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001. profiles	POB (Partial) (1 page)	04/28/1997	b(6)
002. memo	DOB's (Partial); SSN's (Partial) (1 page)	05/22/1997	b(6)
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2013-0306-F
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RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

- C. Closed in accordance with restrictions contained in donor's deed of gift.
- PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).
- RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

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January 1997

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Note For Maria Echaveste

From: Bill Samuel
Re: Union List
Date: April 28, 1997

I'm faxing to you a list of AFL-CIO Executive Board members with a brief description. I prepared it for Administration officials who traveled to the last two AFL-CIO winter meetings. It's up to date as of February, 1997. I should have given you a copy when you got your new job, but I was afraid that if I did, you'd never have any reason to call me. Only kidding.

I'm also sending a list with mailing addresses and phone numbers of the Executive Council.

By the way, when Rich Trumka moved to the AFL, the Mine Workers lost their seat on the Council. So if you want to invite them to the FDR Memorial, the President is Cecil E. Roberts, 900 15th Street, N.W. 20005 (842-7200).

I put in a call to David St. John for Lane Kirkland's number and I will call you when I get it.

Reuther

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The AFL-CIO Executive Council

The officers of the AFL-CIO were elected in October 1995 to a two-year term.

President John Sweeney -- formerly the President of the Service Employees International Union. Sweeney took over SEIU in 1980, having previously served as president of a large building maintenance workers local in New York City. Sweeney is carrying out an ambitious agenda for the Federation, reorganizing both its headquarters staff and field operations. In 1996, the AFL-CIO reportedly spent $35 million on grass roots political action and organized its first "union summer," in which 1,000 young activists were trained and sent into the filed to help in local organizing campaigns. Also during 1996, the Federation began its "America Deserves a Raise" campaign, leading to the enactment of the minimum wage increase and, the AFL-CIO hopes, a renewed interest in unions and collective bargaining. The AFL-CIO has announced that among its priorities for 1997 will be opposition to the privatization of Social Security and efforts to fight cuts in Medicare.

Secretary-Treasurer Richard Trumka -- formerly the President of the United Mine Workers. Trumka was a rank-and-file coal miner who rose through the union and in 1981 at age 33 was elected president. Trumka led the UMWA through several major strikes (including one against the Pittston Coal Co. in 1989 and a nationwide strike in 1993 - both of which were settled with the help of a special mediator appointed by the Secretary of Labor); but he also negotiated ground-breaking agreements without strikes. He is a strong proponent of labor law reform. In 1994, President Clinton appointed Trumka to the Bipartisan Commission on Entitlement and Tax Reform, where he defended social security, Medicare, and other federal entitlement programs. At the AFL-CIO, Trumka has been developing a program to use worker pension funds and other assets to force changes in the governance of U.S. businesses.

Executive Vice President Linda Chavez-Thompson -- formerly a vice president of AFSCME. Chavez-Thompson was the first person of color to become an officer of the AFL-CIO, and is the highest ranking woman in the labor movement. Born (b)(6) Chavez-Thompson was the daughter of sharecroppers and, as a union organizer, rose through the ranks of AFSCME to become one of its Vice Presidents. Since the AFL-CIO election, Chavez-Thompson has traveled across the country speaking to state federations of labor and local central labor bodies. [001]

The Executive Council (by union in order of size):

Bob Georgine -- President of the Building and Construction Trades Department. The Building Trades top priorities remain Davis-Bacon and the Service Contract Act, construction safety, and regulations governing multi-employer health and retirement funds (Taft-Hartley funds). Another priority for this session of Congress is repealing an independent contractor provision that was quietly passed last year as part of the minimum wage bill. The provision shifts the burden of proving misclassification from the employer to the IRS.

At a recent governing board meeting, the unions decided not to pursue a Davis-Bacon reform bill as long as the Republicans remain in control of Congress. While the trades are willing to discuss making improvements in the collection of prevailing wage data, they remain opposed to making any major changes in the wage survey system that is currently administered by the Department of Labor Wage and Hour Division.

In addition to being President of the Building Trades Department, Georgine is President and CEO of Union Labor Life Insurance Company (ULLICO) - an insurance company that provides pension and health coverage for multi-employer funds. As a result, Georgine will soon be named to the National Advisory Commission on Consumer Protection and Quality in the Health Care Industry. The Building Trades oppose state taxation of multi-employer plans to fund public health care institutions and argue that states are pre-empted from doing this by ERISA. AFSCME is on the other side of this contentious issue.

1. **Ron Carey** -- President of the International Brotherhood of Teamsters. Carey was just re-elected to another five year term, defeating James Hoffa, the son of the legendary union leader. In 1989, the union entered into a consent decree with the federal government to settle a racketeering complaint brought by the Justice Department. In addition to holding direct elections under a court-appointed monitor, the union agreed to cooperate with a government-created Independent Review Board - a three member watchdog panel - that investigates charges of corruption. Carey is credited with making impressive strides against the union's corrupt old guard, taking control of over 60 locals and removing or disciplining hundreds of local and regional union officials.

Carey was a vocal opponent of NAFTA, particularly the trucking provisions that will eventually allow Mexican trucks access to the entire U.S. The Administration - led by the Department of Transportation - has notified the unions that it will soon lift the moratorium on cross border trucking. A moratorium held up the border opening last year after serious concerns were raised about truck safety. DOL is consulting with DOT on the need to negotiate an agreement with Mexico that would give DOL greater access to company records so that it can enforce labor protection statutes, including the minimum wage and OSHA.

A majority of the strikers at the Detroit News and Detroit Free Press are members of the Teamsters. The union's agreement for nearly 200,000 workers at the United Parcel Service is up for renegotiation this summer.

> **(Mr.) Carroll Haynes** -- Haynes is a Vice President of the IBT from New York City and is a Carey supporter.

2. **Gerry McEntee** -- President of the American Federation of State, County and Municipal Employees. McEntee chairs the Executive Council's political action committee, and remains among the Administration's most vocal and enthusiastic supporters. He was critical of the President's decision to sign the Welfare bill and has been to the White House to raise concerns about the displacement of public sector workers by welfare recipients and the need to assure that these new workers are protected by the minimum wage and other labor laws. He has also expressed concern about state efforts to privatize social service agencies, in particular, the state employment services.

AFSCME has led a large coalition of public interest groups opposed to the Balanced Budget Amendment and will work to protect Medicaid funding for disproportionate- share hospitals. Because AFSCME represents workers in public hospitals, McEntee follows health care issues and will soon be named to the National Advisory Commission on Consumer Protection and Quality in the Health Care Industry.

He was instrumental in the creation of the Secretary of Labor's Task Force on Excellence in State and Local Government Through Labor Management Cooperation. The report, which was released in March 1996, argues that greater employee involvement leads to improvements in public service. The report cites numerous examples where collective bargaining relationships in state and local government have led to improved service.

> **Bill Lucy** -- Secretary-Treasurer of the American Federation of State, County and Municipal Employees. Lucy is active on welfare, civil rights and international affairs. He was a leader in U.S. anti-apartheid movement.

3. Andy Stern -- President of the Service Employees Union. Stern, the union's young and aggressive former organizing director, was elected last year on a reform ticket that ousted Richard Cordtz, Sweeney's Secretary-Treasurer and successor as SEIU President. Stern has completely restructured the staff around an ambitious program to organize new workers.

Under Stern, the union had a history of using aggressive tactics to organize low wage service workers, particularly in hospitals, nursing homes, and commercial buildings. As part of its "Justice for Janitors" campaign, SEIU asked the Administration to use its clout as a major tenant to pressure Washington, D.C. landlords to provide better pay and benefits to janitorial workers.

Stern is active on health care issues and recently criticized the Administration's plan reduce Medicaid spending. He will closely follow the activities of the National Advisory Commission on Consumer Protection and Quality in the Health Care Industry.

4. Doug Dority -- President of the United Food and Commercial Workers. Dority chairs the Executive Council Committee on Public Affairs. Dority was UFCW's organizing director and is vocal critic of the anti-union tactics of many large businesses. He led a well publicized battle against Food Lion, exposing the company's mistreatment of employees and its poor safety and health record. Food Lion responded by suing the union for $100 million under civil RICO.

Because UFCW represents workers in poultry and meat packing plants, Dority is anxious to get an ergonomics standard that would protect his members against repetitive motion injuries. Dority is also interested in health care and pensions.

5. Steve Yokich -- President of the United Auto Workers. In November, the UAW wrapped up the last of its Big Three auto contracts, signing a three-year agreement with GM after several weeks of difficult bargaining over job security, and local strikes that involved nearly 15,000 autoworkers at several major U.S. assembly plants. In September, GM had been the target of a 21 day strike by the Canadian Auto Workers (not affiliated with the UAW) that had forced GM to layoff nearly 20,000 U.S. workers. The GM agreement was modeled after contracts signed earlier with Ford and Chrysler that included corporate commitments to maintain 95 percent of current UAW jobs. A 17 day strike in March 1996 over outsourcing at two Ohio brake plants virtually shut down GM's North American operations. Secretary Reich remained in touch with GM CEO Jack Smith and Yokich throughout both strikes.

Trade remains an important issue for the UAW, as well as OSHA, labor law reform and striker replacement.

While the second of the UAW's two national strikes against Caterpillar ended in 1995, the union is still in litigation against the company for alleged unfair labor practices committed during and after the strike.

The UAW-Machinists-Steelworkers merger plan is on track to be completed by the year 2000.

Carolyn Forrest -- Vice President, United Auto Workers.

6. Jack Barry -- President of the International Brotherhood of Electrical Workers. One-third of IBEW's membership is in construction; one-third in the utility industry, and one-third in manufacturing, broadcasting and telecommunications. IBEW has written DOL to express its very serious concerns over the deregulation and restructuring of the electric utility industry. The union argues that policy makers have so far ignored the adverse effects of deregulation on communities and workers. Davis-Bacon and other construction industry issues remain a top priority of the IBEW.

7. Albert Shanker -- President of the American Federation of Teachers. Shanker has been suffering from cancer for several year. Informal talks continue between the AFT and the National Education Association about a possible merger. The union is pushing a national program of teacher accountability and quality standards called "Lesson for Life." Shanker remains one of the strongest supporters of public education and lobbies hard for education funding at all levels.

8. George Becker -- President of the United Steelworkers of America. The Steelworkers, UAW and Machinists have agreed to merge into one union by the year 2000. The Steelworkers recently won a new 4-year agreement with Bridgestone/Firestone after a lengthy labor dispute that included a 10 month strike and the hiring of 4,000 permanent replacement workers (The USW merged with the Rubber Workers in 1995). As a result of the new agreement, every striker will be recalled.

A strike involving 4,500 steelworkers at Wheeling-Pitt, where the union and the company are at odds over pension issues, is now in its fourth month. There are no talks scheduled. Bargaining with Goodyear and Uniroyal-Goodrich will begin in a few months. John Sellars is the union's V.P. for the rubber industry.

Job safety, striker replacement, and labor law reform are key legislative issues for the USW and for Becker, a former union organizer. Becker personally lobbied the Administration to reject compromises on the TEAM Act and comp time.

Leon Lynch -- Vice President of the United Steelworkers.

9. **Morty Bahr** -- President of the Communications Workers of America. Bahr is concerned about corporate mergers and the potential for layoffs in the extremely volatile telecommunications industry. ATT and the all the regional bell systems are unionized, but CWA has not been able to organize ATT's main rivals, Sprint and MCI. CWA initially opposed the proposed Bell Atlantic-NYNEX merger, but Bahr recently announced that after months of negotiations, he was satisfied that a positive labor relations framework has been agreed to.

