moral support.

"I'm so impressed, especially with our own International Union and the staff. Jay Porcaro is the most wonderful man. He is so calm and patient with me. And, when this crisis arose he called the International who sent us Jim Noone, who is so enthusiastic that he lifted our spirits right up.

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

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1992 Canada CPI (1986 = 100)	127.0	127.1	127.5	127.6	127.8	128.1	128.4	128.4	128.3	138.5	129.1	129.1
% Change from Prior Month	0.5	0.2	0.3	0.1	0.2	0.2	0.2	0.0	-0.1	0.2	0.5	0.0
% Change from Year Earlier	1.6	1.7	1.6	1.7	1.3	1.1	1.3	1.2	1.3	1.6	1.7	2.1
1993 Canada CPI	129.6	130.0	129.9									
% Change from Prior Month	0.4	0.3	-0.1									
% Change from Year Earlier	2.0	2.3	1.9									
1992 U.S. CPI-W	*405.2	406.2	408.1	408.9	409.9	411.4	412.1	418.3	414.5	415.8	416.5	416.3
**136.0	136.4	137.0	137.3	137.6	138.1	138.4	138.8	139.1	139.6	139.8	139.9	
% Change from Prior Month	0.1	0.3	0.4	0.2	0.2	0.4	0.2	0.3	0.2	0.4	0.1	0.0
% Change from Year Earlier	2.4	2.7	3.0	3.0	2.8	3.0	3.1	3.1	2.9	3.1	2.9	2.9
1993 U.S. CPI-W	*417.8	419.2	420.4	421.6	422.6							
**140.3	140.7	141.1	141.6	141.9								
% Change from Prior Month	0.4	0.3	0.3	0.4	0.2							
% Change from Year Earlier	3.2	3.2	3.0	3.1	3.1							

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