



# WHITE COLLAR

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

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## Historic organizing win!

# Prudential agents overwhelmingly vote for OPEIU representation

In a major victory for OPEIU, Prudential Insurance Company of America agents in 40 states voted on April 20 to join OPEIU Local 153. The mail ballot election, conducted by the National Labor Relations Board (NLRB), resulted in 80 percent of votes cast in favor of the union. Of the 964

eligible voters, 617 voted in favor of the union, just 151 voted against.

“For the past two years we have been working with these employees to realize a united voice in the workplace, and now, thanks to their commitment, that vision has finally become a reality,” International

President Michael Goodwin said. “This is a large unit of insurance agents, a group primarily commission-based and not traditionally thought of as the type of employees that are unionized. We’re breaking new ground here, and are now looking forward to negotiating a contract with Prudential that best represents our members’ interests.”

The election came after two years of legal wrangling that began with a historic NLRB ruling that Local 153 was correct in objecting to a disputed election in April 2002 at Prudential. The union challenged the election results, and the Board ruled that Prudential had interfered with the election and declared that the original election be set aside so a new one could be held.

Prudential appealed the Board’s decision, and more than a year passed without a ruling. During that time, Prudential agents indicated their continued desire to form a union with Local 153 by again signing cards to petition for another election. OPEIU also picketed at the NLRB’s Washington, D.C. headquarters to protest the agency’s foot dragging. Since the NLRB was taking so long to rule on

Prudential’s appeal, Local 153 petitioned the NLRB for an entirely new election in the spring of 2003. An NLRB regional director dismissed the petition because the NLRB had still not ruled on the company’s appeal of the order to re-run the old election. Local 153 appealed the regional director’s decision to the NLRB itself, which dismissed it, while still not deciding on the far older appeal by the company. Finally, the NLRB allowed OPEIU to withdraw its initial objection to the company’s violation, thereby clearing the way for the new election petition.

The new unit will consist of Prudential employees in: Alabama, California, Colorado, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, the District of Columbia, as well as the cities of Las Vegas, Nevada, and Phoenix and Prescott, Arizona.



OPEIU Election Observers (from left to right) Sharon Hoff, Abe Whitlow, Ron Solseth, and Jay Neuman assist in the NLRB vote tally of 617 YES and 151 NO.

## White Collar special supplement

Convention season is a good time to review the history of our Union, as well as to become better acquainted with our officers and international representatives. Included in this issue of *White Collar* is an exciting chronology of union and historical events. Take a look back in time when Elvis topped the charts, Jackie Robinson broke baseball’s color barrier and OPEIU was founded with just 22,000 members.

This special supplement begins on page 9, and contains detailed biographies of your representatives and elected officials.

## OPEIU holds 23rd Triennial Convention

Delegates from more than 150 local unions throughout the United States and Canada will convene June 21-24, 2004 in Hollywood, Florida for the International Union’s 23rd Triennial Convention.

The convention’s theme will be “Organize and We All Win!” and will emphasize the importance of organizing to OPEIU’s future strength and effectiveness, and will take a close look at the union’s organizing and educational programs. There will also be workshops on organizing; local union Secretary-Treasurer training; public employees servicing, organizing, and legal perspective; LM-2 reporting requirements; and political mobilization — 2004 presidential election registration and GOTV.

Convention delegates will also work in committees and on the convention floor to determine the Union’s policies and agenda for the next three years.

The delegates, elected by their local union memberships, will represent the interests of members on issues related to organizing, working families and direction for the future. They will also represent the members as they elect the International Union officers who will lead the Union for the next three-year term of office.

A full report of the convention discussions, rulings and activities will appear in the *White Collar* following the convention.

# ORGANIZING FOR CHANGE

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# OPEIU rallies in Puerto Rico to keep Head Start program

A few months after OPEIU won bargaining rights for 500 employees working at Head Start programs in Puerto Rico, Archbishop Roberto Gonzalez announced that, after five years, the Catholic Church was handing the administration of the program back to the government.

"The decision is obvious retaliation for OPEIU's massive victory vote of 224 'yes' to just 14 'no' votes," said OPEIU International Representative Iram Ramirez, who was instrumental in the election win.

Immediately after the decision was announced, OPEIU staged a rally to protest the deci-

sion and to force the Catholic Church to bargain in good faith with OPEIU. More than 160 OPEIU members and their families formed a picket line outside of the archbishop's house, generating extensive press coverage including television, radio, and front page coverage in many newspapers.

OPEIU also began a letter writing campaign in which Head Start employees, members of the communities serviced by the program, and the parents of the children that receive these special services expressed their support for the workers. The campaign has generated more than 1,200 letters thus far.



More than 160 OPEIU members and their families form a picket line outside of Archbishop Roberto Gonzalez's house to protest his decision to hand the administration of Head Start programs in Puerto Rico back to the government.

## Who voted this way?

- Voted against raising the minimum wage
- Voted against the unionization of Homeland Security employees
- Voted against prohibiting job discrimination based on sexual orientation
- Voted against a Medicare prescription drug benefit
- Voted in favor of the Bush tax cuts
- Voted to confirm both Robert Bork and John Ashcroft
- Voted against federal funding for hate-crime prosecutions and broadening coverage of the federal hate-crimes law

Answer: Senator John McCain (R-AZ)

His name has been mentioned as a possible running mate for presidential candidate John Kerry. Why would the Democratic Party seriously consider placing just a heartbeat away from the presidency someone who stands counter to all the core issues that define the party?

## Local 512 to transfer public employee members to MAGE Local 2002

Local 512 and MAGE Local 2002 have reached a tentative agreement to transfer Local 512's public employee members to MAGE Local 2002, effective September 2004. The agreement will be submitted to the Local 512 membership for ratification and to the MAGE Local 2002 Executive Board. The transfer will establish a single public employee union in Michigan for management, supervisory and confidential employees.

Local 512 President John Strachan, Representative Aaron Sanders, MAGE Local 2002 President Dale Threehouse and Labor Relations Director John DeTizio met for two days in the office of President Michael Goodwin to work out the details of the agreement. President Goodwin said, "I am very pleased that the local unions were able to reach this historic agreement. A single local union representing public employees in Michigan will accelerate our organizing success. I look forward to working to grow the union."

Recently, a ballot initiative on granting broader rights to public employees was narrowly defeated. With the new Democratic governor in office, however, the union hopes to put the question on the ballot again.

## Nearly 3 million jobs lost under Bush administration

According to the AFL-CIO, a whopping 2.6 million private-sector jobs — 68,000 each month — have been lost since President George W. Bush took office. By March 2004, 8.4 million were officially jobless — but experts estimate the total number of unem-

ployed and underemployed is more than 14 million.

U.S. jobs that pay well have disappeared as a result of the recession that began in 2001—the Bush administration's failed economic policies based on tax cuts for millionaires, trade laws that encourage com-

panies to move jobs overseas and the unwillingness of Bush and Congress to embrace job-creating programs to repair the nation's roads, schools, rail and water systems.

The number of workers facing long-term unemployment and unable to find work

before exhausting their unemployment benefits is at an all-time high. But the Bush administration and congressional Republicans stubbornly refused to extend unemployment benefits until the public outcry forced action — but not to workers who already have exhausted their benefits.

## Local 11 swears in new officers

International President Michael Goodwin was in Portland, Oregon on May 11 at Local 11's general membership meeting to administer the Oath of Office to newly elected officers.

Sworn in were Local 11 Executive Board, Utilities, John Sanks; Executive Board, At-Large, Ben Stuva; Executive Board, At-Large, Diana Salathe; Executive Board, Public Sector, Stan Hoofard; and Trustee, Kim Andrew.



International President Michael Goodwin swears in new Local 11 officers (pictured left to right) Kim Andrew, Stan Hoofard, Diana Salathe, John Sanks and Ben Stuva.

## UAW-GM CHR members achieve four-year contract

After a hard fought set of contract negotiations that ended with a four-minute strike, the 110 Local 459 members at the UAW-GM Center for Human Resources (UAW-GM CHR) approved their new agreement with a 100 percent ratification vote. The main issues that brought the Clerical, Maintenance, Technical and Professional group to a short lived walk out were bargaining unit work and retirement.

Negotiating team members Mark Chaffin, Suzette Jewell, Susan Lyons, Kevin Nix and Kathy Swanson held the line with management and walked their fellow members out the door after 26 straight hours of contract talks that led nowhere. Management finally got the message that this group was not bluffing when the building emptied out at noon on April 23. Management called the bargaining team back in immediately and accepted the last proposal the Union had on the table.

Some of the gains made in the four-year contract are as follows:

**Wages** — Cost of living allowance (COLA) of \$1.75 per hour rolled in to base salary, two \$1,500 lump sum bonuses the first two years, and two percent and three percent raises in the third and fourth years, respectively.

**Health Care** — Improved preventative coverage with a Blue Cross/Blue Shield traditional plan including CMM and no premium co-pays, health care coverage for same sex partners, and increases in dental, orthodontic and optical maximums.

**Retirement** — A new fifty percent match on 401(K) up to six percent of wages contributed and full continuation of health care benefits for retirees.

**Working Conditions** — Reduction of work week from 40 hours to 37.5 hours with no reduction in pay and previously outsourced work brought back into the bargaining unit leading to creation of new bargaining unit positions.

The team was assisted by Local 459 Service Representative Lance Rhines.

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

## Solidarity in action at Seattle Housing Authority

More than 100 Local 8 members at the Seattle Housing Authority (SHA) and their supporters formed a Solidarity Line on April 27 for a fair and equitable contract. Local 8 represents 160 members at SHA, which organized nine years ago.

After nine months, negotiations have stalled. The SHA bargaining unit is rightly fired up: while SHA has claimed since the first day of bargaining that there's no money for raises, two executives got a combined \$50,000 salary increase and a new \$150,000

position was created. In addition, SHA has a \$599,000 carryover from 2004. Section 8 funding for SHA has increased by \$1.2 million and another \$780,000 is expected to be reclaimed.

Local 8 is hoping talks with SHA's new executive director will mean some movement at the bargaining table. If not, members at SHA are willing to do what it takes to get a fair contract.

Local 8 is also bargaining a first contract at King County Housing Authority, where 70 workers organized last year.



Local 8 Chief Shop Steward Tony Jamerson takes his turn leading chants.

## Things do go better with Coca Cola

Local 179 has negotiated a three-year agreement with the Chattanooga Coca Cola Bottling Company that will mean a wage increase of 4 percent in the first year, 3.5 percent in the second, and 2.75 percent in the third year. The new contract was effective as of May 1, 2004.

Short Term Disability benefits were also increased from \$250 to \$400 per week, with the employer paying the full cost of the premium for the increase; a vision program was granted providing significant discounts for optical services, shift differential payments for a number of employees who previously did not qualify for this differential; and a \$15 per day increase was added to the sales merchandisers daily base pay until Coca Cola reaches a contract with one of its largest customers in the city, offsetting the significant pay reduction these employees are experi-

encing as a result of an ongoing dispute between the employer and its customer. Policies regarding attendance were also modified and made more reasonable.

Local 179 represents all production, maintenance, service and sales employees at the Chattanooga facility, comprising of approximately 290 employees.

Senior International Representative Faye Orr assisted the Local Union and applauds its Negotiating Committee for their hard work, where they prepared months in advance for their eventual success at the bargaining table. The Negotiating Committee consisted of President Bill Earp; Vice President Floyd Dean; Executive Board members Mike Peterson, Al Craig and Mike Chism; and Jim Hamilton and Tammy Green. Federal Mediation and Conciliation Services (FMCS) Mediator Barry Brown also assisted in the final hours of negotiations.

## Local 29 shop steward training focuses on organizing

In March, more than 70 Kaiser shop stewards met and received a “tool kit” and training on basic organizing techniques to be used at their worksites to organize the unorganized. The tool kits will come in handy while at the grocery store, on the soccer field, or at school conferences to make organizing a day-to-day routine.

“There is strength in numbers and OPEIU shop stewards are on the move to make it happen,” International Organizer Myra Hepburn said. Hepburn facilitated the training, and “Local 29 shop stewards gained knowledge and empowerment,” she said.

An additional set of tools was provided on how to recruit shop stewards at the worksite. The training event was kicked off by Local 29 President/Business Manager Tamara R. Rubyn presenting the “Behaviors of the Labor Management Partnership.” Given the Partnership neutrality agreement between the Coalition of Kaiser Unions and Kaiser Permanente, this is a great tool to ensure fair organizing.

“The training session was received with great enthusiasm, and shop stewards left asking how they could get more involved,” Rubyn said. “Now a number of stewards are engaged in conversations with the unorganized about the benefits of belonging to a union. The inquiries are coming in and we are taking the next steps to work with those who are committed to organizing and, with Myra’s help, train them to win a campaign,” Rubyn said.



More than 70 Kaiser shop stewards attend Local 29 training.



Training focuses on developing organizing skills.



Local 29 President/Business Manager Tamara Rubyn (standing) leads shop steward training.

## Vice President Lanigan receives Ellis Island Medal of Honor

In a ceremony at the historic Ellis Island in New York City on May 15, 2004, Region II International Vice President Richard Lanigan was presented with the Ellis Island Medal of Honor for exceptional service to his community.

Created in 1986 by the National Ethnic Coalition of Organizations, the Ellis Island Medals of Honor are presented to Americans of diverse origins for their outstanding contributions to our nation’s heritage, and for exemplifying a life dedicated to the American way of hard work, self-improvement and community service. Honorees typically include U.S. Presidents, Nobel Prize winners, leaders of industry, and gifted artists, performers and athletes. Each receives a specially crafted Ellis Island Medal of Honor.

Among the past honored recipients are Senator Hillary Rodham Clinton, leg-

endary broadcaster Walter Cronkite, Honorable Gary L. Ackerman, Governor George Pataki, John Cardinal O’Connor, Jacqueline Kennedy Onassis, Gen. Norman Schwarzkopf, Donald Trump, Hon. Frank Lautenberg, and former UNITE President Jay Mazur.

“It’s thrilling to be included among these distinguished individuals,” Lanigan said. “It’s very gratifying to be honored for service to working people at the place that most symbolizes the fight that working men and women have waged to achieve the American dream.”

The Ellis Island Medals of Honor are sanctioned by the United States Congress and recipients’ names are listed in the Congressional Record. Along with the Congressional Medal of Honor, it is the only other medal recognized by both the U.S. House of Representatives and the Senate.



Region II International Vice President Richard Lanigan is congratulated by International President Michael Goodwin for his Ellis Island Medal of Honor.

# Canadian News



Canadian Director Jerri New supports Canadian Autonomy.

SEPB Director Serge Cadieux attended the April 2004 Executive Board meeting as an observer.



Former Canadian Director Michel Lajeunesse to receive Canadian Director Emeritus title at OPEIU convention.

## Canadian Autonomy Authorization

The following comments, prepared by OPEIU General Counsel Melvin S. Schwarzwald, should be considered with respect to "Canadian Autonomy Authorization":

1. A support for Canadian Autonomy means an autonomous national union which will not be a part of the OPEIU and will not be able to use the OPEIU name or logos.

2. In many (or all) Canadian provinces this will mean that each bargaining unit will have to go through a Successorship Application process with the provincial labor boards in order to continue to be the collective bargaining representative for their members. There is no guarantee that all bargaining units will be successful in such proceedings.

3. There are over forty United States based International Unions that have members in Canada. None of these International Unions provide the level of independence and autonomy that OPEIU does.

4. In meetings held in Washington, D.C. on May 5-6, 2004, the International Union offered to significantly increase Canadian Autonomy by:

a. Giving Canadians control over all increases in per capita so no increase is required as of this time, and none can be made until a Convention of Canadian delegates vote such an increase.

b. All per capita received from Canadian members, after the deduction of administrative (overhead) costs for reduced International administration, would be returned to the Canadian Director and Canadian National Committee to be spent as they saw fit. These administrative (overhead) costs has been estimated to be approximately \$1.50 per member per month.

1. Since 1977, Canadians have received \$3 million more than they have contributed to the General Fund of OPEIU. Therefore, only an insufficient part of the expenses of the International President and the International Secretary-Treasurer and their staffs has been paid by Canadians over that period of time, even though a substantial part of the time spent by those officers and their staffs have been devoted to Canadian matters. Much of the Canadian expenses have been borne by the United States members of the OPEIU.

2. The International Union was right to change the process in April 2004 to return to Canada no more than the monies that were paid by Canadian Local Unions after administrative (overhead) expenses were deducted. This process guarantees the end of deficits between the amounts collected from Canadian Local Unions and expenses made on behalf of Canadian members.

c. Establishing a Canadian Strike Benefit and Defense Fund completely under the control of the Canadian Director and the Canadian National Committee.

1. This separate Fund would guarantee the end of deficits between the amounts collected from Canadian Local Unions and the payments provided by the Strike Benefit and Defense Fund to Canadian members. Those deficits have exceeded \$7 million and, in fairness and equity, need to be stopped.

5. The OPEIU North American Confederation was proposed as an international group to deal with issues that affected the memberships in both Canada and the United States. Representation would be based upon membership, and it would be guaranteed that of the two principal officers of that organization, a President and Secretary-Treasurer, would be one from the United States and one from Canada.

6. As part of this proposal, voting rights would be made equitable. As United States delegates and officers do not vote in the Canadian Convention or at the Canadian National Committee, Canadian delegates would not vote at the mainly United States Convention or at the Executive Board.