Bahr was a vocal NAFTA critic and has closely followed the accord's implementation with respect to the protection of labor union rights in both the U.S. and Mexico. CWA used the labor side agreement to bring attention to Sprint's decision to close a California facility during an organizing drive (the NLRB subsequently ruled in favor of the workers).

There are no major telephone negotiations in 1997. However, CWA's contract with NBC expires this year.

10. **George Kourpias** -- President of the International Association of Machinists. IAM will merge with the UAW and Steelworkers in the year 2000. In September, 1996, the IAM agreed to a new contract with McDonnell-Douglas after a 94 day strike that idled 6,700 hourly workers at the company's aerospace facility in St. Louis. Secretary Reich was personally involved in discussions with the two parties.

IAM, which owns 15% of TWA's stock and has two seats on its board of directors, recently called for the ouster of its CEO amid rumors that he was planning to downsize the financially-troubled airline. The union represents 15,000 of the company's 24,000 employees.

Kourpias is a vocal critic of U.S. trade policy, particularly the export of critical aerospace technology and the practice of outsourcing airplane parts manufacture to foreign companies. After a lengthy strike against Boeing in 1995, the IAM reached an agreement on outsourcing that protected much of its U.S. workforce. Kourpias served on the Advisory Council on Social Security.

11. **Doug McCarron** -- President of the United Brotherhood of Carpenters. McCarron is focused on building trades issues. Prior to his election as UBC President in September 1995, McCarron was the top carpenters union official in Los Angeles.

12. **Arthur Coia** -- President of the Laborers International Union. Coia chairs the Executive Council's Organizing Committee. Coia is expanding his union's organizing efforts to include non-building trades occupations, and he is a strong supporter of labor-management cooperation. Under an agreement reached with the government in 1994, the Justice Department maintains strict oversight of the union's activities and can take direct action if Coia does not take sufficient steps to clean up the union himself. The union just held its first secret ballot election for the union's top

officers (Coia won re-elected by an overwhelming vote).

The Laborers major legislative issues include Davis Bacon and construction safety. On July 31, the Labor Department issued a proposed rule that would continue the suspension of regulations -- opposed by the building trades and supported by nonunion contractors - that would permit contractors to use lower paid "semi-skilled helpers" on federal construction projects.

13. Frank Hanley -- President of the Operating Engineers. The OEs are mainly a construction union, but 25% of the membership work as stationary engineers in large commercial buildings, hospitals and schools. The OEs maintain an interest in Davis-Bacon, construction safety and training for specialized skills like hazardous cleanup.

14. Moe Biller -- President of the American Postal Workers Union. Biller is focused on protecting the postal service from privatization and preserving the integrity of the federal health insurance and retirement systems -- particularly in light of effort to balanced the budget. APWU views Hatch Act reform and Family and Medical Leave as the greatest accomplishments of the first term. In 1984, President Biller and two other federal union presidents were charged with violating the Hatch Act for their support of Presidential candidate Walter Mondale.

15. Jay Mazur -- President of UNITE. Mazur was president of the International Ladies Garment Workers before it merged with the Amalgamated Clothing and Textile Workers to form UNITE (Union of Neddletrades, Industrial and Textile Employees). ACTWU and the ILG have lost hundreds of thousands of jobs to imports and trade remains a major concern to the new union.

UNITE supports the Department of Labor Wage and Hour Division's program to wipe out garment industry sweatshops, but believes that unionization is a more reliable method of protecting workers than government enforcement of the wage and hour laws, and Mazur has occasionally been critical of the department for specific enforcement decisions. He serves on the Apparel Industry Partnership, a committee that was convened by President Clinton on August 2 to develop strategies to assure consumers that goods are not manufactured under sweatshop conditions. The Partnership is made up of industry leaders, union representatives and consumer organizations and is expected to make recommendations to the apparel industry in late February.

UNITE has been lobbying to protect legal immigrants and welfare recipients from cuts in federal aid.

Clayola Brown -- Vice President of UNITE.

16. Ed Hanley -- President of the Hotel and Restaurant Employees Union. HERE represents workers in many of the major hotels, restaurants and casinos in the U.S. HERE entered into consent decree with the Justice Department in December, 1995 to rid the union of organized crime.

17. Boyd Young -- Newly-elected President of the Paperworkers International Union, headquartered in Nashville. Young replaced retiring President Wayne Glenn. The Paperworkers recently achieved a settlement with Staley, a manufacturer a sweeteners for soft drinks and other products. Staley was one of the three major employers being struck in Decatur, Illinois (the others were Caterpillar and Bridgestone/Firestone). The Paperworkers initiated the effort to ban the use of permanent replacement workers after the bitter International Paper strike in Jay, Maine.

18. Martin Maddiloni -- Newly-elected President of the United Association of Plumbers and Pipefitters. Apprenticeship and training, as well as Davis-Bacon and job safety, are important to the UA.

19. Vincent Sombrotto -- President of the National Association of Letter Carriers. NALC remains deeply concerned about the federal budget and worries that the Administration will not support adequate funding for the postal service as well as for federal retirement and health benefits.

20. John Sturdivant -- President of the American Federation of Government Employees. On January 2, the Washington Post reported that Sturdivant is undergoing treatment for Leukemia, a conditions that was diagnosed on December 20. Recent reports indicate that Sturdivant is responding to chemotherapy and hopes to be back at work within a few weeks.

AFGE has played a key role in the Administration's reinvention efforts and in keeping the focus on the Republicans in Congress during the government shutdown. During the last Congress the Administration worked with Sturdivant to kill an amendment that would have denied union representatives official time to conduct union business.

21. Al Whitehead-- President of the International Association of Firefighters. In addition to federal safety regulations, the Firefighters are interested in public employee bargaining and pensions. Whitehead requested the Administration's help in number of areas prior to his union's August convention and was able to announce to his membership that the White House was being responsive to each request. Specifically, the union requested that OSHA clarify its regulations with regard to the so-called "2 in/2 out" rule which requires that two employees remain outside a building fire to provide emergency assistance. On July 29, OSHA issued a memorandum strengthening the regulation.

22. Arthur Moore -- Sheet Metal Workers International Association. The majority of the union's membership is engaged in commercial and industrial construction (they build most U.S. auto plants); about 25% of the union's membership works in the manufacture of construction materials. In addition to Davis-Bacon and construction safety, Moore is concerned about the misclassification of construction workers as independent contractors.

23. Edward Fire -- Newly-elected President of the International Union of Electronic Workers. Fire defeated long-time President Bill Bywater at the union's November convention. Bywater had been a vocal critic of NAFTA and a strong supporter of striker replacement legislation. Major IUE employers are GE and Westinghouse. Contracts covering nearly 50,000 GE workers are up for renegotation this summer.

Gloria Johnson -- Vice President of International Union of Electronic Workers. She is also the President of the Coalition of Labor Union Women. She served on the President's Advisory Committee on Social Security.

24. Frank Hurt -- President of the Bakery, Confectionery, and Tobacco Workers. Hurt is concerned about FDA jurisdiction over tobacco. He prefers a legislative rather than a regulatory solution to control teenage smoking.

25. Jim LaSala -- President of the Amalgamated Transit Union. ATU represents city bus and subway systems, as well as some long distance bus lines, including Greyhound. ATU's most important issues are mass transit funding and statutory labor protections for transit workers. DOL enforces Sec. 13© of the Federal Transit Act, which requires that employees of mass transit systems receive employment protections when federal funds are used to operate a transit system. DOL decisions in this area can be controversial with the ATU.

26. Mike Monroe -- President of the Painters and Allied Trades.

27. James Norton -- President of the Graphic Communications Union. Norton is working in close cooperation with the unionized printing industry to preserve jobs that have been threatened by rapidly changing technologies.

28. Michael Goodwin -- President of the Office and Professional Employees Union.

29. Jack Joyce -- President of the Bricklayers and Allied Craftsman. Joyce is interested in foreign affairs and health care policy, as well as the more traditional building trades' concerns. He supports labor management cooperation efforts in his industry and is concerned about the shortage of skilled tradesmen. He has approached DOL about getting the federal government more involved in labor-management training programs.

30. Robert Wages -- President of the Oil, Chemical and Atomic Workers Union. Wages is outspoken in his criticism of both political parties and has lent financial support to Labor Party Advocates, a group which held a convention last year to consider forming a labor party in the U.S. Wages has spoken up at previous council meetings on the need to focus on the relationship between global environmental issues and U.S. industrial policy.

31. Jake West -- President of the Ironworkers. West is primarily interested in Davis-Bacon and construction safety. He credits OSHA for a successful negotiated rulemaking on steel erectors.

32. Mike Sacco -- President of the Seafarers International Union and the Maritime Trades Department of the AFL-CIO. Sacco's main legislative priorities are the protection of cargo preference laws - requiring that government cargo (foreign aid and military shipments) be shipped on U.S. flagged vessels; and the Jones Act - requiring that sea going cargo within the U.S. be moved on U.S.-built, U.S.-flagged, and U.S.- crewed vessels.

33. Lenore Miller -- President of the Retail, Wholesale and Department Store Union. Miller represents department store workers and is a member of the Apparel Industry Partnership. The Partnership is considering a strategy for assuring consumers that goods are not made under sweatshop conditions. RWDSU will soon merge into the UFCW.

34. Sonny Hall -- President of the Transport Workers Union. TWU represents transit, airline and railroad employees. Maintaining federal funding for mass transit and fighting privatization are major issues for TWU.

35. James Hatfield -- Chairman of the Glass, Molders, Pottery, and Plastics Union.

36. Robert Scardelletti -- President of the Transportation Communications Union. During 1996 TCU the other major rail unions negotiated new five-year agreements with the major freight railroad carriers (there are nearly a dozen rail unions, representing over 145,000 workers). TCU was the second to last carrier to reach an agreement. For the first time in nearly a decade, the contracts were hammered out without strikes or imposed settlements.

Under the Railway Labor Act, either side in a contract negotiation may request mediation from the National Mediation Board, and neither party can resort to self help (strike or lockout) until 30 days after they are released from talks by the NMB. The President then has the discretionary authority to appoint an Emergency Board (PEB) to investigate the dispute. (The 1996 talks involved three Presidential Emergency Boards). Another 30-day cooling off period follows t

37. Randy Babbitt -- President of the Airline Pilots Association (ALPA). ALPA represents pilots at most of the major U.S. carriers, including United, U.S. Air, TWA, and Northwest. American's pilots are independent. Both United, which is employee-owned, and American are in the midst of difficult contract negotiations. Pilots are covered by the Railway Labor Act rather than the National Labor Relations Act, and cannot strike until 30 days after being released from negotiations by the National Mediation Board. American's pilots were released on January 16 and can strike no earlier than February 15.

Babbitt has expressed concerns about the effect of airline mergers and bankruptcies on retiree health care and pensions. ALPA waged a lengthy campaign to represent the pilots at Federal Express and, after winning an election there, was unable to win a first contract. Federal Express pilots recently voted to decertify ALPA as its union.

38. Pat Friend -- President of the Association of Flight Attendants.

39. Mac Flemming -- President of the Brotherhood of Maintenance of Way Employees. During 1996 the BMWE and the other major rail unions negotiated new five-year agreements with the major freight railroad carriers (there are nearly a dozen rail unions, representing over 145,000 workers). BMWE was the last union to reach an agreement. For the first time in nearly a decade, the contracts were hammered out without strikes or imposed settlements.

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40. Arturo Rodriguez -- President of the United Farm Workers Union. Following the death of Caesar Chavez, Rodriguez signaled his intent to continue aggressive organizing in the agricultural fields. The AFL-CIO is currently backing a Farm workers effort to organize Strawberry workers in California.

41. Joe Greene -- President of the American Federation of School Administrators.

42. Sumi Haru -- President of the Screen Actors Guild.

43. Andrew McKenzie -- President of the Leather Goods, Plastic Novelty and Service Workers Union.

44. Gene Upshaw -- President of the Federation of Professional Athletes. Upshaw represents the NFL players.

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CBC
AFL-CIO

CONTRACT SUMMARY

1997 GE Negotiations

July 3, 1997

Statement of Ed Fire, President, IUE, and Chairman, AFL-CIO Coordinated Bargaining Committee

Today, all 14 unions that bargain with General Electric are recommending to our members that they ratify the tentative agreement with General Electric. We have done what we said we would do -- come back with a breakthrough contract.

It's a billion dollar contract, the richest in the history of collective bargaining at General Electric. It achieves breakthroughs in job and income security, early retirement and GE's conduct during union organizing drives.

We reached the agreement Sunday night two hours before the midnight deadline. The agreement has since been reviewed by the various governing bodies of the 14 unions who bargain together as the Coordinated Bargaining Committee of GE Unions.

All of them are recommending ratification by their membership. That process will be completed July 10.

I commend my brothers and sisters in all of the unions in the Coordinated Bargaining Committee for sticking together to see this through.

Over the next three years, in the economics alone, this agreement adds up to a 16 percent increase when you total wages, COLA, an extra holiday and reduced employee pension contributions.

Wages will increase 3.75 percent in the first year, 2.5 percent in the second year and 2.5 percent in the third. By the year 2000, wages will have increased 8.75 percent and COLA will have increased about 4 percent.

For the union workers at GE, there are a number of firsts:

- For the first time ever, we won 30 and Out retirement regardless of age.

- Another critically important job security provision is that this October nearly 10,000 members of CBC unions can retire at their option. Every single one of them who elects to retire must be replaced. That lets younger people move up. That's job security.

- For the first time ever, local union committees will meet with management to create investment opportunities in our plants. Special emphasis will be placed on investment opportunities in the lighting division.

- For the first time in a quarter century, workers gained an extra holiday. It's the Martin Luther King, Jr. birthday and that fulfills a long-time union goal.

- For the first time ever, GE has agreed to abide by a code of conduct in union organizing drives. We intend to take full advantage. IUE, for example, is already petitioning for elections at non-union plants.

- For the first time in years, cost-of-living increases will no longer be diverted to pay for health care improvements.

- For the first time ever, workers can participate in the political process through voluntary contributions via payroll deductions.

When this agreement is ratified, we start to work on building a new relationship with General Electric. When management accepts the helping hand of worker-management cooperation, we will cooperate. In some locations, local unions at GE have such partnerships alive and working well.

AFL-CIO Secretary-Treasurer Rich Trumka joined us at the opening day of bargaining this year. He told the company that the overwhelming national support for the workers at GE came because the situation they faced mirrors the crisis facing U.S. workers and their families. He said GE sets the standard in this country and we intend to raise the bar, not lower it.

So, I'm able to report to Rich and all who supported us that we have indeed lifted the bar. And we start today on lifting it again in the course of the next 3 years.

In short, we're already in an organizing mode and we're in a bargaining mode for the year 2000.

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Wages, COLA and Other Economic Benefits

Wages and COLA

The three general wage increases, immediate wage structure adjustment and six cost-of-living adjustments (COLA) will boost the paychecks of all CBC members over the life of this agreement.

Over the 1997-2000 contract period, across-the-board wage increases total 8.75 percent. In addition, all members working at rates at or above R-18, or more than $16.63, will receive an additional one cent per hour for every 15 cents as part of a wage structure adjustment.

All COLA diversion for medical costs was eliminated, meaning members will see the increases directly in their take-home pay. With an improved COLA formula and under an annual inflation assumption of 3 percent, the COLA provision will generate a total of $0.73 per hour over the life of agreement. Thus, the COLA is equivalent to a general wage increase of 4.3 percent.

For the typical GE member currently making $17 per hour, the projected gain in pay over the life of the contract is $2.09, or a more than a 13 percent increase. In addition, a reduction in the mandatory pension contribution will put another $150 per year in members' pockets.

For the first time in 24 years, members gained another paid holiday --after GE vowed no more pay for time not worked. The contract adds Martin Luther King Jr. Day, or a locally negotiated alternative, for a total of 11 paid holidays each year. The new holiday is economically equivalent to an annual general wage increase of 6.5 cents per hour.

In total, the settlement boosts the economic value of members' wages and benefits by 16 percent.

- Three General Increases
  - 3.75% June 30, 1997
  - 2.50% June 29, 1998
  - 2.50% June 28, 1999
- Wage Structure Adjustment
  - Rates at or above R-18 or over $16.63 on 6/29/97
    - 1 cent for each 15-cent interval

COLA

- No COLA diversion. Six COLA increases under improved formula. One cent COLA payment for each 0.11% increase in CPI-W.

The Bottom Line:

WAGES

Following are three examples that illustrate how the wage and COLA Increases will accumulate.

	Effective Date	GE–Tell City, IN R-30	GE-Louisville, KY Step #2	GE-Lynn, MA R-25
Starting Wage	June 1997	$14.34	$14.43	$20.21
Wage Adjustment	June 29, 1997	$0.10	$0.00	$0.23
		$14.44	$14.43	$20.44
3.75% Wage Increase	June 30, 1997	$0.54	$0.54	$0.77
		$14.98	$14.97	$21.20
COLA	Dec. 29, 1997	$0.09	$0.09	$0.09
		$15.07	$15.06	$21.29
2.5% Wage Increase	June 29, 1998	$0.38	$0.38	$0.53
		$15.44	$15.44	$21.82
COLA	June 29, 1998	$0.13	$0.13	$0.13
		$15.57	$15.57	$21.95
COLA	Dec. 28, 1998	$0.14	$0.14	$0.14
		$15.71	$15.71	$22.09
2.5% Wage Increase	June 28, 1999	$0.39	$0.39	$0.55
		$16.11	$16.10	$22.65
COLA	June 28, 1999	$0.14	$0.14	$0.14
		$16.25	$16.24	$22.79
COLA	Dec. 27, 1999	$0.14	$0.14	$0.14
		$16.39	$16.38	$22.93
COLA	April 24, 2000	$0.09	$0.09	$0.09
Ending Wage	June 2000	$16.48	$16.47	$23.02
Total Wage Change		$2.14	+$2.04	+$2.81
Percent Wage Increase		14.8%	14.1%	13.8%

	Estimated
December 1997	9 cents
June 1998	13 cents
December 1998	14 cents
June 1999	14 cents
December 1999	14 cents
April 2000	9 cents
Total	**73 cents**

- $2.345 per hour projected increase for typical hourly employee over contract term.

Holidays

- Workers gained Martin Luther King Jr.'s birthday as an additional holiday or another day as mutually agreed upon at the local level. The new holiday begins in 1998. It's the first new holiday added to the contract since 1973.

Job & Income Security

Despite GE's claim that 30 and Out wasn't for them in any form, the tentative agreement makes a significant breakthrough in this vital area. CBC won 30 and Out under the special early retirement option (SERO). Workers of any age with 30 years of service can retire if they are impacted.

The "retirement window" was renewed for October-November 1997. The window option to retire is now open to employees with 30 years of service aged 50 to 54. The change doubles the number of workers eligible for retirement and could potentially open nearly 10,000 jobs for laid-off workers across the CBC. The agreement expands who is eligible to claim those jobs, starting with workers with recall rights, followed by employees in preferential placement and former employees who have lost recall rights. The agreement significantly improves the preferential placement system, creating computerized listings of job openings.

In addition to opening jobs for laid off workers, the agreement gives workers a voice in the GE decision-making process from the local to top corporate levels. New job preservation committees will be formed in the plants to discuss job security issues, including ways to improve productivity and build the business. On the corporate level, communication between the CBC and GE will be significantly strengthened with twice a year meetings between the CBC chairman and the IUE-GE conference board chairman and GE's CEO and senior vice president of human resources. The meetings will be used to discuss current and prospective business conditions, investment decisions, exchange ideas for innovative labor-management cooperation and other issues of mutual concern.

30 and Out SERO

- SERO now applies to members with 30 years of qualified service regardless of age who are impacted by job loss that results in layoff or a pay rate reduction of 18 percent or more in a rolling 12-month period.

55/25 SERO Renewed

- SERO continues with all pension improvements and higher supplements for employees age 55 with 25 years of qualified service.

The Bottom Line:

SERO

Thousands of CBC members have gained a safety net with the new SERO protections. They now have the option to retire if they want to, or to be assured that if they stay on the job and are hit with a layoff that they will get full pension benefits. For example, in the IUE:

Benefit	# of Members Covered
30 and Out SERO	8,840
SERO Renewal	6,174
SERO Window	
55-59 years old/25 years of service	3,733
50-54 years old/30 years of service	2,843

Total potential job openings for workers on recall: 6,576

SERO Retirement Window

- Retirement opportunity in October / November 1997 for active SERO-eligible hourly and non-exempt employees age 55 to 59 with 25 years of qualified service.

New SERO Eligibility

- SERO now also applies to employees age 50 to 54 with 30 years of qualified service.

SERO Replacement

- Requires replacement by qualified active or laid off employee with recall rights for any member who elects to retire during the retirement window. Employees in Preferential Placement or former employees with lost recall can also replace.

Plant Closing Pension Option Renewed with Enhanced Benefits

- All pension improvements and supplements apply to the Plant Closing Pension Option (PCPO).
- Employees with 30 years of qualified service are eligible including those under age 50.
- Plant closing severance pay eligibility extended to those laid off within one year before closing announcement date.

Special Supplement Benefit Option Boosted

- Improved Special Supplement Benefit Option for 25-year-qualified-service employees affected by job loss if not eligible for SERO or PCPO.
- Renewal and increase to $325 / month benefit payable before retirement for 24 months or can be held for payment beginning at age 60.

Special Voluntary Layoff and Early Retirement Bonuses Continued

- $10,000 bonus retained for employees age 60 or older with 15 years service electing to retire in cases of job loss.

Job Preservation

- Job Preservation Steering Committees established at locations with 100 or more bargaining unit employees.
- Committees to review job security and productivity matters including job creation opportunities, training for technology changes, potential outsourcing and work practices to increase efficiency.
- Jobs saved through decision bargaining not subject to transfer for at least two years or expiration of contract, whichever comes first.
- Special Placement Procedure extended to non-exempt employees affected by job loss events.

New Preferential Placement Provision

- New company-wide Preferential Placement system established (replaces Preferential Hiring).
- Improves opportunities for placement at other GE locations for employees impacted by work transfers, automation and plant closings.
- New early release provisions provide flexibility to take preferential placement jobs prior to termination.
- Upgrade standard at hiring location to be used for placement selections.
- Special grievance procedure to resolve placement disputes.
- Relocation assistance raised from $1,500 to $2,000 for single employees; and from $3,000 to $4,000 for employees with dependents.
- Travel and living expenses for approved placement interviews increased from $100 to $150.