7. The proposal included a Constitutional Amendment and a separate agreement with the CNC that the Canadian Autonomy Article of the OPEIU Constitution would not be changed without written approval of the CNC.

8. Without responding to this generous proposal referred to in #7 above, the Canadian National Committee began unauthorized solicitation of a "Canadian Autonomy Authorization" from each Canadian member. This procedure is not authorized because it was not requested by a Convention of delegates from all the Local Unions in Canada, which is the only group which would have the authority to request such a vote to be taken. Such a vote would be conducted in an orderly atmosphere in which all parties would be able to fully and freely express their opinions.

9. If a totally autonomous Union is formed, that Union and the Canadian local unions that are part of the Union will have to repay the \$10 million in deficits referred to in #4.b.1 and c.1 above.

10. The \$1.98 per capita tax increase proposal withdrawn in April 2004 was proposed solely to address Canadian deficits. It was agreed to by the OPEIU Finance Committee which included the Canadian Director at that time. Since the proposal was withdrawn and the per capita tax was reduced to ZERO for Canadian members, it was no longer necessary for the United States members to pay the proposed \$1.98 per capita tax increase. The OPEIU Finance Committee (which does not include the current Canadian Director) will recommend that United States members pay 90 cents over three years and 10 cents to the Strike Benefit and Defense Fund. The elimination of deficits in Canada will stop the destabilization of United States financial soundness.

11. In the United States, there is only one state, New York, that provides unemployment insurance to strikers after a 49-day waiting period. Once unemployment insurance benefits in New York begin, strike benefits are terminated.

# Remembering dedicated OPEIU leaders

OPEIU has lost a number of dedicated leaders and staff members in the past few years. The Union expresses its grief and sorrow in their loss, and remembers their great contribution to OPEIU.

## A lifetime of service to OPEIU

After a career spanning nearly 40 years of commitment and dedication to the Canadian and American labor movements, beloved OPEIU Secretary-Treasurer Gilles Beauregard died on January 3, 2002 of heart disease. He was 66.

At the time of his death, International President Michael Goodwin said, "it's impossible to describe what a loss this is to OPEIU. Gilles spent a lifetime dedicated to working people and this Union. His vast knowledge, experience, wisdom and kindness can never be replaced. For me personally, I've lost a dear friend and confidant. For OPEIU, the loss of his leadership will be felt for many years to come."

Beauregard's career began as President of his local union, OEIU 57, in 1959. In 1962, he became a Business Representative, and in 1965 was promoted to the position of Regional Representative of the Eastern Canada Council. He ascended to the position of International Representative in 1974, and to Regional Director for Ontario in 1976. Beauregard was elected Vice President of OPEIU in 1980, and then Secretary-Treasurer in 1986, an office he served until his untimely death.



## Dedicated to bettering lives of working people in Canada and United States

Family, friends and union brothers and sisters mourned the tragic loss of OPEIU International Secretary-Treasurer Carol Dupuis, who died December 31, 2002 as a result of injuries sustained in a car accident on Christmas Day. She was 42.

In her brief tenure as Secretary-Treasurer, and her many years of dedicated service to OPEIU in other capacities, Dupuis dedicated herself to bettering the lives of working people throughout Canada and the United States.

Dupuis was unanimously elected to serve as International Secretary-Treasurer by the OPEIU Executive Board in January 2002. The election was held following the death of Secretary-Treasurer Gilles Beauregard. Before her election to Secretary-Treasurer, Dupuis was a full-time Staff Representative with the OPEIU Central Ontario Council (COC) and in March 2000 was named International Vice President for Region X upon the retirement of Vice President Janice Best. She was elected at the 2001 Convention for a full term. Education was an important part of Carol's life. She received a Bachelor's Degree in labor studies and was pursuing a Master's Degree in Public Administration at the University of Baltimore.



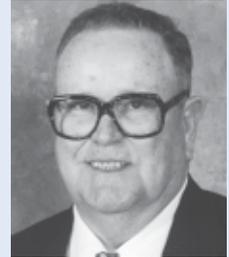
## A strong voice on the Executive Board

OPEIU suffered another great loss of one of its most dedicated leaders when Senior Vice President J.B. Moss died in April 10, 2002 at the age of 66.

A strong voice on the Executive Board, Moss helped guide the Board through many problems and was looked up to by his peers for his knowledge and experience. He served on the Finance and VOTE committees for many years and chaired the all-important Constitution and Laws committee at each convention. He was a top advisor to Presidents, Secretary-Treasurers and the Board and was given the title of Senior Vice President after serving on the Board for 26 years.

Moss was employed at General Dynamics Corporation when he joined OPEIU, Local 277 in May 1958. He served two years on the Grievance Committee at General Dynamics, and then was elected President and Business Manager of Local 277 in 1960. He served as an International Representative in the New Orleans area while organizing and negotiating contracts with the MISHOUD facility in the early '60s.

In the summer of 1976, Moss was elected International Vice President for Region IV. He successfully organized several units including the American Income Life Insurance Company and CSC computer center.



## A true union man

William A. Lowe, who served as Secretary-Treasurer for the decade 1973-1983, died March 7, 2004 at the age of 82.

"Bill was a true union man who cared deeply about the membership and spent his life dedicated to making lives better for working women and men," President Michael Goodwin said. "I had the privilege of working with Bill for many years and will greatly miss his wisdom, experience and great spirit."

Born in Port Moody, British Columbia, Lowe joined the labor movement in 1945 when employed by the B.C. Hydro Power Company. He became an active member of the B.C. Electric Employees Union, and was president of the independent union when it voted to affiliate with OPEIU. He was named an OPEIU International Representative in 1955 and was elected Vice President in 1959.

Prior to his appointment as Secretary-Treasurer, he was OPEIU Regional Director and Vice President for Region VI. He was a member of the Operating Committee of the AFL-CIO Committee on Political Education (COPE) and was also on the Executive Board of the Council of AFL-CIO Unions for Professional Employees; the Public Employee Department, AFL-CIO; and the Inter-American Regional Organization of the International Federation of Commercial, Clerical and Technical Employees (IRO-FIET).



# Canadian News Continued

## Court denies Local 378 challenge under Canadian Charter of Rights and Freedoms

OPEIU Local 378 has lost the constitutional challenge under the Canadian Charter of Rights and Freedoms of BC Hydro's deal with Accenture. The BC Supreme Court has also denied Local 378's attempt to have the provincial government's order in council approving the contract declared invalid.

OPEIU had been hoping to force BC Liberals to hold a public hearing into the move that turned a third of the province's power resources to the foreign corporation, Accenture.

## Labour encourages members to register to vote

Members of the OPEIU 378 Political Action Committee are working with the Canadian Labour Congress and BC Federation of Labour to ensure union members are registered to vote and are informed about labor issues in upcoming federal and provincial elections. Local 368 has set up website links at [www.opeiu.ca](http://www.opeiu.ca) and sent direct mailings to union members at home about health care, pension security and privatization that concern workers from coast to coast.

## Lobbyist Corner

# This election is your chance!

By OPEIU Lobbyist Robert McGlotten of McGlotten & Jarvis

What chance, you may ask? The chance to vote for elected officials who will vote for you on the many issues important to you, your family, your job and your community.

Let's review the last three years:

### Taxes

The recent tax cuts do little for most middle-class families. In 2006, 88 percent of working Americans will receive \$200 or less from the 2003 tax cut while the top 2 percent of Americans are slated to receive an average of \$52,000 over the next four years.

### Retirement – Your Pension

Pension coverage has shifted risk to workers. Employers who once used defined benefit plans in which companies paid retirees based on past earnings and tenure, have largely given way to 401(k) and defined contribution plans.

### Health Care

Our health care system is broken. We have too many workers and poor families without health care insurance. Employers are shifting more cost to workers with higher premiums, deductibles, and co-payments.

### General Quality Of Life

Have your gas and electric bills increased?  
 What about your ability to keep up with the increased cost of gasoline for your personal transportation to work, to take your children to school, shopping for your weekly groceries?

Have you seen a job loss in your community?  
 Have you noticed an increase in unemployment?  
 Have you seen an attack on your union that is trying to hold the line on collective bargaining and protect your rights to overtime pay under the Fair Labor Standards Act?

### Major Legislation Not Passed

- Minimum Wage
- Mental Health Parity
- Patient's Bill of Rights

- Overtime Pay Protections
- Extension of Unemployment Compensation
- Pension Reform
- Diabetes Prevention

Do you feel as if you're losing ground, going backwards as you strive to keep up with the economic conditions of every day life?

**Now is your chance to stand with your Union to fight for legislation that will give working families a fighting chance. MAKE SURE YOU'RE REGISTERED AND VOTE IN NOVEMBER!**

## STAND WITH OPEIU AND GET INVOLVED!

### Getting Involved

Grassroots involvement significantly amplifies our Union's lobbying efforts. Phone calls and personal letters encouraging your congressional representatives to back labor-friendly measures are invaluable. Elected officials need direct feedback from our members urging them to sponsor and support OPEIU-endorsed legislation. Every letter counts. Every phone call can make a difference. If you prefer to make written contact, OPEIU strongly advises you to mail all correspondence as opposed to sending an e-mail or fax.

If you know who your House Representative is, the Clerk of the House maintains addresses and phone numbers of all Members and Committees: Clerk of the House, U.S. Capitol, Room H154, Washington, DC 20515; phone: (202) 225-7000; hours 9 a.m. to 6 p.m., Monday through Friday.

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

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

If you are not sure who your representative is, the following Websites contain links to congressional directories: <http://www.house.gov/writerep> and [http://www.senate.gov/general/contact\\_information/senators\\_cfm.cfm](http://www.senate.gov/general/contact_information/senators_cfm.cfm). You can also access this information at your local library.

## CUNA Mutual blocks progress in contract talks

Local 39 and CUNA Mutual met May 5 for the first time since the membership overwhelmingly rejected the company's last, best and final offer by a 3 to 1 margin on April 15. CUNA Mutual terminated the agreement on March 31, 2004. They refused to give a contract extension. They cancelled dues deduction, and cancelled the arbitration and strike and lockout clauses. Membership has responded with strong cash payment of dues.

On May 5, Local 39 attempted to reach agreement on several CUNA Mutual proposals only to have them rejected by CUNA Mutual chief spokesperson Phillips Kimball. When Local 39 Business Manager John Peterson said, "Do you mean you are rejecting your own proposal that we took from your final proposal?" Mr. Kimball responded, "We have given you our last and final offer. We will not deviate from that."

"Union members employed by CUNA Mutual are extremely upset since their issues are not being addressed accurately because the company is misleading employees through a numbers game," International Representative Donna Shaffer said. Shaffer noted that the average salary for the 950

employees on a 37-hour work week is substantially less than the amount publicized by CUNA Mutual.

"Members are also upset that CUNA Mutual is demanding that employees work 40 hours per week without an increase in pay, which results in employees working an additional 21 days per year for free," according to Local 39 President Shirley Noles, "and this is approximately a 7.5 percent cut in hourly pay."

"This is only one example of how employees are losing under CUNA Mutual's final offer," Peterson said. The Union notes there are many concessions on the table, including the company's attempt to strip the union of legal rights to be involved in negotiating future changes in wages and benefits.

Other concessions or issues include:  
While the company says it is offering a 4 percent increase for this year, many workers will actually only receive 1 or 2 percent because the increase is based on the midpoint of the pay range; cuts in sick leave, holiday and vacation benefits; and mandatory overtime (with a lower hourly rate, employees will be working overtime for less money than under the current contract).

Local 39 requested the services of a Federal Mediator to assist in resolving outstanding issues. That request was also rejected by Kimball, who declared that the parties were too far apart. "Local 39 and CUNA Mutual have successfully utilized the service

of mediators in past negotiations," Peterson said. "In addition, this is disconcerting because negotiation and compromise are essential tools CUNA Mutual employees utilize every day in paying the claims of our customers," he concluded.



Local 39 CUNA Mutual employees picket after rejecting the company's "last, best and final offer." The offer will mean increased work hours, cuts in sick leave, holiday and vacation pay, and mandatory overtime.

## Work and Health

# Laparoscopic Surgery: Is it the Perfect Treatment for Your Hernia Repair?

Submitted by Jeffrey S. Freed

OPEIU, Local 153, Health Fund Medical Director

Laparoscopic surgery (removal or repair of organs through tiny incisions in the abdominal wall using video cameras and miniaturized instruments) has been a tremendous advance in the surgical treatment of many conditions. For instance, the removal of the gall bladder by the laparoscopic technique has become the gold standard for this operation and has markedly reduced patient pain and disability to the point that people are able to return to work within a week of their surgery in many cases.

There still remain questions, however, about whether laparoscopic surgery is better than the older standard techniques (open surgery) for conditions like hernia repair. Much promotion has taken place for the use of the laparoscopic technique for hernia repair; however, one must ask if that technique is actually better since there are definitely increased risks with laparoscopic surgery compared to open surgery for hernia repair. Specifically, an open hernia repair can be performed under local anesthesia, where laparoscopic surgery requires general anesthesia; risks of injury to blood vessels and the bladder are present with laparoscopic surgery where it is extremely rare with open surgery. You must ask what is really best for you if you develop a hernia.

Recently a large study was done that was

published in The New England Journal of Medicine, probably the most prestigious of all medical publications. The study compared the use of laparoscopic versus open repair of hernias. The study revealed that the complication rate with laparoscopic hernia repair was significantly higher; the laparoscopic group had slightly less pain and returned to work one day earlier. The most important finding was that the laparoscopic technique had a significantly higher rate of recurrence or reforming of the hernia after repair compared to those who had undergone an open repair. The conclusion of the study was that the open technique is superior to the laparoscopic technique for the repair of primary (never before repaired) hernias.

The lesson to come away with is that if you need a hernia repaired, discuss the method with your physician. Ask how many hernias he or she has repaired and by what technique, and most importantly how many of the hernias they repaired have recurred and needed surgery again. Being informed about the abilities of your surgeon will hopefully increase the likelihood that your surgery will be successful.

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

## Attention All Members!

Help update our records by completing the following information and returning it to the International Union (please include email address):

Name

Address

City

State

Zip

Email Address

Local Union No.

Phone No.

Fax No.

Please clip and return to:  
OPEIU, AFL-CIO

Attention: Secretary-Treasurer Nancy Wohlforth  
1660 L Street, NW  
Suite 801



## Washington Window Want Equal Pay? Join a Union

Women make up more than 45 percent of the U.S. workforce, but they get an average of 79 cents for every dollar a man gets in a comparable job.

That's a key — and continuing — finding of the latest report on pay equity, released by the Institute for Women's Policy Research. Pay inequity has been virtually static for 20 years.

There are two ways to try to close that gap. One is legislation. Irasema Garza trumpeted the other: Unionize.

Organized labor is "committed to leading the fight for dignity and justice for working women," Garza, director of AFSCME's Women's Department, said on Equal Pay Day, April 20.

Closing the pay gap is not just a matter of leading the fight for equal pay legislation and enforcement, though AFSCME and the rest of the labor movement do so. Union success in closing the chasm shows in U.S. data: Working women face that pay gap with working men, but if you're a union woman, it's smaller.

And while working women face a pay gap, they don't face a price gap, Garza says: "When I go to the store, the grocer doesn't come up to me and say, 'Oh, Ms. Garza, you're a Latina, so this dollar loaf of bread will cost you only 53 cents.'"

A Latina earns 53 cents for every dollar a white man earns in a comparable job, the IWPR study shows.

"So what can we do? Join a union," Garza declares.

In 2003, the median weekly earnings figure for full-time wage and salary workers nationwide was \$760 for union members, \$599 for non-union members and \$620 overall. The median is the point at which half of the working population earns more and the other half earns less.

Unionists had a 26.8 percent edge, the federal data said.

Now let's look at female workers. Last year, the median weekly income for all female workers was \$552, compared to \$695 for men. A woman earns 79 cents for each dollar a man earns.

The median for union female workers was \$696, compared to \$805 for union men. The union women still lagged, but not by as much: They earned 86.5 cents for every dollar a union man earned.

Union women were really well-off compared to their non-union sisters. Median income for union women is \$696,

but for non-union women it was \$523. (For non-union men it was \$667.) Union women earned 25 percent more than their non-union sisters.

Notice something else? Go back to that median income figure for all male workers. It was \$695. But the median income for union female workers was \$696. The two groups of workers were, for all practical purposes, tied. Pay gap? What pay gap?

With all these numbers showing the union advantage for women, you would expect that a higher share of women than men would be union members — and you would be wrong.

Last year, one of every seven male workers was a unionist, compared to one of every nine female workers. Why?

Garza did not offer any reasons, but IWPR's study reminds us that a higher proportion of men are in more-unionized, higher-paying occupations, such as steel, cars and construction.

A higher proportion of female workers were and are in often-less-unionized and lower-paying service industries, ranging from hotels and restaurants to secretarial work to back-office shops.

More than one of every six (17.5 percent) of male workers are in factories, compared to one of every 11 (9.3 percent) of female workers. One-third of female workers are in services, compared to one-fifth of male workers.

Even controlling for the differing occupational patterns — and differing union membership patterns, there's still a 20 percent male-female equal pay gap, IWPR notes. Other reasons:

Unions are mostly male-dominated and male-run (not OPEIU). Most organizing drives are not pitched to female workers' interests. Cornell University Labor Studies Professor Kate Bronfenbrenner notes that's true even though when an organizing drive changes its emphasis to female workers, the union is more likely to win.