75% IEA Benefit

- Weekly Income Extension Aid benefits increased to 75 percent from 70 percent.
- GE waiting week for IEA eligibility eliminated.

Annual IDP Reimbursement Hiked

- New $3,500 maximum up from $3,000.
- $1,000 now available for courses and training to prepare employees for entry into new careers.

Organizing Campaign Conduct

Union organizing campaigns at GE plants have been met with vicious attacks that disparage the union, union leaders, the national agreement and the value of the collective bargaining relationship. The CBC achieved a major breakthrough with the creation of a realistic code for fair campaigning. The code recognizes the parties' mutual constructive collective bargaining relationship. GE agreed to recognize all workers' rights under the National Labor Relations Act. Both sides agreed not to produce campaign literature or refer to the other party in ways that demean or belittle the collective bargaining relationship or any union agreements. Under the new arrangement, GE and IUE each will appoint three representatives who will meet to resolve any fair campaign issues as they arise during an organizing drive. In addition, GE and IUE will meet once a year to help ensure that the relationship between GE and its unions is the same on organizing campaigns as it is in the plants.

- Union-company agreement establishes understanding regarding conduct by the company and union during union organizing campaigns.
- Joint oversight committee established.

Pensions

In addition to the pension-related improvements negotiated under SERO and PCPO, the CBC won increases in guaranteed minimum pension tables and regular pension formulas, higher pension supplements and enhanced survivor benefits. A greater portion of members' pay will be exempt from the mandatory 3 percent contribution to their personal pension account—a change that increases take-home pay by $150 for GE members earning $30,000.

Employees with five years of pension service are eligible for a regular pension or a guaranteed pension, both of which are based on pay and length of service. The agreement improves the formula for calculating guaranteed pensions, thus creating a higher table—from $26 to $37 a month for each of service. The regular pension formula

The Bottom Line:

GUARANTEED PENSION TABLE

Final Average Compensation Over	Final Average Compensation Up to	Monthly Pension Per Year of Pension Benefit Service Effective 7/1/97	Final Average Compensation Over	Final Average Compensation Up to	Monthly Pension Per Year of Pension Benefit Service Effective 7/1/97
$—	28,950	26.00	36,750	37,050	30.75
28,950	29,250	26.00	37,050	37,350	31.00
29,250	29,550	26.00	37,350	37,650	31.25
29,550	29,850	26.00	37,650	37,950	31.50
29,850	30,150	26.00	37,950	38,250	31.75
30,150	30,450	26.00	38,250	38,550	32.00
30,450	30,750	26.00	38,550	38,850	32.25
30,750	31,050	26.00	38,850	39,150	32.50
31,050	31,350	26.00	39,150	39,450	32.75
31,350	31,650	26.25	39,450	39,750	33.00
31,650	31,950	26.50	39,750	40,050	33.25
31,950	32,250	26.75	40,050	40,350	33.50
32,250	32,550	27.00	40,350	40,650	33.75
32,550	32,850	27.25	40,650	40,950	34.00
32,850	33,150	27.50	40,950	41,250	34.25
33,150	33,450	27.75	41,250	41,550	34.50
33,450	33,750	28.00	41,550	41,850	34.75
33,750	34,050	28.25	41,850	42,150	35.00
34,050	34,350	28.50	42,150	42,450	35.25
34,350	34,650	28.75	42,450	42,750	35.50
34,650	34,950	29.00	42,750	43,050	35.75
34,950	35,250	29.25	43,050	43,350	36.00
35,250	35,550	29.50	43,350	43,650	36.25
35,550	35,850	29.75	43,650	43,950	36.50
35,850	36,150	30.00	43,950	44,250	36.75
36,150	36,450	30.25	44,250	–	37.00
36,450	36,750	30.50			

also was improved through a more equitable definition of "covered compensation." Another improvement is the "pension adder," which calculates a pension improvement based on the average of pay earned in 1994-1996, including overtime. Early in the negotiations GE attempted to exclude overtime payments from the calculation of the pension adder, but was forced back down.

Guaranteed Pension Tables Raised

- New table range now $26 to $37 / month per year of service.
- Amounts increased $2 / $3 effective July 1, 1997.

Special Pension Update Adder for Long-Service Hourly and Nonexempt Employees

- Special pension update for employees with 25 or more years qualified service, and employees age 55 and older with 20 years qualified service.
- Based on 3-year average earnings from 1994 to 1996.
- All straight-time and overtime earnings included.
- Provides additional pension benefits on top of guaranteed table or regular formula benefit.
- All long-service hourly and non-exempt employees receive update adder.

Special Pension Update Adjustment for Long-Service Exempt Employees

- Career formula adjustment will add benefits for exempt employees with 25 or more years qualified service, and employees age 55 and older with 20 years qualified service.
- All long-service exempt employees receive update adjustment.

Improved Regular Benefit Formula

- Covered compensation fixed at $26,000 for contract term.

- More pay at high-end of formula.
- Results in larger benefit accumulation.

Increased Regular Supplement

- Raised to $13 / month per year of service from $12.

Renewed, Improved Special Supplement

- Raised to $325 / month from current $300.

Reduced Mandatory Pension Contribution

- 3 percent Personal Pension Account contribution now begins at $30,000 (was $25,000).
- Adds $150 take-home pay for most employees.

Immediate Survivor Benefit for 30-year Qualified Service Employees under Age 50

Insurance

GE came out swinging on health insurance this round, trying to greatly increase costs and push workers into health maintenance organizations. The CBC fought hard to keep the choice of the traditional insurance plan or Health Care Preferred for workers. While some co-pays are increased for workers in the traditional plan, they pale in comparison to the drastic take-aways GE brought to the table.

Lifetime maximum benefits increased 25 percent. Other improvements came in an increased hearing aid benefit, coverage for birth control pills, improved schedules for certain preventive care screening procedures, improved vision care benefits and an increased role in bargaining over the HCP plan.

Prescriptions are no longer tied to the deductible. The 20 percent co-pay per prescription has been replaced with a new $12 co-pay per prescription. The new prescription co-pay formula means workers pay less for more expensive drugs.

Miscellaneous

- Choice between GE Medical Benefits and GE Health Care Preferred maintained for most employees and families.
- Lifetime maximum benefits raised to $1.5 million — up from $1.2 million.
- No change in HCP contributions.
- Union EAPs preserved.

GEMB Cost-Sharing Provisions Adjusted for Higher Cost of Plan

- Annual contribution for employee coverage increased $50; dependent coverage up $150.
- Deductible schedule increase — first in nine years.
- $12 co-pay per Rx for 21-day supply at retail drug store — no deductible.
- $12 co-pay per Rx for 90-day supply through mail order program.

The Bottom Line:

HEALTH CARE COSTS

CBC negotiators successfully resisted a strenuous company effort to impose a "best-performing HMO" provision that would have meant unpredictable and unlimited increases in members' insurance costs. This was the most contentious, bitterly fought GE take-away attempt in the entire 1997 national negotiations.

GE demanded this concession. Our bargainers resisted. The company backed down.

For the typical union member earning $17 per hour, the deductible will be increased $75 per year for individuals and $150 for family coverage. Employee contributions will increase $0.96 per week and contribution for dependent coverage will increase by $2.88 per week.

It must be borne in mind that although there is increased employee cost sharing for excellent medical insurance coverage, unlike past negotiations, there is no health care COLA diversion in the proposed new contract. In the 1994-1997 contract alone, health care COLA diversion amounted to $0.06 per hour. Also, the least any CBC member will receive in the new contract's first year wage increase will be $0.52 per hour.

- Change in "working spouse" provision results in lower contributions for some; same or higher for others.
- Coverage for network hospitals maintained at 100%; $250 co-pay required at non-network hospitals.

GE Medical Benefits Improved

- Benefits increased for vision care and hearing aids.
- Preventive care screening benefit schedules raised.
- Dependent coverage continuation provision for survivors of employees who die with 30 years of service.

HCP Drug Changes

- $12 co-pay per Rx for 21-day supply at network drug store.
- $12 co-pay per Rx for 90-day supply through mail order program.

Dental Benefits

- Increased dental benefits schedules (1/99).
- Improved method of paying orthodontia benefits.

GE Pensioner Health Plans

- New Medicare HMO option for retirees — completely voluntary.
- Benefit schedules and lifetime maximums raised in Medical Care Plan for Pensioners and Pensioners Hospital Indemnity Plan.
- New Vision Buying Card for pensioners.

Disability Benefits

- Short Term Disability Benefits weekly maximum increased to $400 / week from $350.

Life and Other Insurance

- New GE Security Life Insurance Plan established to replace Savings & Security Program Life Insurance. Current S&SP Life participants enrolled automatically. Coverage improvements for some.
- Employee and Dependent Personal Accident Insurance (PAI) coverage options added.
- "Living benefit" option extended to 12 months under GE Life, A Plus Life and Security Life plans.
- Personal Excess Liability coverage expanded — up to $5 million.

Savings & Security Program

Changes in the Savings & Security Program provide greater opportunity for workers to participate. A new fund will be added and the program is now open to workers as soon as they are hired.

- Waiting period eliminated for new hires (effective 9/29/97).
- New equity investment fund to be offered. Fund to offer domestic, international or both types of securities (subject to approval).
- Adds investment-switching flexibility. Amounts switched can be allocated between two plan options in equal portions (currently can only be moved to one option).
- Establishes 4 p.m. Eastern Time as cutoff for plan transactions involving purchase or sale of securities — i.e., switches, ReadiLoans (effective 9/29/97).
- New Savings & Security Information Resource program to be established.

Other Plans

- Services were expanded at the Family Care Resource Program, which was renamed "Work/ Life Connections."
- Adoption benefit raised to $2,000 from $1,500.
- Educational Loan Program limits raised from $2,500 to $3,000 annually per student.

Service Shops

- $225 annual tool allowance.
- $75 annual mandatory safety shoe allowance.
- Meal allowance increased to $24 per day.

Contract Language Improvements

For the first time ever, GE will allow employees to use payroll deductions if they choose to contribute to union political action committees. This provision can be used to vastly improve the union's clout as it fights to protect members' rights in the political and legislative arenas. A push for full membership participation is sorely needed if GE unions can hope to counteract the nearly $1 million GE gave to congressional candidates in 1995-1996.

An IUE-GE side letter allows local negotiations on continuous operations to create more jobs through extended schedules. The provision applies to lighting operations only. An extended schedule agreement must be approved by the local and the international and cannot reduce wage rates payable under the continuous operations provisions of the national agreement. In certain job classifications the potential exists to increase jobs by a third.

- Payroll deduction for voluntary union member contributions to COPE.
- Members are no longer penalized for absences within the one-month rate progression schedule. Absences now count toward time in progression.
- Employees hired through Preferential Placement will be immediately credited for their service according to the seniority method used at their new location.
- Travel reimbursement increased to 31.5 cents per mile.

Lead Report

Electronics

GE Agreements With IUE, UE Provide Job Security Protections

Tentative three-year national contracts reached last week between General Electric Co. and its two largest unions, if ratified, would provide enhanced job security, pension improvements, general wage increases totaling 8.75 percent over term, and a code of conduct for union organizing campaigns.