Most women workers — 17.5 percent of all of them — are in government jobs, where there should be a better chance for equal pay. But many of those jobs (such as in teaching and nursing), Garza noted, draw little respect and have lower pay than average.

But those jobs still draw higher pay if women are unionized. That's Garza's point. Enacting equal pay laws is important. So is enforcing them. But if you really want to close the pay gap, organize, organize, organize and join, join, join the Union!

## Special Supplement

# Celebrating Six Decades of Solidarity



Howard Coughlin (second from left, standing) and George Meany (third from left, seated).

**W**e are nurses, engineers, computer programmers, secretaries, librarians, accountants and clerks. We work in universities, hospitals, offices, insurance companies, shipping firms, county and city government offices, manufacturing, on the land, air and sea. We are healthcare professionals, teachers, podiatrists, pharmacists, helicopter pilots, clinical social workers and many others. We are members of the Office and Professional Employees International Union.

Fifty-nine years ago we received our charter as the union for white-collar workers from the American Federation of Labor.

Through the years we have repeatedly demonstrated to clerical, professional and technical employees a commitment to their needs and the advantages of being represented by such a vital, strong and democratic union.

Through OPEIU, we have struggled in the streets, the boardrooms, the halls of Congress, wherever there was a need to represent working people, and especially, OPEIU members. Brothers and sisters in the United States and Canada have united and stood shoulder-to-shoulder to right injustice, discrimination and greed.

Just a few of our struggles are depicted here in the following calendar, as well as a few of the brave men and women who have led the way.

The Office and Professional Employees International Union. We're strong and we're proud!

# Who's Who in OPEIU

## Office of the President

All research, education, communication, organizing and bargaining, legal and constitutional analysis work takes place in the New York office of the President. It's also where all final decisions are made about strikes, policy setting, legislation, political candidates, relations with other unions, and much, much more.



**Melvin Schwarzwald**  
General Counsel

**M**elvin Schwarzwald is a Principal and the President of Schwarzwald & McNair, a Legal Professional Association in Cleveland, Ohio. Schwarzwald specializes in the representation of international and local labor unions that serve employees in both the public and private sectors. He also specializes in the representation of pension and health and welfare funds administered jointly by labor and manage-

ment trustees or sponsored by unions.

Since 1995, Schwarzwald has been General Counsel of the OPEIU. He is also a member of the Lawyers Advisory Panel of the AFL-CIO, which meets monthly to advise the AFL-CIO General Counsel on strategy in legal matters. Schwarzwald also served on the Board of Directors of the Lawyers Coordinating Committee of the AFL-CIO, which is responsible for educational and communications services among labor union lawyers across the country. Schwarzwald and his firm also represent the Cleveland AFL-CIO Federation of Labor.

Schwarzwald has also made presentations at national, regional and local seminars on labor law issues. Many of his papers have been published by the AFL-CIO, labor unions, bar associations and other groups sponsoring these seminars.

Since 1983, Schwarzwald has been listed for his representation of labor unions and individuals in employment matters in all editions of Best Lawyers in America. In addition to being admitted to practice before all Ohio courts, Schwarzwald is admitted to practice before numerous federal courts, including the United States Supreme Court.



**Kevin Kistler**  
Director of Organization  
and Field Services

**K**evin Kistler, the former Pennsylvania state director of the AFL-CIO, is OPEIU's Director of Organization and Field Services. This position enables the International to increase supervision of field representatives and communication with local unions.

Kistler brings more than 30 years of full-time union and political experience to the International. Prior to his position with the

Pennsylvania AFL-CIO, Kistler served as a senior staff member at the AFL-CIO headquarters in Washington, D.C., supervising servicing and organizing activities.

Kistler began his union career in 1967 when he joined the Seafarers International Union while working in the engine department of a freighter. He later became a member of the Service Employees Organizing Committee while serving as a Washington police officer.

In 1973, Kistler was appointed a representative of the Hotel Employees and Restaurant Employees International, where he was actively involved in organizing, bargaining and strike coordination. Two years later, he joined the AFL-CIO as a field representative, coordinating political and legislative activities.



**Adam Kelly**  
Assistant to the President

**A**dam Kelly started his union career in 1981 with the New York Hotel Trades Council in New York City. During his time at the Council, he attended Fordham University at night and earned a Bachelor's Degree in Political Science. In 1986, Kelly accepted a position with the OPEIU, Local 153 as a Business Agent, a position he held until 1996 when he enrolled in the Benjamin N. Cardozo School of Law.

After earning his law degree, Kelly spent some time in private practice specializing in labor and employment law. Early in 2001, he returned to the OPEIU and is currently the Assistant to the International President.



**Robert McGlotten**  
Lobbyist

**R**obert McGlotten of McGlotten and Jarvis serves as a consultant and lobbyist for the International Union.

McGlotten was appointed AFL-CIO Legislative Director in 1986 by then-President Lane Kirkland. As Director, he oversaw an eight member staff of professional legislative representatives presenting the views of American labor to the U.S. Congress. He served that same department as Assistant Director from 1980 to 1986 and as an AFL-CIO legislative representative from 1974 to 1980.

In 1967, McGlotten joined the AFL-CIO Department of Civil Rights and went on to serve the federation in a variety of positions. He also was assigned to serve in the U.S. Department of Labor as Special Assistant to Secretary of Labor Peter J. Brennan in early 1973.

From June 1970 to March 1972, McGlotten was Executive Director of the Human Resources Department Institute, AFL-CIO. In that position he directed a field staff of AFL-CIO employment and training

specialists in 50 cities and 30 states seeking to increase union involvement in such programs. From April 1967 to June 1970, working with the AFL-CIO Civil Rights Department, McGlotten negotiated Apprenticeship Outreach contracts with various community organizations, Building Trades Councils and the Labor Department in which 6,500 minority workers were brought into apprenticeship programs of the building and construction trades unions.

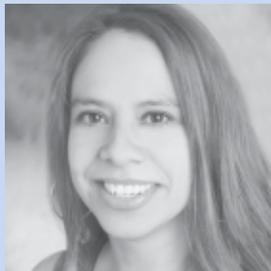
McGlotten is a member and former staff representative for the Transport Workers Union. His tenure in the labor movement has included assignments with the American Federation of Teachers and the United Steelworkers of America. He attended the University of Pennsylvania and St. Joseph's College for Industrial and Labor Management. He served in the U.S. Army and is married to the former Cheryl Goode.

# Administrative Staff

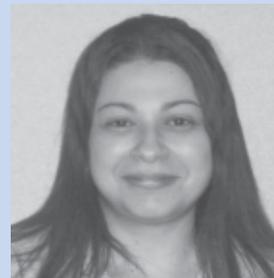
The administrative staff in the Office of the President makes sure that everything runs smoothly, helps answer member inquiries, assists in research, organizes and maintains records, and much more.



**Colleen Pederson**  
Assistant to the President  
1983 to present



**Victoria Tirado-Román**  
Administrative Assistant  
1980 to present



**Sandra Jorge**  
Secretary  
March 2004 to present



**Doris Hernandez**  
Office Clerical  
1994 to present

## Office of the Canadian Director



**Francine Doyon**  
Assistant to the Canadian Director  
1991 to present

# Office of the Secretary-Treasurer

The Office of the Secretary-Treasurer administers all International Union accounts, financial reporting requirements for the International and Local Unions, the pension and welfare program for the union, the strike benefit and defense fund, the union's scholarship programs, and relief funds (for a total of 15 funds), all detailed records management for the International Union, the Voice of the

Electorate program, the union's triennial convention, and many more duties.

The Secretary-Treasurer's office prepares detailed quarterly and annual cash receipts and disbursements reports, which are submitted to the principal Officers of all Local Unions and the International Union Officers. An annual cash receipts and disbursements statement indicating the

balance sheet of Canadian revenues and expenditures is submitted to all members of the Executive Board and to the principal Officers of all Canadian Local Unions. In addition, our Executive Board is given comprehensive financial reports for the period between each meeting. Our International Union uses conventional and widely accepted accounting practices.



**Juliet Procopio Casey**  
Assistant to the Secretary-Treasurer



**Carol Zuhars**  
Confidential Assistant to the Secretary-Treasurer  
2002 to present



**Robin Minter**  
Controller  
2003 to present



**Tina Roberson**  
Senior Bookkeeper  
1988 to present



**Demaris Ghilazghi**  
Pension Analyst  
1998 to present



**Michelle Campbell**  
Audit Transaction Analyst  
2001 to present



**William Hinnant**  
Inventory Control Clerk  
2001 to present



**Patricia Sylva**  
General Clerical  
2004 to present



**Shanda Van Allen**  
Office Administrator  
2001 to present

## ITPE Local 4873



**John F. Conley**  
President

John Conley's interest in labor relations began in 1948 when he joined the National Maritime Union. He began by serving as a delegate (shop steward) on the majority of the vessels he sailed on, which took him all over the world for the next 20 years. In 1968, he was appointed to a dispatcher's position at the NMU office in the Port of Boston and later that year Conley was transferred to the NMU's office in the Port of Seattle, Washington as the Union's Patrolman (representative). In 1973, he became involved with the NMU's shoreside division — Industrial, Technical and Professional Employees Union (ITPE). His first assignment with ITPE was the organizing of 300 food service workers at Fort Lewis, Washington.

In 1978, he was transferred to Savannah, Georgia as the NMU Port Agent. Conley was assigned as the Area II Coordinator for ITPE contract site in the Southeastern section of the United States. In 1988, the NMU merged with another union — Marine Engineers Beneficial Association (MEBA).

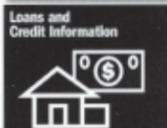
In 1991, a referendum was approved restructuring the ITPE, after which it became a separate division within MEBA and elected its own officers. Conley was elected as the Chairman of the ITPE Division. In 1993, the ITPE became fully autonomous, adopted its own constitution and changed the officer's titles. Conley has held the highest office in ITPE since 1991, having been re-elected each three years for a total of 14 years.

In June 2001, the ITPE disaffiliated with MEBA and on July 1, 2001 affiliated with OPEIU. ITPE is now OPEIU Local 4873. In addition to being President of the Local, Conley serves as co-chairman on three of the ITPE benefit funds.

# 10 things union members can do online at [www.unionplus.org](http://www.unionplus.org)

Congratulations! As a union member, you are automatically entitled to free benefits and special savings. The Union Plus benefits deliver high value and quality service to you and your family.

- 1 Visit [www.unionplus.org](http://www.unionplus.org) and complete the short pop-up union form to learn about your special union benefits.
- 2 Find money to pay for continuing education for yourself and your family. Search for **scholarships** at [www.unionplus.org/scholarships](http://www.unionplus.org/scholarships) and apply for **education loans** at [www.unionplus.org/edloans](http://www.unionplus.org/edloans).
- 3 Get all the information you need on the "go to college" process at [www.unionplus.org/education](http://www.unionplus.org/education).
- 4 Order books online from a unionized bookstore at [www.unionplus.org/books](http://www.unionplus.org/books).
- 5 Sign up for **E-News** to receive consumer tips and **Union Plus benefits updates** at [www.unionplus.org/news](http://www.unionplus.org/news).



**6** Browse Union Plus **discounted flower arrangements**, order flowers online (for less than what you pay over the phone) and save 15% at [www.unionplus.org/flowers](http://www.unionplus.org/flowers).

**7** See more of the world — for less! Book a **discounted car rental**, **union hotel room** or your dream vacation online at [www.unionplus.org/travel](http://www.unionplus.org/travel).

**8** Verify information included in your **credit score** (saving 15%) and understand how your lenders see you at [www.unionplus.org/creditscore](http://www.unionplus.org/creditscore).

**9** Complete our site survey and receive a **free screenshot**. Let us know what you think about our site and benefits at [www.unionplus.org/survey](http://www.unionplus.org/survey).

**10** Apply for the **Union Plus® Credit Card**. You can go directly to [www.unionpluscard.com](http://www.unionpluscard.com) to apply for the card or manage your account.

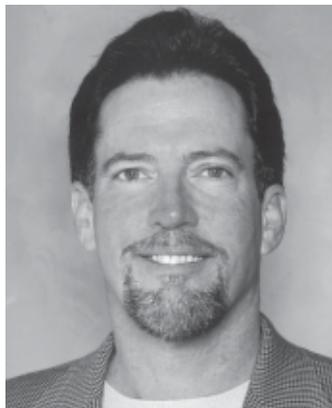
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Visit [www.unionplus.org/customer](http://www.unionplus.org/customer) or email: [info@unionplus.org](mailto:info@unionplus.org).



EM-FUR19-03/05

# Members of the OPEIU Executive Board

## Vice Presidents



**Walter Allen Jr.**  
Region V

**W**alter Allen is an International Vice President from Region V in California. He served as Business Manager of Local 6 in Boston, Massachusetts until taking on the Trusteeship in Local 30 in Southern California. Allen has been active in the labor movement since 1984, serving on numerous boards and councils including Vice President of the Massachusetts AFL-CIO, President of the Plymouth-Bristol Central Labor Council, boards at the Old Colony United Way, Blue Cross Blue Shield of Massachusetts, the University of Massachusetts Labor Education Center, the Martin Institute for Law and Justice at Stonehill College, the Labor Relations Institute at Quincy College, and the Boston Labor Guild.

In 2001, Allen was assigned to serve as International Union Trustee to oversee the reorganization of Local 30. Following the successful recovery of that Union he was elected Executive Director/Chief Financial Officer of Local 30 in July 2002.

Presently, Allen is participating in the labor community on behalf of OPEIU and Local 30 in Southern California. He was elected to the Executive Board of the San Diego-Imperial Counties Labor Council where he developed and teaches that Council's first ever shop steward training program. He also sits on the Local 30/537 Trust Funds and is a member of the National Labor Management Partnership Committee for Kaiser Permanente unions.



**Maureen Bo**  
Region VI

**M**aureen Bo has been a member of the OPEIU since 1974, and has been Business Manager of Local 8, Seattle, Washington, since 1985.

Bo served as Local 8 Executive Board and Political Action Chair from 1978-1985. She is Trustee of the Local 8 Health and Pension Plans.



**Dan Dyer**  
Region II

**A**fter receiving his B.A. in Economics, Dyer taught school for seven years. In 1974, he became a research economist with the International Brotherhood of Electrical Workers. While at the IBEW, he served as OPEIU, Local 2 Chief Shop Steward. In 1975, Dyer was elected to the Local 2 Executive Board and in 1984 as First Vice President of the Local. In 1985, he became a full-time Staff Representative of Local 2, and in 1993 was elected President of the Local. At the 21st Triennial Convention, Dyer was elected Vice President of Region II.

In addition to serving as President of Local 2, Dyer serves as a Vice President of the Maryland State and D.C. AFL-CIO, as a member of the Executive Board of the Metropolitan Washington

Council of Unions, AFL-CIO, and as President of the Board of the AFL-CIO Credit Union.



**Elizabeth (Liz) Fong**  
Region X

**E**lizabeth Fong has been a union activist since 1975, originally with the Union of Bank Employees who are now members of the United Steel Workers of America. In 1987, she became an OPEIU member and activist. Fong has served as a delegate to the Labour Council of Toronto Training Board for the past ten years, as President of Local 343 from 1990 to September 2002, and currently serves on the Canadian National Committee as Vice President for Region X.



**Mildred K. Hall**  
Region VII

**M**illie Hall is a self-described trade union activist, community activist and feminist.

She is an OPEIU International Vice President and has been the President of the Metro-Detroit Chapter of the Coalition of Labor Union Women since 1990. She also is Vice President of the American Civil Liberties Union (ACLU); an executive board member of the International UAW Federal Credit Union; a member of the Michigan Alliance to

Strengthen Social Security and Medicare; the Michigan Democratic Party; the Michigan Pay Equity Network (PEN); the Zeta Amicae Auxiliary-Kappa Rho Zeta Chapter, Metro-Detroit; and a life member of the NAACP.

Hall is a Past President and Recording Secretary of OPEIU, Local 494. She has been employed since 1977 as a secretary at the International Union, UAW Headquarters in Detroit, currently working in the UAW Health and Safety Department. She is the mother of three children and the grandmother of six grandchildren.



**Doug Hill**  
Region VIII

**D**oug Hill, Vice President for the Utilities Group at Local 378 in British Columbia, has been appointed OPEIU International Vice President for Region VIII.

Hill has held several positions with Local 378 since 1974. He is in his second term as a Vice President. He is a member of the Canadian National Committee.

He works as an electrical technologist at BC Hydro's Burrard Thermal Generating Station.



**Theresa Kandt**  
Region VII

**T**heresa Kandt's involvement in union activism began at an early age when her mother, who is a CWA member,

### WHITE COLLAR

Official Organ of  
OFFICE and PROFESSIONAL EMPLOYEES  
INTERNATIONAL UNION  
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MICHAEL GOODWIN  
President

NANCY WOHLFORTH  
Secretary-Treasurer



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was involved in a right-to-work campaign in Oklahoma. Kandt became involved with OPEIU in 1983 when she was the first person to sign a union card at her UAW Legal Services Plan office. Her leadership continued over the years as she held several positions on her local union Executive Board: President, Vice President, Recording Secretary and Trustee. Kandt is currently the Secretary-Treasurer of Local 42.

Kandt was hired as the local union's Business Agent in 1987. She continues in that capacity today where she services approximately 90 collective bargaining agreements. She is also a National Executive Board member of the Coalition of Labor Union Women. Kandt was elected Region VII International Vice President in 1998 in Chicago and has continued to devote her efforts to servicing and organizing.



**Kathleen Kinnick**  
Region V

**K**athleen Kinnick has served as OPEIU Senior Vice President for Region V since 1977. Also President of Local 3 in San Francisco since '77, Kinnick was recently elected to serve another three-year term.

Kinnick was a lobbyist for the California Labor Federation from 1982-1997, pushing for VDT/ergonomic worker protection standards, pay equity, sexual harassment and employment discrimination prohibitions, child-care and other worker and family legislation.

Kinnick also served as a member of the California State Assembly Child Care Committee, the California State Legislature's Comparable Worth Task Force, as Treasurer of the Consumer Federation of California, a member of the University of California at Berkeley and Los Angeles Labor Advisory Committees, and is a member of UC Berkeley's Labor Occupational Health Program.



**Gary D. Kirkland**  
Region VI

**G**ary Kirkland's background in labor relations spans more than 30 years and includes local, national and international service.

Kirkland served as Executive Officer/Secretary of Local 11 in Portland, Oregon from 1978 until April 2002.

He serves as a Senior Vice President of the OPEIU, a post he has held since 1975.

In May 2002, Kirkland was appointed an Assistant to the President of the International Union. He was assigned to work with the members of Local 90 in Long Beach and Huntington Beach, California to negotiate their collective bargaining agreement. An excellent agreement was reached and ratified by the membership.



**Richard Lanigan**  
Region II

**A**fter completing his studies at the State University of New York at Stony Brook on his Bachelor of Arts degree in History, Richard Lanigan joined the OPEIU, Local 153 as an Organizer in February 1980. In this position, he had many successes recruiting new members into Local 153.

After serving as an organizer for approximately two years, he was promoted to Business Representative. In this position, he continued his organizing efforts and gained experience in negotiating contracts, handling of grievances and conducting arbitration hearings.

In 1987, Lanigan enrolled as an evening student at New York Law School. The following year, OPEIU International President

John Kelly hired him to be his assistant. There, he was responsible for the field staff operations of the International Union and advising locals on issues of arbitration, bargaining, strikes, parliamentary procedure and membership rights under local union constitutions. After completing his studies and being admitted to the New York State Bar, he was appointed OPEIU Associate General Counsel. In this position, he assisted General Counsel Joseph Finley in the litigation work of the International Union, represented local unions in grievance arbitrations and represented OPEIU in jurisdictional disputes with other International Unions. He continues to represent OPEIU in Article XX and XXI hearings to this day.

In 1994, he was elected Secretary-Treasurer of Local 153, and in June 1994, Vice President of the OPEIU. In September 1996, he was elected Vice President of the New York State AFL-CIO. He is a Trustee of the Perishable Food Industry Pension Fund, the Local 153 Pension and Health Funds and the OPEIU International Pension Fund.

He is the recipient of the 1996 New York Branch—National Association for the Advancement of Colored People Distinguished Service Award and the 1999 Annual Freedom Leadership Award. Lanigan also received the 1997 OPEIU Henderson B. Douglas Memorial Award and the 2004 Ellis Island Medal of Honor.



**Maurice Laplante**  
Region I

**I**n November 2000, Maurice Laplante celebrated twenty years at the presidency of Montreal-based OPEIU, Local 57. Born and raised in Longueuil, Laplante started working at Edouard-Montpetit cegep as a librarian in the 1970s. He was elected President of Local 57 in 1980, and has seen the local double its membership since then. Local 57 has 10,000 members in more than 200 bargaining units.

In the early 1980s, Laplante was elected to the position of Regional Officer on the OPEIU Canadian Consultative Committee. In 1998, he was elected International Vice President for Region I by the OPEIU International Convention in Chicago, Ill.

Prior to the restructuring of Local 57 in 2003, Laplante was also president of the Eastern Canada Council for four years. Laplante is President and proud member of SEPB — Quebec.



**Mary Mahoney**  
Region II

**M**ary Mahoney has been a member of OPEIU Local 6 for more than 26 years. During her time as a member, Mahoney was an employee of the Massachusetts Trial Court, which is Local 6's largest bargaining unit. She began as a steward for Local 6, and later became an Executive Board Member. After several years as an Executive Board Member, she was elected to the position of Executive Board Vice President.

Mahoney was elected to her current position of President in 1995. She became Business Manager of Local 6 in 2001. She also serves as a Vice President to the Massachusetts AFL-CIO, a delegate to CLUW, and serves on a number of central labor councils in Massachusetts.

Mahoney was elected as an OPEIU International Vice President for Region II at the 2001 International Convention.



**Colleen Malley**  
Region IX

**C**olleen Malley began work at Saskatchewan Government Insurance (SGI) in August 1980 and became an OPEIU Local 397 member at that time. In 1982, she became the shop steward and served until 1992 when she was elected Trustee of the Local.

In 1997 she became the Secretary Treasurer of the Local, and in 2002 she was elected President. Malley became the International Vice President for Region IX in 2002. An active feminist, she is the Chair of the Women's Committee for her local and has sat on the Saskatchewan Federation of Labour

Women's Committee since 1993. She is currently the Chair of the SFL Women's Committee.



**John Mattiacci, D.P.M.**  
Region II

**A** Board Certified physician in podiatric medicine and surgery since 1970, John A. Mattiacci, D.P.M. is the President of the OPEIU National Guild of Medical Professionals.

A Doctor of Podiatric Medicine since 1970, Dr. Mattiacci is currently Dean and CEO of the Temple School of Podiatric Medicine in Philadelphia. He is President of the OPEIU National Guild of Medical Professionals chartered in 1996. He has been an International Vice President of OPEIU since 1998. He serves on the Pennsylvania AFL-CIO Executive Council. He is Chairman of the Pennsylvania Podiatric Medical Association's Labor Committee and co-chair of that group's Ethic's Committee. He also serves as a Consultant to the PPMA's Board.



**Sheila Morrison**  
Region VIII

**S**heila Morrison has been a member of OPEIU for 25 years, and an International Vice President since 2001. She has served as an office steward for 15 years and served on numerous negotiating committees, as Financial Secretary of Local 15 since 1997, Trustee of OPEIU Health and Benefit Plan for five years, and as the Chair and Trustee of the Local 15 Pension Plan since 1993.

Morrison serves on Local 15's Finance Review, Constitution & By-Laws, Women's

and Staff Relations Committees. She has been a member of the Canadian National Committee since 1997, and is a CLC Women's Committee member.



**Phillip Pope**  
Region III

**P**hillip R. Pope began his involvement in the labor movement as a job steward for the Pulp and Sulfite Workers Union (now PACE) in 1966. He later belonged to the Sheet Metal Workers Union and was fired for union activities during a Steelworkers organizing campaign in 1970. Pope was hired by AFL-CIO's Industrial Union Organizing Department (IUD) and in the same year (1970) he began employment as an International Representative for UNITE. While serving as an organizer assigned to the IUD, he was successful in organizing more than 10,000 new union members in the southern states, where organizing is difficult due to right-to-work laws.

Pope joined OPEIU, Local 268 as the Business Representative in Knoxville, Tenn. in 1988. Under his leadership, Local 268 signed up one or more new union members in each consecutive month for the 126 months (ten years and six months). Pope has served as International Vice President since 1998 and has been President of Local 268 since 2000.



**Patricia Priloh**  
Region II

**A**n OPEIU International Representative since 1983, Patricia Priloh was born and has worked in Brownsville, Pa. most of her life. It is where she married and had three daughters, one

stepdaughter and three grandchildren. Plus, it's where she leads OPEIU Local 457.

Priloh graduated from St. Francis Hospital School of Nursing in Pittsburgh in 1959.

While working as a registered nurse at Centerville Clinic in Centerville, Pa., she joined Local 457. Ultimately, she was elected in 1980 to the position of President, a title she still holds today.

Over the years, Priloh has worked as a volunteer on many OPEIU organizing campaigns, mostly involving hospitals and health care workers.



**Anita Roy**  
Region VII

**A**nita Roy, a Business Manager with Local 12, is deeply involved in both union and community activities. She is a founding member of the Coalition of Labor Union Women, Twin Cities Chapter from 1998-2001, a member of the Community Services Standing Committee of the Minnesota AFL-CIO, has served as a delegate to the OPEIU conventions in 1989, 1992 and 1995, has served as Chair of the Board of Trustees of the Local 12 Health and Welfare Fund and its Pension Fund, among many other positions.

She served as a Local 12 Executive Board Member, Sector Representative from 1977-1979, a Sector Representative and Trustee from 1986-1989, and as President from 1989-1990.

Roy has been a member of Local 12 since 1974 and OPEIU Region VII since 1996.



**Judy Solkovits**  
Region V

**J**udy Solkovits, a native of Pittsburgh, Pa., began her involvement in the labor movement when she joined the

American Federation of Teachers. After relocating to Los Angeles, Solkovits became involved with United Teachers Los Angeles, where she served on its Executive Board and was eventually elected Vice President and later President of the Union. She was the first woman and first American Federation of Teachers member to be elected President of United Teachers Los Angeles. Solkovits also served as Vice President of the California Federation of Teachers and the American Federation of Teachers.

In 1984, Solkovits began work as a Business Agent for Warner Brothers Office Employees Guild, Paramount Office Workers Association and OPEIU, Local 140. She began exclusive work for Local 140 in 1986. Currently, Solkovits is Executive Director of Local 140. She was elected Vice President of OPEIU Region V in 1998.

Solkovits graduated from the University of Minnesota in 1956 where her major was Education. She attended graduate studies classes at UCLA. Solkovits is married and has three children and six grandchildren.



**Becky Turner**  
Region IV

**B**ecky L. Turner was appointed Region IV Vice President to fill the unexpired term of J. B. Moss upon his death. She has been a member of Local 277 in Fort Worth, Texas since 1978. Turner started her career as a member of Local 277 at General Dynamics as a Grammatical Editor for technical publications. While employed at General Dynamics and later at Lockheed Martin, Turner was elected as committee-person for Local 277 in the Logistics Department in 1980 and served as such until she was appointed as Chief Steward in 1991 for that department. In 1985, it was her privilege to be elected to the Step III Grievance Committee for Local 277 and also serve in that capacity until she took a leave of absence in 1995 to work full time for Local 277 as the first female business representative. She served as a Trustee for Local 277 from 1985 until being elected to Vice President in 1994 and held that office until succeeding to the Presidency of Local 277 in 2001. She has been on the negotiating team for Local 277 since 1987. Turner is the current elected President of Local 277 as well as the Business Manager.

Born and raised in Texas, Turner currently resides in Weatherford, Texas. She is mar-

ried to Dennis M. Turner and they have two sons, Scott and Tyler. They are also the proud grandparents of Mackenzie and Devin Turner. Turner is a graduate of the University of Texas with a Bachelor of Arts degree.



**Julie Weir**  
Region VII

**J**ulie Weir is originally from Colorado and presently resides in Cleveland, Ohio. She graduated from Oberlin College in

1986 with honors in Third World Studies. She then accepted a bargaining unit position and became a member of OPEIU. In 1987, she was elected to the Executive Board of OPEIU, Local 502 as Vice President and chair of the grievance committee. Since that time, she has served on the Executive Board of Local 502 in different capacities including Secretary, 1st Vice President and now as 2nd Vice President/President elect. Over the past years, Weir has taken a couple of short-term leaves from her bargaining unit position to work on behalf of the International on organizing projects. Since 1995, she has served on the Steering Committee of the Great Lakes Organized Labor Management Committee (GLOLMC), formally the Lorain County Organized Labor Management Committee. She was elected to the International Executive Board as a Vice President for Region VII in 1998.



**Kathleen Carr**

**K**athy Carr was trained at Yale New Haven Hospital as a Licensed Practical Nurse (LPN), licensed by the State of Connecticut in 1967. She became an OPEIU, Local 153 member in 1979 while working as an LPN at the Community Health Care Plan in New Haven, Conn. Carr became a Union Steward in 1982, and a Business Representative of Local 153 in 1989. During that time, she graduated with an Associate Degree from South Central Community College. Her assignments as Business Representative included many health care and insurance groups, including Group Health Plan, Inc., Health Insurance Plan of New York and Florida, Kaiser Permanente, Union Labor Life and many others.

Carr also has taken many courses at the George Meany Center for Labor Studies in organizing, arbitration and advanced arbitration. She has served on the historic Kaiser Labor Management Partnership for the past three years.

Carr was also hired in November 2000 to work with the International Union to coordinate marketing and service for all OPEIU Professional Guilds, including the Podiatrists, MD's, Chiropractors, Clinical Social Worker Federation, Midwives, Acupuncturists, Nurses, Appraisers, and others, encompassing approximately 25 states.

Carr is the mother of two boys, Jayson and Justin, and surrogate grandmother to Autumn.

with a concentration in writing. She has been an internal organizer at Northwestern Mutual Life Insurance Company for Local 35 in Milwaukee, Wisconsin.

Cochran has served as a Senator for University of Wisconsin-Parkside Student Government Association as well as the Election Chairperson. Her volunteer efforts are extensive and include The Sojourner Truth House, The Milwaukee County Labor Council, U.A.W. Local 438, The AIDS Resource Center of Wisconsin, Big Brothers Big Sisters of Racine, Brookside Nursing Home and many more. Cochran has received awards for her community service including the Public Allies award (1995) and Outstanding Volunteer Award from UW-Parkside (1996, 1998).

Cochran's previous organizing training included the AFL-CIO's Organizing Institute held in Chicago, Ill. and the Union Summer program for interns. Cochran was born and raised in Milwaukee, the daughter of two active and strong UAW members, and was exposed at an early age to rallies and union meetings.



**Ed Darcy**

**E**d Darcy comes from a labor family; both his father and mother were union activists during the 1940s.

After serving in the U.S. Air Force, Darcy worked for Pan American Airways and in a short period of time became a Shop Steward in TWU Local 500, the local that represents the employees at Miami International Airport.

In the late '70s, Darcy gained employment as a Supervisor for Metro Dade County. He immediately became involved with establishing a Supervisory Union, recognizing the benefits of being in a union at Pan Am and wanting the voice and security a union contract brings. As a charter member, Darcy held the title of President for 16 years. He was instrumental in affiliating the Supervisors Association with OPEIU. Starting with a unit of about 500 members and bringing it to where it stands today: a multi-county and municipality Local that represents more than 5,000 Supervisory and Professional employees.

Upon retiring from Metro Dade County, Darcy became part of the OPEIU staff. As Regional Director for the State of Florida he found his home as a grassroots organizer leading efforts around the state. His vision is to take the successful organizing princi-

## International Representatives and Organizers

**I**nternational Representatives and Organizers — the field staff — often spend up to seven days a week servicing the members of OPEIU. They frequently travel from state to state to negotiate contracts, argue arbitration cases and board hearings, lobby and work on legislative campaigns, and organize new members into local unions. They serve as the front line for the International Union, as a liaison to local unions and members. They are dedicated workers, concerned with the welfare of their members.



**Paul Bohelski**

**P**aul Bohelski joined OPEIU, Local 277 on April 2, 1997 and serves as an International Representative based in Region IV. He brings more than twenty years of experience in the labor movement, and has been instrumental in organizing helicopter pilots and flight instructors into OPEIU.

Bohelski began his labor career as a job steward for the International Brotherhood of Teamsters in Chicago, Ill. and continued involvement in the labor movement with IBT, moving to San Antonio in 1980. After a company merger, the surviving union was the Union of Transportation Employees, an independent labor union. Under Bohelski's leadership, UTE affiliated with the OCAW. He was elected to two four-year terms as Business Representative with OCAW Local 1996 and was President from 1994-1997.

In his time with OPEIU he has negotiated contracts with Air Logistics for Gulf helicopter pilots, Dresser Valve, ANICO, and Texaco Employees Credit Union in Port Arthur, Texas. He is also now assisting several locals in Region IV with their organizing efforts.



**Elise J. Cochran**

**E**lise J. Cochran is a graduate of the University of Wisconsin-Parkside with a Bachelor of Arts degree in English

ples used in South Florida and create strategic locals so the presence of OPEIU will be a force that is recognized and respected throughout the Sunshine State.



**Ed Darcy Jr.**

**E**d Darcy Jr. is a third generation union activist. His grandfather and grandmother were both activists in the 1940s, and his father began his involvement in the movement in the early '70s.

Darcy began working at Local 100 in 1988. At first, he assisted the stewards in the processing of grievances and conducting of internal organizing. In a few years, he was working in Tallahassee, Florida, accomplishing lobbying work for the Local as well as leading organizing efforts; in a few years, he was able to double the membership.

In December 1997, Darcy became an OPEIU Organizer. He has been involved in many successful organizing efforts, including the 1,100 Professional Employees of Broward County.

Currently, he is immersed in organizing efforts around the Sunshine State, including a Supervisory campaign in Orange County and a statewide campaign for the white collar employees of the FAA.