Members of the International Union of Electronic Workers and the United Electrical Workers are voting on the new agreements this week, with ratification expected to be completed by July 10. Ed Fire, chairman of the Coordinated Bargaining Committee of GE Unions, a coalition of 14 unions that bargain jointly with GE, said July 3 he expects the pacts will be ratified by a large majority of members, maybe as high as 80 percent. IUE represents some 24,000 GE employees while the UE bargains for some 6,000 workers. Tentative agreement was reached June 29, two hours before the contracts expired (126 DLR A-1, 7/1/97).

The IUE and UE contracts are expected to set the general terms for local contracts with the 12 other unions representing GE employees. Company spokesman Ted Meyer said he expects the local bargaining with the other unions to be completed by the end of the month. The GE bargaining, which will affect some 46,000 employees at facilities around the country, is the largest set of negotiations in the manufacturing sector scheduled this year.

At a July 3 press briefing to announce terms of the tentative pact, Fire said the contracts provide a major breakthrough in job security, the unions' number one bargaining goal. Nearly 10,000 employees would be eligible to retire early during a special window period in October. The contracts would guarantee that all workers who elect to retire would be replaced, he said.

GE spokesman Meyer told BNA that employees will be able to elect early retirement if they can be replaced through the recall of qualified laid-off GE employees. He said it is feasible that as many as 10,000 employees would be eligible under a revised eligibility threshold included in the package. The early retirement option would be offered to employees age 50-54 with 30 years of service and those 55-59 with 25 years of service, he added. Previously, early retirement only was offered to workers who were at least age 55 with 25 years of service.

Employees with at least 30 years of service would be protected in case of plant closings by being able to take early retirement regardless of age, both sides said.

In plants where there are at least 100 employees, job preservation steering committees made up of labor and management members would be established to study "technology, workflow, and work practices and recommend changes in training and production methods to ensure maximum productivity and efficiency," according to a company statement. In addition, the company would provide the unions with notice of subcontracting and similar actions, and there would be "local decision bargaining." Jobs that are preserved through this process would be protected for two years or until the contract expires, whichever came first, GE said.

Fire added that local union committees would meet with local management to "create investment opportunities in our plants," with special emphasis in the lighting division.

Other job and income security provisions included in the contracts, according to GE, are an improved companywide preferential placement system as well as retraining opportunities including tuition reimbursement, relocation assistance, extended insurance benefits, and counseling.

On the corporate level, Fire said that there would be twice yearly meetings held between the CBC chairman and the IUE-GE conference board chairman and GE's chief executive officer and senior vice president of human resources. A union summary of the agreement, obtained by BNA, said the meetings would be used to discuss "current and prospective business conditions, investment decisions, exchange ideas for innovative labor-management cooperation and other issues of mutual concern."

Wage Increases. The contracts would provide wage increases of 3.75 percent in the first year, 2.5 percent in the second year, and 2.5 percent in the third year. A special wage adjustment would be included for skilled-trades workers who earn in excess of $16.63 per hour. Those employees would receive an additional 1 cent per hour for every 15 cents by which current rates exceed $16.63.

Wage increases would total 3.75 percent in the first year and 2.5 percent in each of the second and third contract years, plus COLA increases.

A semiannual cost-of-living formula would be changed to provide 1 cent an hour for each 0.11 percentage increase in the Consumer Price Index, rather than for each 0.125 percentage change. IUE estimates that with a projected 3 percent inflation rate, the COLA provision would generate an additional 73 cents per hour over the life of the contract. In addition, none of the COLA would be diverted to pay for health care benefits. Under the prior contract, a total of 6 cents per hour of COLA was diverted to pay for health care, Fire said.

With the general wage increases and the cost-of-living adjustments, Fire said the typical worker would receive an increase of $2.35 per hour over the life of the contract, or a 16 percent increase.

Code of Conduct in Organizing Drives. While the unions were unable to gain neutrality in union organizing drives, the parties agreed to a code of conduct for organizing at non-union GE facilities. New standards established for conduct during a campaign provide that both sides would be able to present their arguments for and against unionization. However, both the unions and the company have agreed not to engage in personal attacks against each other, Fire said. Also, the company has agreed not to attack the collective bargaining agreement, he added. Meyer said that the two sides will be communicating more with each other about specific standards.

Currently, IUE is in the process of organizing some 3,000 GE workers in Ohio, Alabama, and North Carolina (120 DLR A-11, 6/23/97). Fire said that the union intends to target "as many unorganized plants as there are organized plants" at GE.

Pension Improvements. The contracts would provide major improvements to the pension benefits, according to GE, which said that guaranteed and regular pension benefits as well as regular and special pension supplements all would be increased.

Regular pension benefits would be raised from a range of $24 to $34 per month per year of service to $26 and $37 effective July 1, 1997. Supplements paid to employees who retire prior to age 62 would be increased by $1 a month to $13 per month per year of service. Also, a special retirement supplement paid to long-term employees would increase from $300 to $325 per month, according to the company.

In addition, a 3 percent mandatory employee contribution to a personal pension account would not kick in until earnings reach $30,000, up from $25,000, so most employees would receive an additional $150 in take-home pay per year, according to the union summary.

An 11th paid holiday, Martin Luther King Jr.'s birthday or another day designated locally, would be added. This is the first holiday negotiated since 1973, according to the unions.

By Michelle Amber

Text of the CBC summary of the GE contract appears in Section E.

Conference Call Participants

Gerry Shea, AFL-CIO Government Affairs
David Smith, AFL-CIO Public Policy
Marc Baldwin, AFL-CIO Public Policy
Chris Owens, AFL-CIO Public Policy

Steve Berg, Center on Budget and Policy Priorities
Mark Greenberg, Center on Law and Social Policy
Jocelyn Frye, Women's Legal Defense Fund
Wade Henderson, Leadership Council on Civil Rights
Jennifer Vasiloff, Coalition on Human Needs
Lisa Donner, ACORN
Christina Fervida, Children's Defense Fund
Ellen Vollinger and Carrie Lewis, Food Research Action Center

(+ return)

cc: Diana Fortuna
Emily Bromberg
Kitty Higgins
Maria Echeverte

Does anyone have any good ideas on what to do with these?
Elena

AFL-CIO
815 Sixteenth Street, N. W.
Washington, D. C. 20006

Telecopier Transmission

Date: 5/24/97

FAX To: Elena Kagan

FAX Phone Number: 456-2878

From: C. Shea

Department:

Comments:

There is/are 8 page(s) following this cover sheet.

Please call the following number if you have any questions:

AFL-CIO
President's Office
202/637-5237

We can automatically receive transmissions 24 hours a day.

Our FAX number is 202/508-6946

CAPITOL OFFICE
STATE CAPITOL
P.O. BOX 942849
SACRAMENTO, CA 94249-0001
PHONE: (916) 445-0703
FAX: (916) 445-0764

DISTRICT OFFICE
110 NORTH AVENUE 56
LOS ANGELES, CA 90042
PHONE: (213) 255-7079
FAX: (213) 255-3279

Assembly
California Legislature
ANTONIO R. VILLARAIGOSA
MAJORITY FLOOR LEADER
ASSEMBLYMEMBER, FORTY-FIFTH DISTRICT

"I have introduced legislation which would require that welfare recipients in work assignments in California have the same rights as other workers on job sites, including, first and foremost the right to receive at least the minimum wage. I strongly believe this is the best policy for California and for the nation. The Clinton Administration is to be congratulated for concluding that the Fair Labor Standards Act protects working welfare recipients.

Assemblymember Antonio Villaraigosa (D-Los Angeles)
Assembly Majority Leader
California State Assembly

"I applaud the President in his decision to apply labor standards, most notably the minimum wage, to welfare recipients required to return the job market. Welfare recipients put to work are entitled to the same benefits and protections as any other worker.. To pay them less than a minimum wage is unconscionable."

-Sharon Sayles Belton,
Mayor, City of Minneapolis

DRAFT QUOTE FROM GOVERNOR LOCKE

I applaud the Clinton Administration for its determination that welfare recipients in work situations are to be accorded the full protections of existing federal labor laws, particularly the minimum wage. Since the goal of welfare reform is to move recipients into the "real world" of work as much and as soon as possible, this is essential. That was one of the reasons I too submitted welfarc legislation in Washington State this year that would have required a minimum wage floor for welfare recipients in all work programs. I welcome the federal clarification of this issue as we move to put welfare recipients into meaningful work experiences.

POSITIVE REACTIONS TO ANNOUNCEMENT THAT MINIMUM WAGE AND LABOR PROTECTIONS WILL APPLY TO WELFARE RECIPIENTS IN THE WORKPLACE

"As employers, Lutheran Services in America organizations face the same issues that every non-profit and corporate employer in America does by having to work within a budget and provide services to its clientele. But, we also believe that workfare recipients perform important work that should be valued fairly and covered by the Fair Labor Standards Act. We in Lutheran Services in America challenge other employers to join us to be involved and become responsible in the opportunities we give workers."

-- Rev. Faye R. Codding
Lutheran Services in America,
employer at nursing homes and child care centers

"The National Association of Service & Conservation Corps's 120 member Corps across the country historically have employed welfare recipients to perform work for the benefit of their communities. Traditionally, Youth Corps have paid at least the minimum wage to everyone who has worked for them, regardless of their status as recipients of public benefits. We applaud the Clinton Administration for reaffirming this policy for all employers."

-- Kathleen Selz, President
National Association of Service and Conservation Corps

"Peter Cove, the founder of America Works, said treating welfare recipients as traditional workers 'tells that they're being valued, and that's terribly important."

-- New York Times, May 16, 1997

"(Wisconsin) state officials said that they did not think the Wisconsin Works welfare plan would be disrupted by a White House decision that minimum wage laws should apply to welfare recipients forced into public service jobs. That's largely because they expect to pay grants equivalent to more than the federal minimum wage of $4.75 when W-2 begins statewide in September."

David Reimer, director of the City of Milwaukee Department of Administration and Milwaukee Mayor John Norquist and others "want workfare recipients to get minimum-wage pay, to get paychecks after they work instead of grants in advance, ... to generally have the same kind of work experience that other workers do. Their theory, in part, is that this will make it much easier for them to adjust to the real work world when they seek a private sector job."

-- Milwaukee Journal, May 17, 1997

"....states like Connecticut, which focus on moving welfare recipients into the private sector job market, will see little impact. 'Our program focuses on getting work in the private sector in order to meet the requirements,' said John Ford, director of Connecticut's Department of Family Services."

-- New York Times, May 17, 1997

"The President was right to order that welfare recipients put to work under the terms of last year's welfare bill be paid the minimum wage.....Welfare recipients put to work are no less entitled to the protections of the wage and hour laws than other workers. To pay them less would also be to undercut the wages of other workers with whom they will now compete for low-paying jobs. That was a major part of the argument organized labor used in pushing for the order. Wages in that part of the economy are already too low to support a family, and income inequality in the country generally is too great."

-- Washington Post Editorial, May 19, 1997

AFL-CIO
WORKING WOMEN

May 8

Maria,

Here's another copy of the request to the President for a White House reception. An early response would be very helpful. Thanks for anything you can do.

Best,

Karen

To participate in ASK A WORKING WOMAN, call TOLL-FREE 1-888-971-9797

AFL-CIO Working Women's Dept. • 815 16th Street, N.W. • Washington, D.C. 20006 • (202) 637-5064 • Fax: (202) 508-6902

AFL-CIO
WORKING WOMEN

May 8

Marge,

Here's the Sweeney request to the President for a White House reception. It would be very important to us to get an early reply. Thanks for your help.