**John Edmonds**

**J**ohn Edmonds began his career in the labor movement as a project organizer assigned to Local 153 in July 2002. In his first successful campaign, he assisted in organizing the support staff from Interboro Institute in New York City. He then had two card-check victories, one for ULLICO RN's in King of Prussia, Pa. and the other for

Marymount College in Tarrytown, N.Y. In his most recent victory, he assisted in a campaign that represented 964 insurance agents unit at Prudential Insurance Company throughout the United States.

Edmonds was born in the Kingston Hospital in Kingston, N.Y. on January 30, 1978. He resides in Manalapan, N.J. with his lovely wife, Karen.



**Myra Hepburn**

**M**yra Hepburn has been part of the labor movement since March 1979. She became a member of OPEIU, Local 3 in 1992. Hepburn served as a shop steward at a labor law firm in Oakland, California. In January 2000, Hepburn became a project organizer in a successful organizing campaign at the San Francisco International Airport. This campaign involved the Labor Councils of San Francisco and San Mateo Counties in California, jointly with 11 local unions and nine international unions. Hepburn was hired to the International Staff in January 2002.

Hepburn's recent victory was the administrative staff at Notre Dame de Namur University in Belmont, California. She is overseeing other campaigns at Kaiser Permanente in Oakland, California.

Hepburn was born and raised in Brooklyn, New York. She resides in Emeryville, California and has one daughter and one granddaughter.



**Eddie Humphrey**

**E**ddie Humphrey has worked in the labor movement for more than fifty years. He has been a Shop Steward

and a representative for several different labor organizations. Humphrey helped organize many companies during his years of labor activities. He is presently working for OPEIU, Local 277 as a ROC organizer for the City of Fort Worth, Texas employees. He holds office on the Tarrant County Central Labor Council and is a member of Local 277's Executive Board. Humphrey's passion is politics and he is heavily involved in the "Get Out The Vote" (GOTV) with the Democratic Party. Eddie serves as Vice President of the A. Phillip Randolph Institute in Fort Worth.



**Green P. Lewis**

**G**reen Lewis has been an international representative since 2001. Prior to that, he had a long career with the AFL-CIO, serving as field representative, director of Region V, assistant national director of the Field Service Department, and director of Community Services.

Prior to his union service, Lewis was a science teacher and assistant football coach. His education includes a degree from Fort Valley State University, advanced studies at American University and the Southern Labor School, as well as Florida International University's Institute for Labor Research and Studies. He is married and lives in Columbus, Georgia.



**John Lynch**

**J**ohn Lynch has been with the OPEIU since 1993 when he was recruited by the union out of Rutgers University in New Brunswick, N.J. After two years with the

International Union John was brought on to the staff of Local 153 as lead organizer, where he successfully organized employees in various industries including healthcare, finance, education and public sector employees. In 2002 John received his Juris Doctorate from Rutgers School of Law in Newark, N.J., and was brought back on to the International Staff where he engages in organizing and representational duties as well as assisting Kevin Kistler, Director of Organization and Field Services.



**Patricia A. (Nicky) Nikula**

**B**orn and raised in Oregon of Finnish and Irish/English heritage, Nikula has been with the OPEIU since August 1997, serving as an International Representative. She began her work as a professional union staff member working for two AFT locals in Portland several years ago, subsequently working as project staff for the national organization.

Prior to that, she served for many years in a number of elected positions from Steward to President for an AFT local, of which she was also a founding member. While serving her AFT local in those full-time, voluntary positions, Nikula also worked as the acquisitions librarian for a community college. It is through both these kinds of work that she developed the strong research and problem-solving skills so useful to serving members of OPEIU. These skills proved especially helpful as she worked on the Little Rock RN organizing campaign beginning in February 1999.

When not involved with Union work, Nikula enjoys long beach walks, putting in the garden, playing with cats "Phinneas" and "Muffin," and reading a good mystery.



**Gary Nuber**

**G**ary Nuber began his career in the labor movement in 1981, when he became a Steward for his bargaining unit represented by the United Food and Commercial Workers (UFCW). He went on to become the Chief Steward and a Bargaining Committee member. In 1987, after several years of attending the University of Wisconsin on a part-time basis, he enrolled as a full-time student. In 1988, Nuber received an Associate of Arts Degree. In 1990, he completed his Bachelor of Arts degree, with a major in Sociology. Finally, in 1992, he was awarded a Master's of Industrial and Labor Relations degree.

In January 1993, Nuber began to serve as Business Agent for OPEIU, Local 95 in Wisconsin Rapids, Wisconsin. The five-year experience gave him exposure to both private and public sector collective bargaining, as well as grievance handling, mediation, preparation and presentation of arbitration cases, legal and arbitral research, union operations, and all aspects of membership servicing.

For more than six years, Nuber has been an International Representative servicing the membership in Region VII.



**Faye Orr**

**T**he Council of the Tennessee Valley Authority/OPEIU hired Faye Orr in January 1977. When the Council was abolished in 1982, she worked for OPEIU, Locals 273 and 119 in Tennessee until June 1984, when she was hired by the International Union as a representative. Since then she has assisted locals throughout Region III (the Southeastern

United States) in servicing members and administering collective bargaining agreements.

Orr has also served as President of OPEIU, Local 179 since 1989; Vice President of the Tennessee AFL-CIO since 1986; and Chairperson of the Salary Policy Employee Panel, which negotiates for the thousands of white collar employees of TVA, since March 1988.



**Shelia Peacock**

**S**helia Peacock has been a Project Organizer with the International since March 2000 and has a long history in the labor movement. In the seventies she was the youngest person to ever serve as Chairperson of her local in the International Ladies Garment Workers Union (ILGWU) in Kilgore, Texas.

After moving to Houston, Peacock became active in OPEIU, Local 129, serving as Vice President and Business Representative. She has been President of Local 129 since 1986. Peacock has successfully negotiated contracts in Houston with most of the Building Trades unions, the Firefighters, the Letter Carriers, OMNI-PLEX at NASA, among others. In doing this she has gained and held the respect of these labor leaders and company executives.

Peacock comes from a family of union activists. Her father was strong in the OCAW during the 1940s and '50s, and her mother was a charter member of the ILGWU local in Kilgore.

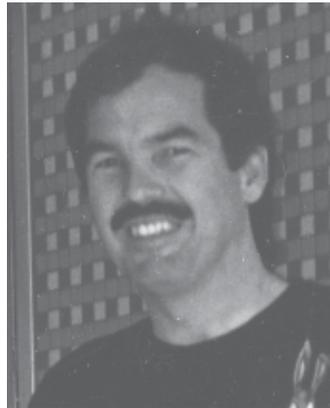
Peacock lives in Houston with one of her sisters, Gail and her son, Joshua, the light of her life. She is active in her church and local charity projects.



**Iram Ramirez**

**I**ram Ramirez was born in Ponce, Puerto Rico. In 1999, he began working for the OPEIU, Local 402 as a part-time orga-

nizer, while still a student at the University of Puerto Rico. With studies in the Department of Labor Relations, Ramirez graduated Magna Cum Laude in the summer of 1999. Ramirez also has a Master's Degree in history, with a concentration on the 19th and 20th century labor movement, from which he graduated Magna Cum Laude this summer. Ramirez is now pursuing a Doctoral degree (Ph.D.), in history.



**Jeff Rusich**

**A**fter college, Jeff Rusich began his labor career as a member of the Cabinetmakers, where he worked for 10 years and completed an apprenticeship.

Rusich also served 15 years as an OPEIU member, five years as a local Executive Board member and Chief Steward. He has now worked thirteen years as an International Organizer.

At one time he worked for five years as a phone counselor and community educator at a crisis and suicide prevention agency in California. Rusich has also worked on various grassroots campaigns, including working to defeat a measure to increase residential growth in his local community.

Rusich is married to Patricia Mitchell Rusich. His hobbies include music, art and sports.



**Donna Shaffer**

**D**onna Shaffer began her career in the labor movement in May 1978 and became an OPEIU member in Phoenix, Ariz. In 1986, Shaffer became a dedicated volunteer organizer. She is a mem-

ber of the Coalition of Labor Union Women and was hired on the International staff in May 1987 as a full-time organizer.

Shaffer is especially fond of orchestrating healthcare campaigns. An outstanding victory is a 900 RNs at St. Vincent Health System in Little Rock, Arkansas. She was the lead organizer on the St. Vincent campaign, and has overseen other RN campaigns in South Carolina and in Nashville, Tennessee.

Shaffer resides in Tombstone, Arizona and is married to Lamar. She has three grown children and one grandchild.



**Charles B. Tyler**

**C**harles Tyler, an OPEIU Project Organizer since 1998, served as a Union Steward and Committeeman for the Union Transportation Employees (UTE) while employed by Merchants Fast Motor Lines from 1960 to 1973.

Tyler was elected to two three-year terms as Recording Secretary for UTE from 1973 to 1979, and was Vice President and a member of the Board of Directors from 1982 to 1985.

He was elected as a Business Representative for a local of UTE/OCAW, and served from 1990 to 1997. He then joined OPEIU, Local 277 as a Project Organizer.

Tyler is married to Cinda Tyler and the father of two daughters, Barlo and Michele.



Paul Hutchings, 1945-1953



Howard Coughlin, 1953-1979



John Kelly, 1979-1994



Michael Goodwin, 1994-present

# The Early Years . . .

**1906** *Henry Ford begins manufacturing the Model T (available in any color, as long as it's black).*

First clerical federal charter issued by AFL to a local union: Stenographers, Typists, Bookkeepers and Assistants, Federal Labor Union No. 11587 (became OPEIU, Local 1, Indianapolis).

**1933** *President Roosevelt's first Fireside Chat is broadcast on radio. These chats are an attempt to calm people during the tumultuous years of the Depression. Roosevelt's New Deal passes the National Recovery Act giving employees the right to organize and bargain collectively. The act was later declared unconstitutional. Hitler becomes Chancellor of Germany. Dachau concentration camp opened. Stalin begins the great purge of the Communist Party in the U.S.S.R. He arrests, imprisons and executes many old Bolsheviks. The purge continues until 1939.*

Office Employees, Federal Labor Union No. 11773, in St. Louis sends out a call for a national union for the first time.

**1934** *Chicago, Burlington and Quincy Railroad buys a diesel powered passenger train, the Burlington Zephyr, which sets a speed record for the trip from Denver to Chicago. Lines begin to adopt diesel powered locomotives because of their speed, relatively low noise levels and cleanliness compared to steam engines, which virtually disappear by 1960. "Tender is the Night" by F. Scott Fitzgerald is published. A strike in Woonsocket, R.I., part of a national movement to obtain a minimum wage for textile workers, results in the deaths of three workers. More than 420,000 workers ultimately go on strike.*

**1935** *The Wagner Act is passed, making collective bargaining part of U.S. labor policy; it is declared constitutional in 1937. The Social Security Act is passed.*

**1936** *Germany invades the Rhineland, which it had lost to France in WWI. The Spanish Civil War is fought. Many Americans volunteer, including novelist Ernest Hemingway. The perfusion pump, the first artificial heart, is invented by scientists at Rockefeller University in New York. The National Guard prepares to assault strikers at the General Motors (GM) plant in Flint, Michigan. At the last minute Walter Knudsen, head of GM, agrees to recognize the United Auto Workers Union.*

The first resolution calling for an international union of office workers is presented at the AFL convention in Tampa (referred to the Executive Council), introduced by Mollie Levitas from Chicago.

**1937** *Amelia Earhart is lost at sea. Steel and auto gain first big contracts. First coast-to-coast radio broadcast is a report of the*



Union National Bank, St. Louis, Missouri.

*Hindenburg disaster. The Hindenburg, a transatlantic lighter-than-air floating passenger ship, crashes and explodes upon landing in New Jersey. Of Mice and Men by John Steinbeck is published.*

In June, a new federal charter is issued for Federal Labor Union No. 20940 in New York City. One of its founding members is Howard Coughlin, then working for IBEW Local 3. Many other locals are chartered this year, including those that became Local 29 in Oakland and Local 30 in Los Angeles. But chapters are also lifted from locals in New York and Chicago that join the CIO. A new charter is given to Chicago's Federal Local 20732, later to become OPEIU Local 28.

The AFL, at its convention in Denver, creates the American Federation of Office Employees International Council—a paper organization—to maintain a loose liaison with the newly chartered locals.

On December 11th, George Firth, Harry Beach and others form the Pacific Northwest Conference of Office Employees, which eventually develops into an international council.

**1938** *A national minimum wage is enacted in the United States. Germany invades Czechoslovakia. President Roosevelt sends a private memorandum to Britain, France, Germany and Czechoslovakia recommending arbitration of the Sudetenland crisis. This sets the stage for the Munich Pact (Sept. 29). Neville Chamberlain, British Prime Minister, declares “peace in our time” after Hitler agrees to sign the non-aggression pact. Orson Welles broadcasts an adaptation of the H.G. Wells’ book “War of the Worlds.” Hysteria ensues across the country, especially in New York and New Jersey, as many listeners mistake the dramatic play for the actual news coverage of an alien invasion of the United States. The Wage and Hours (later Fair Labor Standards) Act is passed, banning child labor and setting the 40-hour work-*

*week. The Act goes into effect in October 1940, and is upheld in the Supreme Court on February 3, 1941.*

Howard Coughlin elected president of the New York local union (Federal Union 20940).

**1939** *Hitler invades Poland. France and England declare war on Germany. The first regular transatlantic passenger air service begins when Pan American Airways (PanAm) flies 22 passengers from Long Island to Lisbon, Portugal. The trip lasts 23 hours, 52 minutes.*

On April 2nd, the West Coast locals meet and form the Pacific Conference of Office Workers.

On June 25th, Harry Beach drowns in a boating accident. J. Howard Hicks succeeds to the leadership of the Portland local.

**1940** *France, Norway, Belgium, Luxembourg and the Netherlands fall to the German blitzkrieg. Winston Churchill becomes Prime Minister of Great Britain. Richard and Maurice McDonald of Glendora, California open a drive-in near Pasadena selling hamburgers. FDR is elected to an unprecedented third term. Radios are in 30 million American homes.*

An organizing campaign begins for clericals at the Tennessee Valley Authority (TVA). Henderson B. Douglas, then with the Washington local and working on the AFL staff, is sent there to help.

**1941** *Japan attacks Pearl Harbor, Hawaii. The U.S. officially enters World War II. The AFL pledges that there will be no strikes in defense-related industry plants for the duration of the war.*



The first Director of Organization, Henderson B. Douglas, “on the stump” organizes for the Union in 1941.

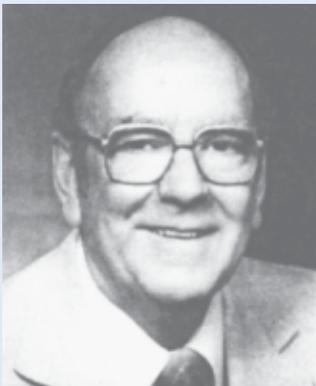
# OPEIU Secretary-Treasurers



J. Howard Hicks, 1945-1973



William Lowe, 1973-1983



Romeo Corbeil, 1983-1986



Gilles Beauregard, 1986-2002



Carol Dupuis, 2002



Nancy Wohlforth, 2003-present

**1942** *In the U.S., sugar, gasoline, and coffee are rationed. Sales of new cars and trucks are banned. Joe Louis successfully defends his heavyweight boxing title for the twentieth time. Mass*

*murder of Jews, by gassing, begins at Auschwitz extermination camp. First Japanese-Americans sent to U.S. "relocation camps." The Battle of Midway occurs. The Bataan Death March in the Philippines kills 5,000 American POWs. U.S. troops in the Philippines surrender to Japan.*

A new federal charter is issued on January 28<sup>th</sup> to the American Federation of Trade Union Office Employees, Federal Union No. 23076, which split off from Local 20940 and was to be a union of "trade union employees." This new local union would become OPEIU Local 153 and the largest of the union's locals.

Forty-six locals convene in Chicago to establish a formal international council, the first step towards an international union. AFL Secretary-Treasurer George Meany convenes the conference and AFL President William Green addresses it. "The International Council of Office Employee Unions" establishes a constitution and by-laws and elects Howard Hicks its President and Paul Hutchings its Secretary-Treasurer.

**1943** *German invasion of Russia turned at Stalingrad. German and Italian troops in North Africa surrender to the Allies. Italy falls to U.S. troops and declares war on Germany. Essential workers are frozen in their jobs by the federal government. Salvage drives produce 255,513 tons of tin cans, 43,919 tons of fat, 6 million tons of waste paper and more than 26 million tons of iron and steel scrap collected for use in essential industries.*

Toledo Edison Co. signs a first contract with Local 19 (headed by Robert Daugherty).

The International Council opens its first office headquartered at 827 Fourteenth St., NW, Washington, DC. The first issue of *The Office Worker* appears in March 1943 with a lead story on an organizing victory in the Seattle shipyards.

Major organizing successes proceeded in the shipyards throughout the country: led by John Kinnick in California, George Firth in Washington State, and Oscar Bloodworth in Florida, among others.

At the Detroit Convention Howard Coughlin gains his first elected office as Council Vice President.

**1944** *Allied Forces invade Normandy. Liberation of Paris. U.S. recaptures the Philippines. D-Day. President Franklin D. Roosevelt ordered the Army to seize the executive offices of*

*Montgomery Ward and Company after the corporation failed to comply with a National War Labor Board directive regarding union shops. Penicillin mass-produced.*

Hicks, Hutchings, and Coughlin — with Larry Nygren (Minneapolis) and Mildred Erickson (Seattle) — meet with the AFL Executive Council to discuss the issuance of a charter to organize office workers. Jurisdiction was the primary issue. When denied, they begin a campaign through the state federations and central labor councils — where no jurisdictional problems had arisen — to gain the charter.