Best,

Karen

AFL-CIO Working Women's Dept. • 815 16th Street, N.W. • Washington, D.C. 20006 • (202) 637-5064 • Fax: (202) 508-6902

Richard Socarides

American Federation of Labor and Congress of Industrial Organizations

AFL-CIO

815 Sixteenth Street, N.W.
Washington, D.C 20006
(202) 637-5000

May 5, 1997

The Honorable William J. Clinton
The President
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Dear Mr. President:

The AFL-CIO will hold a national conference in Washington, D.C., September 5-7, 1997, as a part of is national outreach campaign called *Ask A Working Woman*. This national conference is but one component of the campaign which includes a 25-city tour engaging working women on their jobs about their work and family needs. We are expecting grassroots women from national and local women's groups, civil rights organizations, religious organizations and union. Such an unprecedented gathering of working women is likely to be the focus of considerable press attention.

We would like to host a reception on the South Lawn of the White House on Saturday, September 6, 1997, for the 1,000 working women who will attend the conference. This reception would be an exciting occasion for them, particularly if you and Mrs. Clinton along with the Vice President and Mrs. Gore could join us. The AFL-CIO and its affiliates will be well represented as will the Congressional leadership.

We would like to highlight your and the Vice President's participation, as well as the White House reception, in the conference materials now being prepared so an early response would be greatly appreciated.

Sincerely,

John J. Sweeney
John J. Sweeney
President

cc: Maria Echaveste

JJS/AG:ls

International Union of Electronic, Electrical,
Salaried, Machine and Furniture Workers, AFL-CIO

Edward Fire, International President - Ron Gilvin, Secretary-Treasurer

1. GE → 60 yrs over

55 w/25 yrs. or not

expires 6/30 – GE agnt really expt planning to bargain hard.

1. 30/out – ~~[illegible]~~ be able to retirement

2. neutrality on organization

3. outsourcing

GE doesn't want to play on this.

will be prepared to fight.

Coordinated bargaining – w/ lead by IUE

Covers 46,000 workers in ~~[illegible]~~.

most Profitable co major defense contractor.

IUE – is big issue job security

April 1, 1997

2. resist union organization very effectively

3. outsourcing – They did this before in 1988 –

4. insurance program be something to work on.

Margary Tamey, Special Assistant
The White House
Washington, DC 20502

Dear Ms. Tamey:

This is to confirm arrangements for our IUE meeting with Maria Echaveste on **Tuesday, April 15, 1997, at 10 a.m.** IUE President, Edward Fire, Kurt Vorndran and I will be attending.

If you have any questions, please feel free to contact me.

Sincerely,

Douglas Meyer

Douglas S. Meyer, Director
Economic Research and
Public Policy Department

Want us to understand significance of these negotiations – want President to tell both sides to work it out

impacts on replacement worker

President/VP needs to be more supportive of industrial unions

Have gone from representing 80,000 workers now represent 23,000.

DSM:nlb
Enclosures
cc: Edward Fire
Kurt Vorndran

21

Ed Fire
President, IUE

Ohio native and lifelong union activist, Ed Fire has been President of IUE since November 1996 when he was elected on a roll call vote of membership strength at the union's convention.

He was elected president after serving 14 years as Secretary-Treasurer, the union's second-highest national office.

IUE was founded in 1948 and today represents some 140,000 members who work in a wide variety of industries, with products ranging from jet engines to furniture. More than 50,000 IUE members work for two of the world's most profitable corporations, General Motors and General Electric. Fire is the fifth president, succeeding James B. Carey, Paul Jennings, David J. Fitzmaurice and William H. Bywater.

Fire, 60, won the IUE presidency in a contested election, basing his insurgent campaign on change -- primarily improving the union's financial condition and energizing its performance in collective bargaining, organizing and communications.

Fire has been a member of IUE since 1958, when he was hired as a production worker at the Packard Electric Division of General Motors in Warren, Ohio. He served 10 years as President of the 10,000-member Local 717 and 13 years as President and Secretary-Treasurer of IUE District Council Seven, a six-state district that is the union's largest.

Prior to becoming national Secretary-Treasurer of the IUE in 1982, he served as Chairman of the IUE-General Motors Conference Board. He has been a member of the IUE Executive Board since 1975, and served six terms as an AFL-CIO vice president in Ohio before moving to Washington.

A native of Lowellville, Ohio, he attended Lowellville High School and Youngstown State University. He served three years in the U.S. Navy in the Mediterranean area.

He is the father of three sons and has four grandchildren.

IUE AFL-CIO
INTERNATIONAL UNION OF ELECTRONIC, ELECTRICAL, SALARIED, MACHINE AND FURNITURE WORKERS, AFL-CIO
1126 SIXTEENTH ST. NW, WASHINGTON, D.C. 20036

NEWS RELEASE

FOR IMMEDIATE RELEASE
December 16, 1996

CONTACT
Scott Treibitz 703-276-2772

Ed Fire Elected to AFL-CIO Executive Council
New IUE President Takes Bywater Seat

Washington, D.C. - Ed Fire, the new president of the International Union of Electronic Workers (IUE), was elected Dec. 16 as an AFL-CIO Vice President.

Fire was elected unanimously and seated immediately at the one-day meeting of the 54-member AFL-CIO Executive Council, U.S. labor's highest governing body between federation conventions. Fire takes office as IUE president Jan. 1

Fire's elevation to the AFL-CIO council comes less than a month after he defeated 14-year incumbent Bill Bywater Nov. 23 to become IUE president. Fire also succeeds Bywater on the IUE Executive Council.

Fire served 14 years as IUE Secretary-Treasurer before moving up to the presidency, campaigning on a program of change similar to the 1995 platform with which the current AFL-CIO officers ousted incumbents.

Previously, Fire served as Chairman of the IUE-General Motors Conference Board, a 38,000-member unit that overwhelmingly ratified a new three-year agreement with GM Dec. 16. From the IUE convention where he was elected president, Fire went straight to Detroit to finish negotiations with GM, which signed the tentative agreement Dec. 6.

The 59-year-old Fire has been a member of IUE since 1958, when he was hired as a production worker at the Packard Electric Division of General Motors in Warren, Ohio. He served as President of Local 717 for ten years, and as President and Secretary-Treasurer of IUE District Council Seven (Ohio, Kentucky, West Virginia, Tennessee, Mississippi and Alabama) -- the union's largest District.

-30-

Fire, Gilvin Pledge Unity

Margins Nearly Same in Split Ticket Vote

	PRESIDENT		SECRETARY-TREASURER	
	Bill Bywater	Ed Fire	Ron Gilvin	Tom Rebman
District 1	11,327	3,540	11,143	3,495
District 2	5,671	2,922	8,291	294
District 3	9,374	16,633	12,405	13,543
District 7	17,936	26,749	18,629	25,960
District 8	8,803	12,209	7,907	12,688
District 11	6,678	2,815	6,679	2,814
TOTAL	**59,789**	**64,868**	**65,054**	**58,794**

(Secretary-Treasurer totals final, but unofficial)

"I never dreamed an Italian kid from a small town in Ohio could rise to become President of a major international union," said IUE President-elect Ed Fire in an emotional victory speech as he was surrounded by his three sons, Dino, Ted and Patrick.

"Beginning now, as far as I'm concerned, we are one union. I pledge my every waking moment to making IUE one Union, united, dedicated and strong as we move into the future," Fire told the convention.

Both Fire and IUE Secretary-Treasurer-elect Ron Gilvin joined in praise of Bill Bywater.

Fire commended Bywater "for a lifetime of outstanding contributions to the labor movement, to the fight for fair trade and, first and foremost, to IUE."

Gilvin said he was proud to have been on the ticket with Bywater. Bywater called on all of IUE, "to put aside any differences we had in this election. We are one union. It has to be that way."

The two candidates won by very similar margins. Gilvin got 53 percent of the vote in winning by 6,260 against District Eight President Tom Rebman's 47 percent. Fire's margin was 5,079 or 52 percent to 48.

The new Secretary-Treasurer called his wife Charlene from the back of the hall to the delight of the cheering delegates.

(Continued next page)

TODAY IN PREVIEW

7:30 AM
IUE Women's Breakfast
Call to Order
Linda Chavez-Thompson, Executive Vice President, AFL-CIO
Nomination and Election of Chairperson of International Board of Trustees
Election of International Union Trustees
IUE Women's Council Awards
Nomination and Election of IUE Women's Council Chair
Convention Recess

DELEGATE COUNT:* 509

**As reported in the third Trustees Report, November 23*

District 3 Wins Kennedy-King Award

District 3 took home the prestigious Kennedy-King Human Rights Award, which recognizes outstanding district programs geared to social activism.

"I accept this award on behalf of all members in District 3," said District 3 President Sal Ingrassia.

Presenting the award was Richard Womack, Director of the AFL-CIO Civil and Human Rights Department. Womack, who reviewed the reports each district filed, said he was impressed by IUE members' commitment to fighting for those in need.

"I wish everyone could get the award," Womack said. "America will be better because of men and women like you who believe in equality, justice and opportunity. You answer calls for help and stand up for what is right.

"Your reports," he continued, "give a glimpse of what we can do if we put our imagination to work. There is a promise life can be better through social action."

Gloria Johnson, IUE Social Action Director, added her appreciation for the work of the District 3 officers and District 3 Women's Chair Leni-Anne Shuchter.

diCicco Says IUD, AFL-CIO Aligned

Delegates welcomed Industrial Union Department President Peter S. diCicco with thunderous applause.

The former District 2 President took the stage to pledge that the IUD will continue its traditional role as the purveyor of progressive initiatives.

Despite the department's recent downsizing, diCicco said it's stronger than ever before, in part because the AFL-CIO leadership is now "philosophically aligned" with its approach.

New Team Vows Total Effort

(Continued from previous page)

Gilvin told delegates of his long relationship with Fire on the IUE-GM Conference Board in GM negotiations. The still incomplete 1996 negotiations have been going on for most of the year.

The campaign amounted to "a tough struggle over the last two years," Gilvin said. "It is tough on our families when you're on the road. It is worth every minute to see the response of this convention.

"You deserve the credit. I commit to you I'll do my best for you who put me here as we go forward with a united front to build our union. Because if we don't do it together, it's not going to get done."

Bywater said unity was vital to IUE because the officers "have a job ahead of them. I see difficult days ahead. The union has to get tough along with them."

He thanked a number of Executive Board members by name and especially his assistant Joan Man. The convention rose in a standing ovation.

To the delegates, Bywater said "I'll never leave you behind. You will always be with me" as well wishers flocked to the dais to congratulate all of the candidates.

Delegates Pass Four Resolutions with Focus On Social Activism

As of Saturday, delegates to the convention have taken action on five resolutions, approving all by a voice vote.

One, on civil rights, delivered a strong warning about legislative initiatives that would gut discrimination law and ban affirmative action programs for women and people of color.

"Some politicians seek to win election by using the technique of scapegoating against Affirmative Action and its primary beneficiaries," Resolution 19 stated. "They seek to mislead large numbers of people suffering economic insecurity and income inequality as to who and what is responsible."

The delegates pledged to continue the IUE's efforts and coalition-building on civil rights and to urge locals to expand their activities.

Delegates also approved resolutions to:

- Support the Federal Employment Non-Discrimination Act, which prohibits discrimination in employment because of sexual orientation;
- Salute efforts to win peace in Northern Ireland;
- Educate America about attacks on minority representation at all levels of public office; and
- Recognize IUE members who have died since the last convention.

DON'T BUY LIST

While in Florida please don't buy the following products:

- Mushrooms from Quincy, FL *(Brand: Prime)*
- *Florida Today* and the *Miami Herald* newspapers

Workplace

"You better get prepared like you've never been prepared...to operate in a strike and not flinch.... We don't need some third party to give people voice"

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"Welch made a serious mistake talking like that.... I was stunned by [his] videotaped comments"

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UNIONS

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Formal bargaining doesn't even start for three months, but both sides already are gearing up for a possible strike. To make matters worse, the IUE's chief negotiator, Dewey Minton, retired in February, leaving no one with close ties to GE. A walkout would be GE's first national confrontation since a disastrous 1969 strike. The escalating tensions have prompted Fire to make a highly unusual plea for assistance from the AFL-CIO, which recently set up a corporate affairs unit to help unions mount public pressure campaigns against companies. GE provides the first test of the federation's ability to employ such tactics in bargaining. "We're trying to develop the internal capacity to help unions that don't do these campaigns themselves,"

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says AFL-CIO Secretary-Treasurer Richard L. Trumka, who is in charge of the program.

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GE also has expanded capacity and new product lines in nonunion plants, while allowing union ones to shrink. In February, for instance, GE announced plans to move 280 jobs from a unionized steam turbine plant in Schenectady, N.Y., to a cheaper nonunion one in Bangor, Me., and to outside suppliers. The IUE has 45 days to devise a plan to match the costs—or lose the jobs. But the Schenectady site has shrunk from 13,000 to 2,000 union workers since 1971, mostly because of outsourcing.

Such moves are the main reason why the ranks of all 14 unions at GE have plunged by 42% since 1991. Their share of GE's U.S. employment has shriveled from 39% to 25%. The unions haven't been able to stop the process. Instead, they have won severance and early retirement plans for laid-off workers, which GE likely will improve in the current talks. But to Welch, UAW-style guarantees are "crazy demands," as he told managers in January.

Welch is likely to give even less ground on neutrality. GE does not routinely fire union supporters during elections, as many companies do. But it does fight unions aggressively. An in-house unit at the company's Fairfield (Conn.) headquarters, called Personnel Relations, sends union-avoidance experts to locations facing a union drive. They summon employees to so-called captive-audience meetings, where attendance is mandatory and managers attack unions as unwanted "third parties," union organizers say. The unit also shows employees anti-union videos and films.

The IUE tried to get GE to curb these practices in 1991 but got nowhere. Now, Fire intends to try again in talks. The IUE's total membership has plunged by 30% since 1987, to 130,000. It has been broke for some years, and Fire is slashing staff and expenses. To survive long-term, it must begin growing again. Welch, however, believes that GE should tell workers not to join a union. "We don't need some third party to give people voice," he said in January.

PRESSURE POINTS. Fire hopes the AFL-CIO can help loosen the company's grip. On Mar. 11, officials from the AFL-CIO corporate affairs and international affairs units presented ideas for a pressure campaign to local leaders from all 14 unions. The goal: to hit GE's vulnerable spots so Welch will give ground without a strike. Already, one GE union, the Teamsters, filed a proxy resolution in early March challenging Welch's salary. Next, the unions may publicize the plight of GE's thousands of *maquiladora* workers at the U.S.-Mexico border and GE's practice of shifting jobs to China and Hungary in exchange for market access.

Still, public pressure campaigns can take years to develop. So union officials plan to start as many actions as possible by June. Settle or strike, the unions and GE are in for a rockier relationship than they have had for a long time.

By Aaron Bernstein in Washington

WELCH VS. HIS UNIONS

General Electric CEO Welch is already sparring with the company's 14 unions, whose contracts expire on June 29. The issues:

PENSIONS	The unions want full pensions after 30 years. Says Welch: "Why would we send a 47- or 48-year-old... experienced employee home...and pay them not to come to work?"
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IAM IUE IBEW UAW IFPTE UPIU USWA SMWIA SEIU NABET CBC AFL-CIO UA IBT AFGW UE

Coordinated Bargaining Committee

1126 Sixteenth Street, N.W.
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202-296-1201
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FACT SHEET
Coordinated Bargaining at GE

1997 Bargaining: Contracts with General Electric expire June 29 for about 46,000 members -- the largest number of workers affected by 1997 negotiations in manufacturing. The workers are represented by 14 unions which bargain together as the Coordinated Bargaining Committee (CBC) of GE Unions. The CBC convened Jan. 28 and began work on bargaining goals at its second meeting, March 10-11.

The Unions: The unions with members at GE are the IUE, IBEW, United Electrical Workers (UE), UAW, Teamsters (IBT), Steelworkers (USWA), Machinists (IAM), Plumbers & Pipe Fitters (UA), Professional and Technical Engineers (IFPTE), Flint Glass Workers (AFGW), Communications Workers (CWA/NABET), Sheet Metal Workers (SMWIA), Service Employees (SEIU) and Paperworkers (UPIU).

Labor Support: The AFL-CIO Executive Council expressed determination Feb. 19 "to put the full resources of the American Labor Movement behind the effort to preserve and expand GE's unionized workforce." The federation was provoked by inflammatory remarks earlier in 1997 in which GE CEO John F. Welch Jr. said, among other things, "We don't need a third party" at GE and "We are the best prepared company in the world to take a strike."

The Company and 1996 Profits: The 105-year old General Electric Company has the largest stock market value in the world -- $162 billion at the end of 1996, a year in which GE profits were $7.28 billion, its highest ever and the second highest in the world in 1996. GE operates in 100 countries, with 250 manufacturing plants in 25 countries and 239,000 employees worldwide.

Major Unionized Sites include Cleveland, Milwaukee, Louisville, Cincinnati (suburban Evandale), Schenectady, N.Y., Erie, Pa. and Lynn, Mass.

Bargaining History: There hasn't been a nationwide strike at General Electric since 1969, a strike caused by the last vestiges of "Boulwarism," named for Lemuel Boulware. The "take it or leave it -- no bargaining" posture of Boulwarism was ruled bad faith bargaining in a landmark federal court decision later in 1969, after the 104-day strike. The AFL-CIO noted that when Welch dismissed some 1997 issues by saying they "are not for us in any way" he struck a posture similar to Boulwarism.

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Leader of IUE to light a Fire

By LARRY RINGLER
Tribune Chronicle

WARREN — Former Mahoning Valley labor leader Ed Fire said his election as president of the International Union of Electrical Workers shows members want the union to turn up the heat on companies.

"I think it indicates a desire by our members that they want a more active, dynamic and tougher style of leadership at the bargaining table," Fire said of his victory Saturday over longtime IUE President William Bywater by 53 percent to 47 percent.

The former president of IUE Local 717 at Warren's Delphi Packard Electric Systems collected 64,865 per-capita votes to 59,787 for Bywater. Voting was done during the union's convention last week in Orlando, Fla.

Bywater, 76, had served as IUE president since 1982.

Fire, 59, won't start his four-year term until January, but he'll be involved next month in trying to jump-start stalled talks with General Motors Corp. The IUE has been operating under an extension of its GM contract since it expired Sept. 14.

"My reading was they never got serious with us because of the election," Fire said of GM bargainers. "GM has to understand we won't walk away from the bargaining table without a contract that meets the legitimate needs of our members. We'll get substantial pension improvements, holidays, insurance and those types of traditional goals."

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The Lowellville native declined to speak directly about Delphi Packard's plan to close its Cortland plant and ship about 700 jobs to Mexico by next September.

Tribune Chronicle Tuesday, November 26, 1996

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From Page 1A

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The union represents 24,000 GM workers and 25,000 General Electric Co. employees. It has about 125,000 members in all. Local 717 at Delphi Packard, with 8,800 members, is the union's largest single local.

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PROFILE/*Edward Fire*

New IUE president vows to make union strong

■ Fire grew up in Lowellville and traces his union work to IUE Local 717 in Warren.

By GEORGE WELKER
VINDICATOR BUSINESS WRITER

If members of the International Union of Electrical Workers want a rekindled labor movement, they chose the right man to lead the way, the new international president said.

Edward Fire, elected Saturday as IUE president, promises a strengthened labor movement, he said. "It's a manifestation of the need and desire for change," Fire said of his election.

Fire, who grew up in Lowellville and began his union involvement at IUE Local 717 in Warren, defeated 14-year incumbent Bill Bywater by 5,087 votes at the union's national convention in Orlando, Fla.

What he said: "I never dreamed an Italian kid from a small town in Ohio could rise to become the president of a major international union," Fire said in his victory speech.

"I pledge my every waking moment to making the IUE one union, united, dedicated and strong as we move into the future."

His background: Fire, 59, has been an IUE member since 1958, when he was hired as a production worker at Packard Electric Division in Warren. He served 10 years as president of Local 717 and also served as president and secretary-treasurer of IUE District 7 — the union's largest district — in Dayton.

He's spent the last 14 years in Washington, D.C., as the labor organization's secretary-treasurer, the No. 2 post.

Local support: Fire said strong support from Local 717 helped elevate him to the top spot. His campaign at the weekend convention was led by Nick Nichols, Local 717 shop chairman.

"I got a lot of support from the Youngstown-Warren area," said Fire, who will take office in January. "We have a good, solid IUE, and I hope to expand the organization.

"I see this as a mandate for change, a stronger and more active union. Corporate America destroyed the labor movement in the 1980s," he said.

Assessment: Fire said his election parallels other recent de-

Please see **FIRE** *page* **A3**

BIOGRAPHY

■ **AGE:** 59.
■ **POSITION:** International president, International Union of Electrical Workers.
■ **HOMETOWN:** Lowellville; now lives in Washington, D.C.
■ **EDUCATION:** 1954 Lowellville High School graduate.
■ **EMPLOYMENT:** Hired as production worker at General Motor's Packard Electric Division in 1958.
■ **UNION POSTS:** Elected president of IUE Local 717 in Warren, 1964; elected secretary-treasurer of IUE District 7, Dayton, 1974; elected IUE international secretary-treasurer, 1982.
Source: Edward Fire, IUE

FIRE/Chief vows to make union strong

CONTINUED FROM PAGE A1

velopments — the re-election of President Clinton, the election of John J. Sweeney as president of the AFL-CIO and passage of an increase in the federal minimum wage — as victories for working Americans.

"I genuinely believe we are on the march again," Fire said. "Our members want us to fight back and we will fight back.

"They want a stronger and tougher labor movement, and that's what I'm going to try to provide."

Warren native leads international union

◀ Warren native Edward Fire was elected president of the International Union of Electrical Workers on Saturday at the union's convention in Orlando, Fla. Fire, 59, who joined the union as a Packard Electric worker in Warren in 1958, served 10 years as president of IUE Local 717. Fire defeated 14-year incumbent Bill Bywater and assumes the international presidency in January. Fire has been international secretary-treasurer since 1982.

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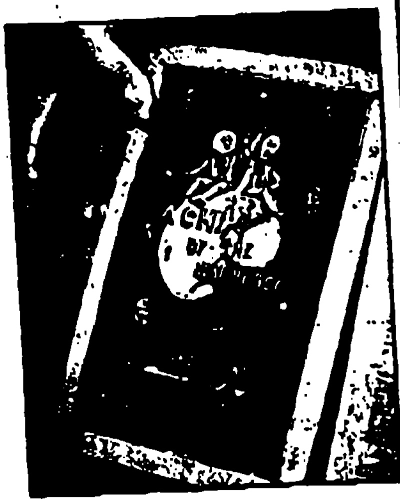
...me up to me ...e a trunk be- ... Packard.' We ... it existed," ...d. "A couple of ...as in Cortland ... it. Wendell and ...ck."
... said her father, ... A. Jones, and ...re involved with



Tribune Chronicle/R. Michael Semple

An advertisement for Packard incandescent lamps was included in the diaries of W.D. Packard.