**1945** *President Roosevelt and Chancellor Hitler die in April. Truman becomes President. Germany (May 7) and Japan (Aug. 14) surrender to Allied Forces. U.S. drops atomic bomb on Hiroshima and Nagasaki. George Gallup conducts a poll, including the questions: “Do you know what television is?” and “Have you ever seen a television in operation?”*

On January 8th, AFL President William Green issues charter to Office Employees International Union, which begins with 22,000 members, at a convention in Cincinnati, Ohio. Ninety delegates attend from 54 local unions. Original dues were minimally \$1.00 with 45 cents in per capita payments; conventions were annual; and officers held two-year terms of office. Paul Hutchings became the first President and Howard Hicks the Secretary-Treasurer.

**1946** *Strikes this year involve 4.6 million workers and cost 116,000,000 hours of labor. Strike*



Howard Hicks (second from right) and Howard Coughlin (front left).

*by 400,000 mineworkers begins; other industries follow. In a famous Canadian arbitration award, Justice Yvan Rand rules that all employees in a bargaining unit must pay the equivalent of union dues, whether or not they are union members. The award settles a bitter strike involving Ford Motor Co. in Windsor, Ontario and the United Auto Workers. The landmark decision has come to be known as the “Rand Formula” and provided a new form of union security.*

Hollywood studio unions (Film Office Workers Guild and the Screen Office Guild) merge and affiliate with OEIU as Local 174. Wall Street’s stock exchange local joins OEIU and is chartered as Local 205.

The first Canadian Conference is held in Toronto. Nine local unions send representatives. The first major contract for OEIU in Canada is signed with International Paper Co. during the conference.

At the March convention in Milwaukee, there is a call for a “Million Dollar Fund” to organize clerical workers. The fund — to be raised by the AFL and other unions — never materializes.

Organizing: Electric Boat (Groton, CT, Local 106); 20<sup>th</sup> century Fox (Local 174); Kimberly Clark of Canada (Kapuskasung, Ont., Local 166).

**1947** *Jackie Robinson breaks baseball’s color barrier. Overriding President Taft’s veto, Congress passes the Taft-Hartley Act, eliminating the unconditional right to strike. The Taft-Hartley Labor Act, curbing strikes, is vetoed by President Truman. Congress overrides the veto.*

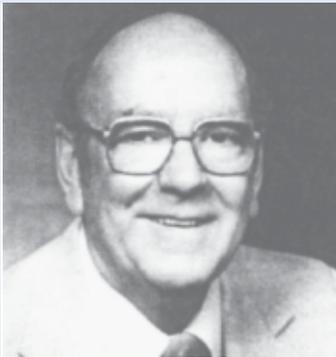
Howard Coughlin challenges Paul Hutchings to the presidency at the Convention held in Chicago. C.H. Attebury of Tacoma challenges Howard Hicks. Delegates narrowly reelect Hutchings and Hicks. At that same convention, Marcel Francq of Montreal convinces the delegates of a need for a Canadian vice president, and Region V is created.

**1948** *Israel declares independence. Bell Labs invents the transistor, paving the way for computers and portable stereo amplifiers. House Committee on Un-American Activities starts looking everywhere for communists. Gandhi is fatally shot by a Hindu fanatic in New Delhi. The term “Cold War” becomes widely used to describe the U.S. relationship with the U.S.S.R.*

OEIU Local 205 strikes the New York Stock Exchange, Curb Exchange, and several brokerage houses.

Because of financial constraints, by local union referendum

# OPEIU Canadian Directors



Romeo Corbeil, 1977-1983



Fred Trotter, 1983-1986



Michel Rousseau, 1986-1989



Anne Harvey, 1989-1990

(the first ever conducted), it was decided to dispense with the 1948 convention.

Organizing: Gales Products Co. (Galesburg, IL, Local 221); Blue Cross (Newark, NJ, Local 32).

**1949** *The Soviet Union detonates its first nuclear device. United Nations headquarters are dedicated in New York City. The United States and Western European countries establish the North Atlantic Treaty Organization (NATO) for collective security.*

Union holds its convention in St. Louis, MO. Lucien Bruneau of Local 191 becomes the first Canadian officer of the International Union.

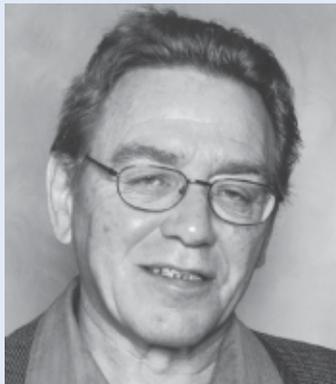
**1950** *U.S. Army seizes all railroads on Truman's order to prevent a general strike. Truman orders troops to South Korea to participate in a UN force that will help repel North Korean troops from the country, is the start of U.S. involvement in the Korean War. Nine percent of homes own TV sets. By 1979, 98 percent of U.S. homes have a television. The first National Basketball Championship is played. The Minneapolis Lakers defeat the Syracuse Nationals.*

Organizing: Sandia Corporation in Albuquerque organizes August 30th under Local 251; gains first contact in 1951. Blue Cross (Buffalo, Local 212); Harry Stevens at Yankee Stadium (New York, Local 153).

**1951** *Julius and Ethel Rosenberg are sentenced to death for wartime espionage. Fighting ends in Korea. The Japanese Peace Treaty is signed. Price controls are introduced to curb high inflation. "Bedtime for Bonzo," starring Ronald Reagan, is released by Universal Pictures.*

The first written International Union contract is reached with the Tennessee Valley Authority. International Union convention held in Toronto, Ontario.

Organizing: Consolidated Vultee Aircraft; AG Spaulding (Chicopee, MA, Local 269); Blue Cross, Milwaukee, Local 9); 1300 administrative employees in the New York City hotels (Local 153); Maidenform (Bayonne, NJ, Local 20); St. Regis Paper and Consolidated Paper (Quebec, Local 256); Curtiss-Wright Propeller & Electronics (Patterson, NJ and Buffalo, NY); Twin Cities Arsenal (Minneapolis, Local 12); Lone Star Ordinance (Texarkana, TX).



Michel Lajeunesse, 1990-2004



Jerri New, 2004-present



A happy member.

**1952** *Television transmission begins in Canada. U.S. seizure of the nation's steel mills is ordered by Truman to avert a strike; ruled illegal by the Supreme Court.*

Education conferences are held to train local union staff and officers.

Organizing: City of Hope (Los Angeles, Local 30); Federal Cartridge (Minneapolis, Local 12); Southern Union Gas (Galveston, Local 27); Cutter Labs (Oakland, Local 29); Pantex Atomic Plant (Amarillo, Local 306); C.W. Sweeney Insurance Consultants (San Francisco, formerly Local 36); McKellar General Hospital (Ft. William, Ontario, Local 81); Pacific Intermountain Express (Oakland, Local 29).

Local 153 in New York City established the first local union defense fund in July.

**1953** *OEIU gains its first nationwide insurance contract with Insurance Co. of Texas Group (then Local 45). The Korean War ends after three years. U.S. casualties total 37,051; 25,604 of those result in death. 7,955 soldiers remain missing after the war. Dwight D. Eisenhower is inaugurated as President. Republican Senator Joseph R. McCarthy of Wisconsin is investigated by the Senate Privileges and Elections subcommittee, which finds his political activities to be motivated by self-interest. Sen. McCarthy leads the congressional investigation of hundreds of accused dissidents. These investigations center on the perceived threat of communist infiltration into United States society. General Electric announces that all communist employees will be discharged.*

Organizing: Day & Zimmerman (Texarkana, TX, Local 303); B.C. Electric Co. on Victoria Island (affiliation, became Local 300); Kaiser Engineering (Hanford, WA, Local 100); CBS Studios (Local 174); Pacific

Intermountain Express (Emmeryville, Local 29); Navajo Freight Lines (Albuquerque, Local 251); Toledo Credit Bureau (Local 19).

At the June 1953 convention in Cleveland, Ohio, Howard Coughlin is elected OEIU International President. Henderson B. Douglas becomes Director of Organization in August. The first of several organizing conferences begins. A major organizing offensive begins as well. Alastair MacArthur becomes the first full-time OEIU Canadian representative.

**1954** *Nautilus, the first nuclear-powered submarine, is launched in Groton, CT. The U.S. Supreme Court issues its landmark decision in Brown v. Board of Education of Topeka, stating that racial segregation in public schools is unconstitutional. French forces withdraw from Vietnam. The country becomes partitioned into northern and southern states. Elvis Presley joins Sun Records and what would come to be called Sun's "Million Dollar Quartet" — the foursome that also included Jerry Lee Lewis, Carl Perkins, and Johnny Cash. By 1955 Elvis records five songs and gains some popularity in the South. By 1956 Elvis achieves national fame by making appearances on such television shows as "The Ed Sullivan Show." Forty-five percent of Americans smoke at least one pack of cigarettes a day. Ninety percent of adults drink 3-4 cups of coffee a day. America's favorite meal is fruit cup, vegetable soup, steak and potatoes, peas, rolls with butter, and pie a la mode.*

The first issue of *White Collar* is published.



Secretary-Treasurer Howard Hicks raises General Counsel Joseph Finley's hand in a sign of victory after the U.S. Supreme Court ruled in OEIU's favor and overturned the NLRB's refusal to assume jurisdiction over labor unions.



Producing labor materials.

Local 1 in Indianapolis celebrates its 50th anniversary as a directly chartered local of the AFL, as does Local 2 in Washington DC.

Organizing: Elk River Coop Power Association (Minneapolis, Local 12); St. Regis Paper Co. (Three Rivers, Quebec, Local 265); GHI (New York City, Local 153).

**1955** *Rosa Parks refuses to give her seat to a white man on a bus in Montgomery, AL, sparking the Montgomery Bus Boycott. The American Federation of Labor and the Congress of Industrial Organizations merge to form the AFL-CIO with a combined membership of 15 million. George Meany becomes the new AFL-CIO president. Disneyland opens. Foreign aid to South Vietnam, Cambodia, and Laos is begun by the United States. The Salk vaccine against polio is introduced.*

The union holds its convention in New York City, where the International Union headquarters are moved. Another office is maintained in Washington DC.

Organizing: Credit Bureau of Tacoma (Local 23); Pierce County Industrial Medical Bureau (Local 23); B.C. Office Employees Association (affiliations with Local 378, Vancouver); Knights of Columbus Insurance (New Haven, CT, Local 329); reach a first contract after a four day strike;

Vancouver membership of B.C. Electric affiliates with Local 378.

**1956** *Soviet troops suppress democracy movement in Hungary. The Canadian Labor Congress forms as a result of a merger of the Trades and Labor Congress of Canada and the Canadian Congress of Labor. It has a membership of more than one million.*

CIO local unions begin to merge with OEIU. For example, the United Bank Employees Local Industrial Union establishes the OEIU Welfare Plan, providing health benefits, life insurance, and accidental death and disability insurance.

For the first time OEIU invokes Article XX (the no-raiding clause) of the AFL-CIO Constitution against the Newspaper Guild in a campaign for the Minneapolis Star Tribune.

OEIU conducts the first nationwide Blue Cross and Blue Shield organizing campaign. The union already had Newark, Buffalo, and Seattle under contract. AFL-CIO president George Meany joins in supporting the campaign.

Organizing: Metro Transit Authority (Boston, Local 6); Amalgamated Bank of New York (Local 153); West Coast Drug (Seattle, Local 8); Oregon Physicians Service (Portland, Local 11); Yarrows Ltd. (Victoria, Local 15); Canadian Car and Foundry (Montreal, Local 57); Sarnia General Hospital (Sarnia, Ontario, Local 347); and numerous paper companies in the U.S. and Canada.

**1957** *The Soviet Union launches the first satellite, Sputnik, into orbit around the earth. U.S. Congress approves the first civil rights bill since Reconstruction to protect voting rights. The Eisenhower Doctrine, given in a message to Congress on January 5, 1957, states the United States will use armed forces upon request in response to imminent or actual aggression from Communist forces in the Middle East. The Doctrine is applied in Lebanon that year, justifying American intervention. Little Rock, Arkansas is in the middle of the American Civil Rights Movement, when the Central High School is racially integrated in September 1957.*

OEIU wins Supreme Court case guaranteeing the right to bargain on behalf of employees in labor unions in May. The case was argued by OEIU General Counsel Joseph Finley.

The 7th annual convention is held in Minneapolis in June. The union membership passes the 50,000 mark. An International Union Pension fund is created.

Organizing: Joy Manufacturing (Franklin, PA, Local 352);



Workers express joy at passage of Civil Rights legislation in 1965.

Brown Co. (Berlin, NH, Local 345); Cudahy Bros. Packing (Milwaukee, Local 9); Blue Cross (Milwaukee, Local 225); Remington Rand (Buffalo, Local 212).

**1958** *OEIU changes the Interpreters Guild. Jimmy Hoffa, president of the International Brotherhood of Teamsters, writes to propose joint organizing campaigns.*

Canadian membership reaches the 5,000 mark.

Organizing: East Bronx and Brooklyn Medical Group, D.C. Andrews and Yonkers Raceway (New York, Local 153); Quebec Natural Gas Corp. (Quebec, Local 57); RCA Service Co. (Los Angeles, Local 174); International Paper (South Carolina, Local 233).

**1959** *The Landrun-Griffin Act passes, restricting secondary boycotts, particularly Labor union refusal to handle hot cargo, unfair union election practices, and picketing when a union is organizing.*

**1960** *John F. Kennedy becomes the first Roman Catholic elected President of the U.S. The National Front for the Liberation of Vietnam or National Liberation Front is known to American and allied soldiers in Vietnam as the Viet Cong. The Civil Rights Act (1960) enables federal judges to appoint referees to hear persons claiming that state election officials denied them the right to register and vote. The act is ineffective and therefore it is necessary for President Lyndon B. Johnson to persuade Congress to pass the Voting Rights Act (1965).*

Organizing: R.L. Polk Co. (Cincinnati, Local 388);

Roosevelt University affiliates (Chicago, Local 391); Metropolitan Hospital and Clinics (Detroit, Local 42); three more shipping companies (New York, Local 153).

**1961** *The U.S. serves as diplomatic and consular relations with Cuba. The "Invasion of the Bay of Pigs" to overthrow Castro fails. Yuri Gagarin becomes the first human in space, making one almost-complete orbit of the earth. Comdr. Alan Shepard mans the first U.S. sub-orbital space flight. The Berlin Wall is constructed.*

The union's political action fund-Voice of the Electorate (VOTE)- is established.

Organizing: Detroit Federal Credit Union (Local 42); more shipping companies (Local 153); Blue Cross sales representatives (New York, Local 153); Mueller Co. (Chattanooga, TN, Local 179); Banco Obrero and Puerto Rico Industrial Development Company.

**1962** *Lt. Col. John Glenn becomes the first American in orbit. The Cuban Missile Crisis results in Soviet Missile withdrawal from Cuba after a U.S. quarantine of the island. Rachel Carson's Silent Spring launches the environmental movement.*

The 9th OEIU convention is held in Kansas City. Former U.S. President Harry Truman addresses the delegates.



President Howard Coughlin and New York City Central Labor Council President Harry Van Arsdale Jr. with Gov. Nelson Rockefeller signing a labor-supported bill.

Organizing: B.C. Hydro (Local 378); Consolidated Freightways (Denver, Local 5); SeaLand (Puerto Rico); Saskatchewan Government Insurance affiliates (Regina, Local 397).

**1963** *The Reverend Martin Luther King, Jr. delivers his famous “I have a dream” speech to nearly 500,000 civil rights marchers in Washington, D.C. President Kennedy is assassinated in Dallas, Texas. Lyndon Baines Johnson becomes President. Betty Friedan’s Feminine Mystique ignites the women’s movement. The longest newspaper strike in U.S. history ends. The nine major newspapers in New York City halt publication more than 100 days before. Congress passes a law mandating equal pay to women.*

The 200 salespeople at Yellow Pages of Bell Canada join OEIU Local 57 (Montreal). This is the first CLC affiliate to win certification for a group at Bell.

Organizing: SeaLand (Oakland, Local 20); shipping (Local 153); Blue Cross (Montreal, Local 57).

**1964** *Universal Old Age Pension adopted by the Canadian Parliament. President Johnson signs into law the omnibus civil rights bill, barring discrimination in jobs, public accommodations, etc. U.S. Congress passes the Gulf of Tonkin Resolution authorizing Presidential action in Vietnam. Congress passes the War on Poverty. Twenty-fourth Amendment of the United States Constitution prevents any rights from being abridged due to*

*failure to pay poll tax or other tax. Thirteen years after it was proposed and nearly two years after the measure had been passed by the United States Senate 77-16, the 24th Amendment is ratified on January 23, 1964.*

OEIU wages campaign for the four-day work week.

Organizing: Standard Register (Philadelphia, Local 14); Midwest Manufacturing (Galesburg, IL, Local 221); San Diego Health Association (then Local 139); several bakeries and Bakke Steamship Co. (San Francisco, Local 3); Chicago Pneumatic Tool (Ft. Worth, Local 277); Riverview Hospital (Wisconsin Rapids, Local 95).

## A Time of Change . . .

**1965** *Malcolm X is assassinated in New York City. Canada and the U.S. sign the Auto Pact, providing largely free trade in motor vehicles and parts. The first U.S. combat forces arrive in Vietnam. The Medicaid program in the United States, created on July 30, 1965 provides health insurance for the poor. The Medicare Program is a set of amendments to Social Security, first passed on July 30, 1965, that provides health insurance for the elderly.*

At the 10th convention in San Francisco, OEIU changes its name to the Office and Professional Employees International Union (OPEIU). The delegates vote to create an International Union strike fund.



Secretary-Treasurer Howard Hicks (back row, fifth from the left) and AFL-CIO President George Meany (seated, first from the left) attend the White House Conference on Non-Discrimination with President John F. Kennedy and Vice President Lyndon B. Johnson in September 1963.

Quebec locals form the Eastern Canadian Council for organizing.

Organizing: Owens-Illinois Glass (Waco, Local 277); several credit unions (Detroit, Local 42); Inland Gas Co. (Vancouver, Local 378); Picatinny Arsenal (Dover, NJ, then Local 142); several credit unions (Hamilton, Ont., Local 290); Ladish Co. (Kenosha, WI, Local 336); more hotels (New York, Local 153); medical technologists at various hospitals (Oakland, Local 29); Chicago Pneumatic (Franklin PA, Local 352); R.L. Polk (Kansas City, Local 320); Grinnell Corp. (Portland, Local 11).

**1966** *Race riots ignite in Detroit, Michigan and Newark, New Jersey. Miranda v. Arizona 384 US 436 1966 is a landmark case in United States Supreme court history, dealing with the rights citizens of the United States retain when arrested. National Organization for Women (NOW) an American feminist group, is founded on June 30, 1966 in Washington, D.C. by women attending the Third National Conference of the Commission on the Status of Women.*

OPEIU cited as leading Canadian white collar union.

Organizing: American Income Life Insurance (Waco, Local 277); Crittenton Hospital (Detroit, Local 417); Avis (Philadelphia, Local 14); Baton Rouge Water Works; Bristol Township schools (Bristol, PA, Local 426).

**1967** *Canada celebrates its Centennial (100<sup>th</sup>) birthday. The first Superbowl is played. Twenty-fifth Amendment of the United States Constitution is ratified on February 10, 1967 and provides more details regarding the succession of presidents.*

Organizing: Montreal City & District Savings Bank (Quebec, Local 434); Hudson United Bank (Union City, NJ, Local 142); New York Hilton (Local 153); Continental Oil Co. (Ponca City, OK); Fordham University (New York, Local 153); Cowlitz General Hospital (Portland, Local 11).

**1968** *Soviet troops suppress a democracy movement in Czechoslovakia. The "Tet Offensive" is launched as North Vietnamese troops attack Saigon. Martin Luther King, Jr. is assassinated in Memphis, Tennessee. Robert F. Kennedy is assassinated in Los Angeles, CA. Peace talks begin in Paris on Vietnam. Canada implements Medicare. British Columbia and Saskatchewan are the first provinces to join; all other provinces soon follow. President Johnson signs the Civil Rights Act of 1968 discrimination in the sale, rental, and financing of housing.*



Then International Representative William Lowe (who later became Secretary-Treasurer) shows a picket sign in support of swing shift hours.

The union holds its convention in Philadelphia. Arthur Lewandowski becomes Director of Organization.

Organizing: Canadian membership passes 11,000; Trust Co. of New Jersey (Local 142); American Linen Supply (Minneapolis, Local 12); R.L. Polk (Los Angeles, Local 30); Kaiser Medical (San Diego, Local 443).

**1969** *Neil Armstrong becomes the first man to set foot on the moon. The Woodstock rock festival draws more than 500,000. President Richard Nixon introduces his policy of "vietnamization." The plan is to encourage the South Vietnamese to take more responsibility for fighting the war. It is hoped that this policy will eventually enable the U.S. to withdraw gradually all their soldiers from Vietnam.*

OPEIU International Executive Board creates the Henderson B. Douglas Award (Doug Award) to be given annually to that individual or the local union that organizes the most new members.

Organizing: Lakehead University (Lakehead, Ont., Local 81); Purolator (Toronto, Local 131); U.S. and Canadian paper companies; Institute for the Blind (Regina, Sask., Local 397).

**1970** *U.S. forces enter Cambodia. U.S. National Guardsmen kill four Kent State students protesting the war in Vietnam. President Richard M. Nixon names the U.S.'s first two female generals. United Farm Workers forced California grape growers to sign an agreement after a five-year strike.*



OPEIU Local 205 President John Kret organizing on Wall Street.

Organizing: Stelco Credit Union (Toronto, Local 343); Northwest Natural Gas Co. Medical Group (New York, Local 153); Savannah Electric Power & Gas; Centerville Clinics (PA); Group Health Association (Washington, DC, Local 2); Springhill Bank & Trust Co. (Springhill, LA, Local 411); Blue Cross (Milwaukee, Local 9).

**1971** *The 26th Amendment to the U.S. Constitution is ratified, lowering the voting age to 18.*

OPEIU holds its convention in Miami. A committee is appointed to study strengthening Canadian autonomy and representation.

Organizing: City of Ellensburg (Seattle, Local 8); Clark County, WA (Local 11).

**1972** *Nixon visits the People's Republic of China and begins normalization of relations. The Equal Rights Amendment is approved by the Senate and sent to the states for ratification. U.S. troops begin to withdraw from Vietnam. Nixon makes the first U.S. Presidential visit to Moscow, gaining a strategic arms pact. The Watergate burglars are arrested.*

Associated Unions of American (AUA), an independent union representing 3,000 offices, technical, and clerical employees (Northwest Mutual Life Insurance, Cutler Haramer, Ladish, etc.), merges with OPEIU.

Organizing: Long Island University, Brooklyn (Local 153); school boards and districts and Caisse Populaire, St. Gregoire (Montreal, Local 57); Blue Shield (San Francisco, Local 3); San Francisco Museum of Art (Local 3); National Bank of Washington (Local 2); Brooklyn Polytechnic

University (Local 153); Brownsville General Hospital (Centerville, PA, Local 457); Victoria Hospital (London, Ont., Local 468); Community Health Care Center (New Haven, CT).

**1973** *In Roe v. Wade, the U.S. Supreme Court declares the laws prohibiting abortion during the first three months of pregnancy are in violation of the 4th Amendment. The Vietnam Peace Pact is signed. North Vietnam begins releasing American POWs. The end of the U.S. military draft is announced. America's first space station, the seven-ton Skylab, is launched May 14, 1973 by a two-stage version of the Saturn V booster (the SL-1 mission).*

Hypnotists Local 469 chartered in Pittsburgh, PA.

Organizing: Pacific School of Dentistry (San Francisco, Local 3); several school boards (Montreal, Local 57); Pratt Institute (New York, Local 153); security guards in New York City's hotels (Local 153); Clark Steamship Co. (Montreal, Local 57); University of San Francisco (Local 3).

**1974** *Congress prepares for impeachment proceedings against President Nixon. Nixon subsequently resigns. President Gerald Ford gives Nixon an unconditional pardon.*

The Union's convention takes place in Miami Beach. Romeo Corbeil is elected Canadian Director of the International Union.

Organizing: Muskegon Heights Board of Education (Local 353); Delaware Housing Authority (Local 14); Tacoma Housing Authority (Local 23); Hypnotists Local (Philadelphia, Local 476); University of Southern California Central Library System (Local 30); school districts (Locals



William Lowe (left to right) Gov. Nelson Rockefeller and Howard Coughlin.



Local 2 members signing contract with Local 2 President John Cahill (seated, second from the right).

12 and 39); Kimberly Credit Union (Vancouver, Local 15); Camas police and city employees (Portland, Local 11); Hofstra University (New York, Local 153); Clark County Sheriffs (Local 11); Sydenham District Hospital (Sarnia, Ont., Local 347); Insurance Corp. of B.C. (Local 378).

**1975** *U.S. civilians evacuated from Saigon. Bill Gates and Paul Allen start an informal software partnership called Micro-Soft. The Ebola virus first appears in Zaire.*

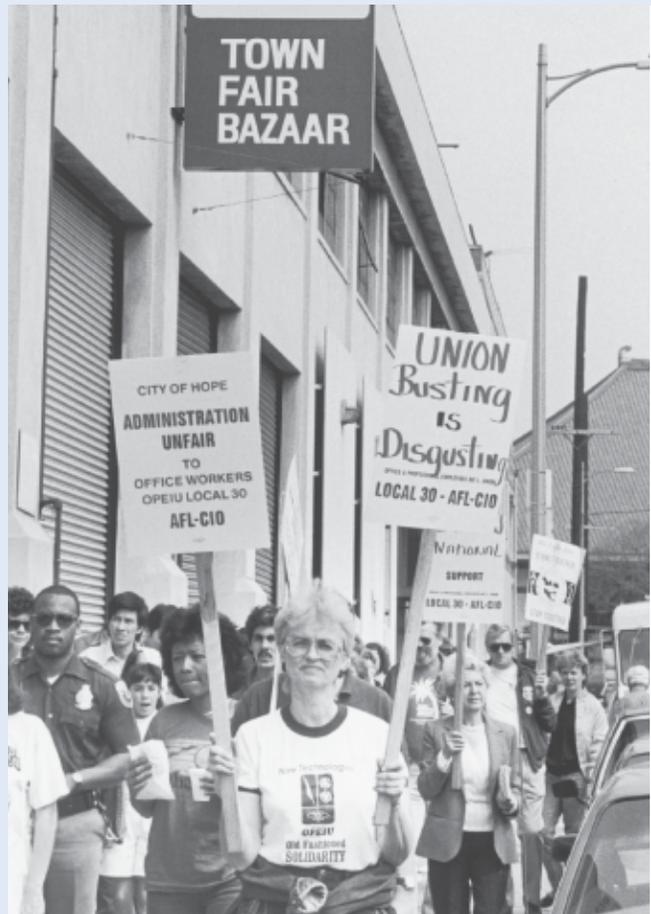
Organizing: Detroit Osteopathic Hospital (Local 417); Teacher's Credit Union (Memphis, Local 367); Richland Police Dept. and Ft. Vancouver Regional Library (Portland, Local 11); National Council of Senior Citizens (Local 2).

**1976** *The U.S. celebrates its Bicentennial (200<sup>th</sup>) birthday. Parti Quebecois wins a majority of seats in the provincial parliament and raises the possibility of Québec seceding from Canada. CLC Day-of-the-Protest against wage controls is supported by more than one million trade unionists in Canada. OPEIU membership support is very strong.*

New York's Local 205—the Wall Street local—merges with Local 153.

Organizing: Western Clinic (Tacoma, Local 23); Spring Lake Park Special District (Local 12); C.W. Post campus of Long Island University (Local 153).

**1977** *Jimmy Carter becomes the 39th President of the United States of America. Egyptian President Anwar Sadat speaks to the Israeli Knesset, signaling an end to almost three decades of hostilities.*



Local 30, San Diego, California, members protest City of Hope administration's union busting practices.

The 14th OPEIU Convention takes place in Los Angeles. Voice of the Electorate President's 100 club is launched. It is composed of those members, staff and officers who contribute \$100 or more annually to the union's political fund.

A U.S. court rules that the General Dynamics plant in Fort Worth, Texas is a "federal enclave." This in turn means federal law supersedes the state's right-to-work law, and Local 277 can negotiate agency shop.

Organizing: Shamanian County Employees (Portland, Local 11); Blue Shield (Milwaukee, Local 9); Seton Hall University (New York, Local 153); Blue Cross (Oakland, California, Local 29).

**1978** *Al Gore coins the phrase "information highway." The U.S. signs a treaty with Panama, pledging to turn over control of the Panama Canal in 1999. The longest coal strike in U.S. history ends on the 110th day. The Camp David Accords are signed by Egyptian President Anwar Sadat and Israeli Prime Minister*



Canadian workers rally at nation's capitol in Ottawa, Ontario.

*Menachem Begin on September 17, 1978, following twelve days of secret negotiations at Camp David.*

Organizing: Caisse Populaire Offices (Montreal, Local 57); Oberlin College (Local 502); Ocean County, N.J. (Local 14); Georgetown University Community Health Plan (Local 2); Group Health Association of Northeast Minnesota (Local 12); Bank of Nova Scotia (Vancouver, Local 15).

**1979** *The first major nuclear reactor accident occurs at Three Mile Island, Pennsylvania. Iran's dictator, Muhammad Reza Pahlavi, is overthrown in a revolution led by Shi'ite Muslim clergymen. Militant students storm the U.S. embassy in Tehran, capturing more than 52 Americans, and holding them hostage for 444 days.*

The first convention of the Canadian division of OPEIU is held in Ottawa. Delegates establish the Canadian Consultative Committee to assist the Vice Presidents. Howard Coughlin retires and the union's executive board elects John Kelly International President.

Organizing: Group Health Insurance, Florida (Local 153); Wesleyan University (Local 153); Saginaw, Michigan County Employees, East Tennessee Baptist Hospital (Knoxville, Local 475); American Red Cross (Lansing, Michigan, Local 459); Passaic County Employees (Local 153); Lafayette College (Philadelphia, Local 14); Oberlin College and Professional Employees (Oberlin, Local 502).

**1980** *Ronald Reagan is elected President. A gunman shoots and kills John Lennon. IBM*

*introduces the IBM PC, starting the personal computer revolution. Mount St. Helens erupts in Skamania County, Washington, killing 57 people. U.S. boycotts Summer Olympics in Moscow to protest the 1979 Soviet invasion of Afghanistan. U.S. hockey team beats the U.S.S.R. in the Winter Olympic games, the first time since 1960.*

OPEIU holds its 15th Convention in New York City. John Kelly is elected International President. OPEIU membership reaches 125,000.

Delegates of Convention adopt a resolution thanking Canada for sheltering six Americans and saving their lives in Tehran, Iran (1979).

**1981** *Sandra Day O'Connor becomes the first woman to serve on the U.S. Supreme Court. Inflation in the U.S. hits 14 percent. First U.S. Secretaries Day. Federal air traffic controllers begin a nationwide strike after their union rejects the government's final offer for a new contract. Most of the 13,000 striking controllers defy the back-to-work order, and are dismissed by President Reagan on August 5.*

OPEIU locals throughout the United States travel to Washington, D.C. to participate in Solidarity Day.

Organizing: Golden Gate University (Local 3); Washington Metropolitan Transit Authority (Local 2); Dowling College Organized and Fairleigh Dickinson (Local 153).

**1982** *Great Britain and Argentina go to war over the Falkland Islands. E.T. is released in*



OPEIU General Counsel Joe Finley (second from left) appears before the U.S. Supreme Court with his attorney daughter Lucinda Finley (far left) to argue for women to collect discrimination awards tax-free. Also pictured are President John Kelly, Business Representative Faye Orr, Vice President Jim Sheridan and Secretary-Treasurer Gilles Beauregard.

American theaters. A boycott is initiated by the Industrial Association of Machinists against Brown & Sharpe, a machine, precision, measuring and cutting tool manufacturer, headquartered in Rhode Island. The boycott is called after the firm refuses to bargain in good faith and forced the union into an unwanted and bitter strike, during which police spray pepper gas on some 800 IAM picketers at the company's North Kingston plant. The National Labor Relations Board (NLRB) subsequently charges Brown & Sharpe with regressive bargaining, and of entering into negotiations with the express purpose of not reaching an agreement with the union.

Local 251 wins historic agency shop in right-to-work state of New Mexico. Employees of Sandia Laboratories vote two-to-one to ratify contract. Members of Local 434 in Montreal gain agreement providing a breakthrough in maternity leave.

Organizing: City of Richmond Police Department (Local 11); Coca-Cola (Local 179).

**1983** Three hundred U.S. and French troops are killed in Beirut, Lebanon when a suicide bomber drives a truck filled with explosives into their barracks. The United States invades Grenada in a military campaign called Operation Urgent Fury.

International Executive Board elects Romeo Corbeil to the



AFL-CIO Solidarity Day 1981.



Local 153 members on strike on Wall Street in 1985.

office of Secretary-Treasurer by a unanimous vote. Corbeil had a long history as an organizer, representative, vice president and Canadian director.

Canadian labor movement launches Solidarity Day protesting reactionary legislative proposals. Solidarity Day III is conducted in Vancouver, B.C. Some 50,000 trade unionists participated, including members of Locals 378 and 15.

**1984** *The U.S. Center for Disease Control announces that a newly isolated virus called H.I.V. is the cause of AIDS. The Soviet Union and most of Eastern Europe boycott the Summer Olympics in Los Angeles. Ronald Regan is re-elected in the U.S. presidential election.*

OPEIU sues the TVA for sex discrimination on behalf of its female members. TVA had implemented pay schedules that would lead to higher increases in male-dominated job titles.

Howard Coughlin founder and builder of the International union, passes away after a lifetime of service to the OPEIU. Coughlin served on the presidential advisory commissions on education and equal opportunity. He also served as a

chair of the American Arbitration Association.

**1985** *Scientists discover a hole in the ozone layer. Mikhail Gorbachev calls for glasnost and perestroika in the Soviet Union.*

Local 2 achieves first contract with the Washington Metropolitan Area Transit Authority. Thousands of members strike Local 153 Depository Trust on Wall Street, the hotel industry in New York City and East Nassau Medical Group. Local 153 successfully resolved all three strikes, winning major gains for its members.

Local 12 members take on employer, Minnegasie in a shareholder proxy battle and emerge victorious when OPEIU activist John Shand is elected to Diversified Energies' Board of Directors.

Organizing: Monmouth College (Local 32).

**1986** *The largest nuclear accident in history occurs at Chernobyl in the Soviet Union. The Space Shuttle Challenger explodes shortly after take-off, killing all who were aboard. The Irangate scandal breaks.*



OPEIU float in support of solidarity.

*1,700 female flight attendants win an 18-year lawsuit (that included \$37 million in damages) against United Airlines, which had fired them for getting married.*

OPEIU Local 57 conducts a major bank strike at 26 Caisse Populaire locations. After a lengthy strike, a successful settlement is reached.

International Secretary-Treasurer Romeo Corbeil retires after a long career of service to the OPEIU. Gilles Beauregard is elected Secretary-Treasurer.

Delegates to the 1986 convention establish a scholarship



Local 3, San Francisco, California and Local 29, Northern California/Nevada, at a march.

fund for members and their dependents and adopt a policy statement stating the union's mission and philosophy.

Organizing: Ozaukee County (Local 35).

**1987** *Pay equity legislation is passed in Ontario. A West German pilot lands unchallenged in Moscow's Red Square. Black Monday, October 19, 1987, the Dow Jones Industrial average fell 22.6 percent, the largest one-day decline in recorded market history.*

OPEIU begins participation in Union Privilege Program, paving the way for the OPEIU MasterCard.



OPEIU members and their families at Family Day, Washington, D.C.



Local 153 members on strike against the Trust Company in New Jersey.

As a result of a settlement of a lawsuit filed by OPEIU, thousands of OPEIU's female members at the TVA receive a total of \$5 million in pay equity raises.

OPEIU conducts an education conference, where participants learn how to lobby on behalf of members and their families.

San Diego Hospital workers win their first contract. OPEIU members at the New York Stock Exchange strike for improved pension and health care benefits. Local 1 celebrates its 80th anniversary.

Organizing: Highway Traffic Board (Local 39).

**1988** George Bush is elected President of the U.S. Canada and the U.S. reach free trade agreement (NAFTA). Pan Am Flight 103 explodes from a terrorist bomb over Lockerbie, Scotland.

OPEIU rallies with thousands to bring about legislation sympathetic to the needs of working families. Members throughout the U.S. travel to Washington, D.C. for Family Day.

Winners of OPEIU's Howard Coughlin Scholarship competition are announced.



Newly elected CLUW National Vice President Gwen Wells, OPEIU Education and Research Director (second from the right, standing), appears with the other members of the CLUW Officers Council. Also pictured is the current CLUW President Gloria Johnson (far right, seated).



Local 15 convention delegates support Eastern Airlines strikers in Miami, Florida.

**1989** Chinese troops open fire on students protesting for democracy in Tienanmen Square. The Exxon Valdez oil spill in Alaska's Prince William Sound is the largest in U.S. history. Its remote location (accessible only by helicopter and boat) makes government and industry response efforts difficult and tests existing plans for dealing with such an event.

OPEIU rallies its support for Eastern Airline workers at LaGuardia and Miami international airports.

**1990** The Berlin Wall falls. Iraqi troops invade Kuwait.

Local 8 wins an election to represent American workers at Sea Mar. The election is a monumental achievement as Sea Mar is only the second group in the state of Washington to be represented.

**1991** U.S. led military blitz expels Iraq from Kuwait. A coup attempt against Mikhail Gorbachev fails, but precipitates the collapse of the Soviet Union.

OPEIU again rallies its activists to participate in Solidarity Day II. Activists traveled from as far away as California to stand up for American working families. OPEIU members braved 97-degree temperatures to make a statement to George Bush and House Republicans about workplace fairness and striker replacement.

**1992** Riots rock South Central Los Angeles following the Rodney King verdict. Approximately 50-60 people killed and \$1 billion in damage is caused.

OPEIU backs William J. Clinton in his victorious presidential race against George Bush. OPEIU delegates convene at the 19th convention of the OPEIU under the banner, "Solidarity Works." They develop policies on sexual harassment, free trade and striker replacement.

**1993** Israel and the Palestinian Liberation Organization accept the Oslo Accords as a framework for negotiating a comprehensive peace in the Middle East. World Trade Center bombing by a car bomb that is planted in an underground garage below Tower One. Six are killed and 1040 injured.

Trade unionists travel by bus throughout Canada to participate in a mass demonstration on Parliament Hill known as "Festival for our Future."

Organizing: Teledirect (Local 57).

**1994** For the first time in decades, the Republican Party seizes control of both the U.S. House and Senate.

International President John Kelly passes away. Kelly, who started his career as an organizer, steered the OPEIU through the turbulent '80s and developed programs on education and organizing.



A young Michael Goodwin (seated left), who would become International President in 1994, at a contract signing in 1969.

The International Executive Board elects Michael Goodwin to succeed Kelly. Goodwin, who also began as an organizer, rose through the ranks of Local 153, serving as its business representative, secretary-treasurer and, ultimately, its business manager.

**1995** *The O.J. Simpson murder trial becomes the media event of the century. Sixty-eight people killed in the Oklahoma City bombing, at the Alfred P. Murrah Federal Building.*

OPEIU celebrates its 50th Birthday.

Urging OPEIU delegates to “invest in their future,” International President Michael Goodwin launches a coordinated, nationwide organizing program. Goodwin is elected Vice President of the National AFL-CIO. OPEIU establishes the Models Guild.

OPEIU names a scholarship fund in honor of John Kelly. Romeo Corbeil passes away after a lifetime as the architect of the Canadian sector of the OPEIU.

OPEIU Regional Director Ed Darcy and local organizers win representation rights for a bargaining unit of 1100 in Florida by a two-to-one margin.

**1996** *Bill Clinton is re-elected President of the United States. He later appoints Madeline Albright as the first female Secretary of State.*

OPEIU activists rally to support the AFL-CIO’s “America Needs A Raise” campaign. Two thousand members participate in a rally in Manhattan’s financial district.

Caravans of women in cars and buses converge on Ottawa to take part in rallies intended to focus attention on the need for job creation, job training, national day care programs and an increase of the federal minimum wage.

OPEIU Registered Nurses march on the Capitol to alert the public to the dangers of a volatile health care environment.



OPEIU President Michael Goodwin energizes union members from a number of New York City labor unions.

**1997** *Hong Kong returns to Chinese rule. Scientists are able to successfully clone sheep. President Clinton bars federal funding for any research on human cloning.*

Thousands of podiatrists join OPEIU, forming the First National Union for Doctors. The Federation of Catholic Teachers (FCT), comprised of 3,000 teachers affiliates with Local 153.

**1998** *The U.S. House of Representatives impeaches President Bill Clinton. Terrorists bomb the U.S. embassies in Kenya and Tanzania, killing 224 people.*

Eleven thousand members of the National Federation of Clinical Social Workers affiliate with OPEIU. The Pennsylvania Nurses Association affiliates with OPEIU, adding 2,500 new members.

**1999** *A war erupts in Kosovo. The U.S. Senate acquits President Clinton in his impeachment trial.*

**2000** *George W. Bush is elected President of the United States. The Bureau of Labor Statistics reports 265,000 new union members in 1999, bringing the total to 16.5 million, which is the largest increase in two decades.*

**2001** *September 11, 2001 (9-11), a series of coordinated suicide attacks against targets in the U.S. that involve hijacking four commercial airliners. The jets are used as flying bombs killing 2,995 people at the World Trade Center, the Pentagon and a Pennsylvania field. In addition to the loss of life, the twin towers of the World Trade Center and five other buildings in NYC are destroyed or partially collapsed, and a portion of the Pentagon is also severely damaged. Because of the attacks, the United*



Children join in support of a Federation of Catholic Teachers new contract.



President Goodwin calls the OPEIU's organization of 100,000 members in the U.S. "a triumph," and says he looks forward to reaching 200,000 members in the future.

*States, with support from the United Kingdom and the Northern Alliance, invades Afghanistan in October 2001 as part of its "War on Terrorism."*

OPEIU reaches landmark 100,000 members in the U.S. A celebration is held at the AFL-CIO building in Washington, D.C. on May 7.

**2002** *Department of Homeland Security established. It is a department of the federal government of the United States concerned with protecting the American homeland and safety of American citizens.*

**2003** *Republicans take narrow control of Senate following 2002 elections. Space Shuttle Columbia disaster, killing the entire seven member crew. This is the second loss of a space shuttle. Invasion of Iraq begins on March 20, 2003, when forces belonging primarily to the United States and the United Kingdom invade Iraq, leading to the collapse of the Ba'athist Iraq government in about three weeks and the start of the U.S.-led occupation of Iraq. Saddam Hussein is captured alive, on December 13, 2003 in a raid near Tikrit.*

## Organize and We All Win!

**2004** *Martha Stewart convicted on all counts of obstructing justice and lying to investigators about a well-timed stock sale. Discovery of "planetoid" Sedna, 84 million miles from the sun.*

In a major victory for OPEIU, nearly 1,000 Prudential Insurance Company of America representatives in 40 states vote to join OPEIU Local 153.

# The three years since our last convention have been busy ones!



OPEIU and other representatives from the New York labor movement rang the opening bell on Wall Street on August 29, 2003.



OPEIU member Candy Morton (right) graduates from the George Meany Center for Labor Studies, National Labor College. Also pictured is Carolyn Lewis.



United Farm Workers President Arturo Rodriguez presents International President Michael Goodwin with a signed portrait. Rodriguez was a guest at a 2003 OPEIU Executive Board Meeting.



ITPE President John Conley contributes to WTC relief fund.



Executive Board members of the newly formed PHPA Council receive official document from Secretary-Treasurer Carol Dupuis and International President Michael Goodwin.

## AFL-CIO endorses Kerry for president

The 13 million member AFL-CIO has endorsed Senator John Kerry in his bid for president, saying that "America Needs Good Jobs!"

"We've had three years of national priorities that placed the special interests of corporations and the wealthy over those of regular workers and their families," AFL-CIO President John Sweeney said. "John Kerry will lead us in our fight to make creating good jobs America's number one priority ... to make affordable health care a right and not a privilege ... He will fight so that we have trade that's fair to workers here at home and fair to workers around the world."

"America has a jobs crisis. We've lost 2.8 million good manufacturing jobs over the past three years, more than in the preceding 22 years," read the AFL-CIO General Board's statement to endorse Kerry. "Today we are unified in our support of a presidential candidate, one who not only can take on President Bush, defeat him and turn our nation around, but who is all of the best things America has to offer."

"The AFL-CIO wholeheartedly endorses Senator Kerry for president," continued the statement. "We pledge to him and to the nation that we will run the most powerful campaign in the history of our movement — a campaign of, by and for America's working families."

Sweeney pledged that the union movement would mobilize earlier, and on a larger scale, than ever before in its history for the 2004 elections. One out of four voters in 2000 were from union households.

The General Board of the AFL-CIO voted without opposition to endorse Senator Kerry, with several unions abstaining, including the UAW and UNITE.



The AFL-CIO's President John Sweeney (right) and Secretary-Treasurer Richard Trumka endorse democratic presidential candidate John Kerry.



## When is enough, enough?

By Michael Goodwin, International President

It is with a great sense of sadness that an attempt is being made to form a separate Canadian National Union and conduct an unauthorized election led by a few ambitious and misguided individuals. The current provisions of the OPEIU Constitution require that before such an election can be held, it would have to be preceded by a Canadian Convention where the issues could have been thoroughly discussed and debated and where delegates could have approved or disapproved of the implementation of Article XIV, Section 1, "Canadian Autonomy." If such a request would have been made, an impartial agency would have been engaged by OPEIU to run a secret ballot election among only members in good standing, and with accurate mailing lists. The only thing done in secret has been the plotting and planning behind the back of the International Union.

Despite being made aware of the provisions of the Constitution at a meeting on May 5-6 in Washington, D.C., Canadian Director Jerri New and the Canadian National Committee published and disseminated a form to OPEIU members in Canada titled "Canadian Autonomy Authorization." This action makes it clear that the Canadians do not want to belong to OPEIU anymore.

Canadian Director Michel Lajeunesse retired on March 22, 2004 at the CNC meeting in Vancouver, BC. By April 7, less than three weeks later, the "New" leadership was proposing a break up of the relationship between the U.S. and Canada that has existed for more than fifty years. How could it be that in such a short period of time, such a major decision could be made without discussion or debate among the 34,000 Canadian members? Obviously, the plot was being cooked long before April 7.

Over the last three years, I have tried to cor-

rect an inequitable financial system. Four years ago, the record indicated that for the period ending February 28, 2000 the Strike Benefit and Defense Fund paid out \$3.6 million relating to Canada against revenue of \$509,330. Concerned with the enormity of the gap, I met with then Canadian Director Michel Lajeunesse and Secretary-Treasurer Gilles Beauregard and suggested amending benefit rules to make it more equitable for all OPEIU members. I was concerned that too much of the funds would go to Canada, leaving little or nothing for U.S. members facing a strike. While Lajeunesse and Beauregard were considering ways and means of solving the problem, additional payments were made to Canada bringing the three-year total for the period ending February 28, 2002 to \$6.2 million against revenues of \$1.6 million.

In September 2002, then Secretary-Treasurer Carol Dupuis and I met with Lajeunesse and Pierre Gingras, then OPEIU Canadian Legal Counsel in Washington, D.C. They were shown the records for the SB&D Fund and the General Fund. The records indicated that more than \$10 million in deficits have accumulated since 1977, much of it in recent years. After two days of investigation, both Lajeunesse and Gingras agreed that the financial records were accurate. In November 2002, a financial presentation was made by Carol Dupuis and me to the CNC in Montreal, PQ. **Here again, Lajeunesse and Gingras stated that the financial accounting was accurate.** Over the last four years, I have been trying to negotiate a solution to the financial inequity. The Canadians enjoyed what I call a "bounce free" checking account at the expense of U.S. members. When the revenue paid by Canadians to the General Fund exhausted, the International Union kept on writing checks to pay Canadian bills. **In fact, all of the per capita tax increases approved at the June 2001 Convention paid by U.S. Local Unions to the General Fund through the month of June 2003 were used to cover Canadian deficits.**

The Finance Committee met with Lajeunesse in May 2003 and he suggested the concept of solving the financial problem by establishing a separate SB&D Fund to build up revenues large enough to minimize the possibility of bankruptcy. The Finance Committee accepted Lajeunesse's concept and recommended a per capita tax increase of \$1.98, divided between the GF and the SB&D Fund in equal amounts over three years. This proposal was discussed with the Executive Board and presented to the CNC in March 2004 – again, a proposal originated by the Canadian Director in concept and agreed to by the Finance Committee, designed primarily to help reduce Canadian deficits. Lajeunesse told me that an effort could be made to reduce spending in Canada by taking auster-

ity measures and combining Executive meetings. For example, Canadian Vice Presidents go to four Executive meetings per year – two Canadian and two U.S. That's twice as many as U.S. Vice Presidents. **He also said Jerri New confirmed to him in April 2004 that her Local 378 could afford the \$1.98 per capita tax increase.** Despite all of the evidence and willingness of the U.S. Vice Presidents to recommend that U.S. Local Unions pay more to help solve the Canadian financial problem, the "New" Canadian Director said no. According to her, there will be no additional money sent to the U.S. In other words, the U.S. was getting the old slap in the face. When someone puts \$2.6 million in a pot and takes out \$3.2 million, the response should be "thank you." It is clear to the leadership in the U.S. that this confrontation was by design. It is not credible to say that the International Union has suddenly become "persona non grata" less than three weeks after the "New" Canadian Director took over. Again, the plot and plan had to be in the works for a long time. Complaints about the salary and expenses of International officers and their staffs fall on hollow ground when you consider that such costs have been in effect for more than fifty years without objection. The truth is, the Canadians never paid the full cost because they never paid in enough money to cover Canadian deficits. When the International Union and their staffs went to get paid in full, this was not possible because Canadian bills were paid first and there was little or nothing left.

The Executive Board was forced to respond to this hostile Canadian activity to protect its interest and dues dollars of U.S. Local Unions. That's why it is critical that Article XIV – Canada, of the OPEIU Constitution be changed to make sure that no additional U.S. dollars are sent to Canada to cover Canadian deficits along with revised voting rights. U.S. officers do not vote at Canadian Executive meetings or at Canadian conventions. Therefore, Canadians should not have the right to vote at U.S. Executive meetings or conventions. This loophole needs to be changed.

In order for U.S. and Canadian members to have a venue where common issues facing workers on the North American continent can be discussed, we have proposed establishing the "OPEIU North American Confederation." This body would be an international group to deal with issues that affect the membership in both Canada and the U.S. Representation would be based upon membership, and it would be guaranteed that of the two principal officers of that organization, a President and Secretary-Treasurer, would be one from the U.S. and one from Canada.

The OPEIU Executive Board rejected all proposals on an affiliation arrangement with Canada and set the policy of "keeping the union together" at its April 2004 meeting. It is this policy that we will recommend to the convention that will provide both Canada and the U.S. with additional autonomy and ensure the International Union of financial soundness.