...s Page 2A

the district engineer ... to develop a layoff plan for non-essential personnel.

... who would be non- ... and when the layoffs ... had not been de- ... Monday, said Blair. He also said he could not guarantee that layoffs would wait until after the holidays.

The cuts could be prevented if Youngstown pays its bills ... said.

The elimination of Iberis' ... replace Iberis and Chief Engineer David Tabak at a six-figure cost per year. The plan was put on hold after a strong public outcry from MVSD member cities Niles and Youngstown.

"I'm disappointed with this action. The MVSD had been riddled with controversy for the past eight years. I felt with my background and skills I could

... MVSD Page 2A

IUE's Fire to turn up the heat

By LARRY RINGLER
Tribune Chronicle

WARREN — Former Mahoning Valley labor leader Ed Fire said his election as president of the International Union of Electrical Workers shows members want the union to turn up the heat on companies.

"I think it indicates a desire by our members that they want a more active, dynamic and tougher style of leadership at the bargaining table," Fire said of his victory Saturday over longtime IUE President William Bywater by 53 percent to 47 percent.

The former president of IUE Local 717 at Warren's Delphi Packard Electric Systems collected 64,865 per-capita votes to 59,787 for Bywater. Voting was done during the union's convention last week in Orlando, Fla.

Bywater, 76, had served as IUE president since 1982.

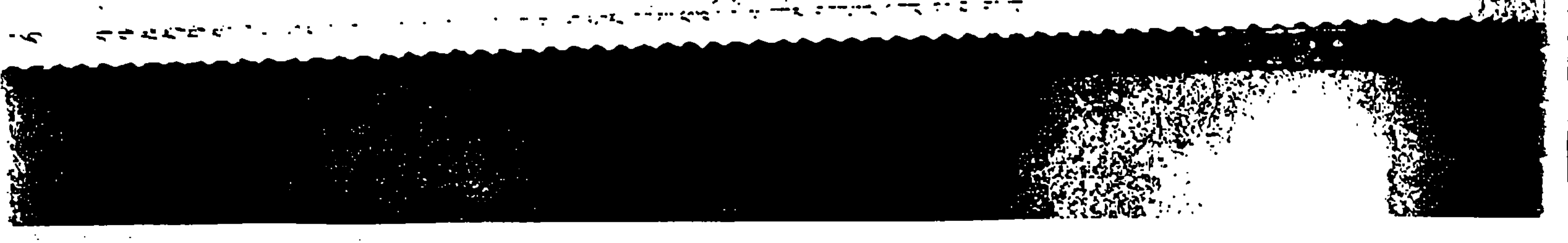
Fire, 59, won't start his four-year term until January, but he'll be involved next month in trying to jump-start stalled talks with General Motors Corp. The IUE has been operating under

See Fire Page 2A

INSIDE

INDEX

...DERS HAVE MUCH TO BE THANKFUL FOR



From staff, wire reports

... the plan into effect.

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Fire

From Page 1A

an extension of its GM contract since it expired Sept. 14.

"My reading was they never got serious with us because of the election," Fire said of GM bargainers. "GM has to understand we won't walk away from the bargaining table without a contract that meets the legitimate needs of our members. We'll get substantial pension improvements, holidays, insurance and those types of traditional goals."

Fire shied away from characterizing himself as a "militant" union leader.

"I'm going to bargain on the economic facts of life. I want a strong, active, tough union," he said.

FIRE

The Lowellville native declined to speak directly about Delphi Packard's plan to close its Cortland plant and ship about 700 jobs to Mexico by next September.

"It just happened, and I've been involved in a lot of other issues. I'm going to find out about it," he said.

Local 717 Shop Chairman Harold "Nick" Nichols said Fire will have "tremendous influence to bring different work there (at Cortland) and prevent the exodus of jobs from our area."

Nichols said national talks are expected to restart on Dec. 2 and move quickly toward a contract.

Asked if Fire would bring a more militant approach to the bargaining table, Nichols said, "We've always said we're willing to negotiate. We certainly hope we don't get involved in those types of issues that call for a difficult decision," such as a strike.

"I believe now the corporation can no longer play us off against each other because he (Fire) was involved in an election," he said.

Fire worked at Delphi Packard starting in 1958 and served as Local 717 president for 10 years through 1974. He was elected International secretary-treasurer in 1982.

The union represents 24,000 GM workers and 25,000 General Electric Co. employees. It has about 125,000 members in all. Local 717 at Delphi Packard, with 8,800 members, is the union's largest single local.

Fire said he received at least 70 percent of the vote by GE workers, something he said gives him a mandate to seek an improved contract from the conglomerate next year.

GE employs more than 500 at plants in Warren and Niles.

"What they're saying is they want someone at the bargaining table in 1997 who is going to go absolutely all out to win job security, better early retirement benefits and something substantial in limiting outsourcing. That's my mandate from GE workers," he said.

Fire said he wants to work with rivals within the union during his term, mainly Ron Gilvin, who supported Bywater and was elected International secretary-treasurer.

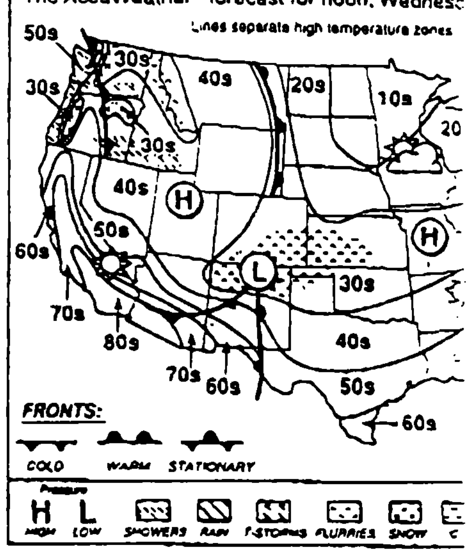
"I said immediately after I was elected that we're one union. I said the enemy is not in this room (the convention hall); the enemy is those who would destroy the vehicle by which working people are able to enjoy a quality life."

Weather

Today: Wet snow, turning to flurrie
Wednesday: Partly sunny, flurrie
30s.
Thursday: Chance of flurries. High
Friday: Fair. High 40s; mid 30s.
Saturday: Fair. High 40s; mid 30s.

NATIONAL Weather

The AccuWeather® forecast for noon, Wednesd



Trumbull

Tomorrow	
Sunrise	7:23 a.m.
Sunset	4:56 p.m.
Today	
Avg. temp. this date	37
Wind velocity	SW 10-15
Yesterday	
24-hr. precip.	.71
Warren high	40
Warren low	32
Airport high	40
Airport low	36
Record high	62 in 1975
Record low	6 in 1951

Nation

Akron
Amarillo
Anchorage
Baton Rouge
Bridgeport
Charleston,S
Cincinnati
Cleveland
Columbus
Dayton
Honolulu
Las Vegas
Madison
New York City
Pittsburgh
Sacramento
Toledo

Diaries

From Page 1A

the former East Ohio Lumber Co. He was a carpenter and part of the crew that remodeled the Packard home after Mrs. Packard's death in 1942.

The home on Mahoning Avenue was to become the Mahoning Valley Green Cross Hospital, now part of Community Skilled Nursing Centre.

Escape

From Page 1A

Cortland and the Mosquito Lake State Park Rangers. Police dogs also were used.

All together, Thompson said, about 20 officers on the hunt could not overcome the 20-minute head start. The search was stopped about 3 p.m. after all leads came up dry.

"We were out there, we combed the area very well with no leads. The dogs weren't picking up any scents. You take all

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CORRECTION

May 14, 1997

TO : Edward Fire
President

FROM : Douglas Meyer DM
Mihyun Chon MC

RE : Subject of White House Meeting Scheduled for Thursday, May 22, 1997

The White House meeting with Maria Echaveste of the Office of Public Liaison is scheduled for Thursday, May 22, 1997 at 10:00 A.M. The attached confirmation letter, indicating the attendees, was sent this morning to the Office of Public Liaison. In preparation for the meeting at the White House, the following is an outline of issues that should be addressed:

1. <u>Bargaining Relationship</u> - Reference to Jack Welch's inflammatory comments, stating that IUE is a "third party" and that G.E. can and will operate without IUE's members in the event of a strike. Therefore, IUE has concerns with regards to whether G.E. will engage in good faith bargaining.

2. <u>Denial of Employee Right to Organize at G.E.</u> - In practice, G.E. has aggressively, and in IUE's opinion, illegally interfered with the employees' right to organize. G.E. has continuously expressed hostility toward organizing activities.

3. <u>International Code of Conduct</u> - Since Maria Echaveste was instrumental in outlining a model international code of conduct for corporations in the apparel industry, IUE should urge that the electronics industry is an optimal forum for its implementation. The underlying theme of the Code is that corporations have a responsibility to act in a fair and equitable manner with organized labor in those countries in which it operates.

4. <u>Request of the Clinton Administration</u> - A letter from the Clinton White House to G.E., such as the letter to Sprint in the Communication Worker's fight for a fair

contract, emphasizing the importance of engaging in open-minded negotiations to achieve a fair agreement which would benefit all interested parties. Also, since G.E. is a prominent U.S. corporation and major government contractor, IUE urges that the White House remain supportive of a timely resolution of the issues and a fair and equitable agreement.

MC:sb

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. memo	DOB's (Partial); SSN's (Partial) (1 page)	05/22/1997	b(6)

COLLECTION:
Clinton Presidential Records
Public Liaison
Maria Echaveste
OA/Box Number: 11494

FOLDER TITLE:
Labor - AFL-CIO

2013-0306-F
jm1247

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P1 National Security Classified Information [(a)(1) of the PRA]
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
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RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

b(1) National security classified information [(b)(1) of the FOIA]
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b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers, AFL-CIO

ILIE

Edward Fire, International President - Ron Gilvin, Secretary-Treasurer

TO: Marjorie Tarmey
Assistant to Maria Echaveste
Office of Public Liasion
Fax: (202) 456-2983

FROM: Mihyun Chon
for Douglas S. Meyer, Research Director

RE: Confirmation for Meeting on Thursday, May 22, 1997

DATE: May 14, 1997

As required, the following is the list of attendees who will be participating in the meeting scheduled for Thursday, May 22, 1997 at 10:00 A.M.

1. Edward Fire
DOB: (b)(6)
S.S.#:

[002]

2. Douglas S. Meyer
DOB: (b)(6)
S.S.#:

3. Peter Mitchell
DOB: (b)(6)
S.S.#:

4. Arthur Smith
DOB: (b)(6)
S.S.#:

5. Colleen O'Neill Yanchulis
DOB: (b)(6)
S.S.#:

If there are any questions or problems with this fax, please contact Mihyun Chon at (202) 785-7206.

Thank you.

1126 Sixteenth Street N.W., Washington, D.C. 20036-4866 202-296-1200

THE WHITE HOUSE

WASHINGTON

March 3, 1997

Mr. Morton Bahr
President
Communications Workers
of America, AFL-CIO
501 Third Street, N.W.
Washington, D.C. 20001-2797

Dear Morty:

Thank you for writing to me. I appreciate your words of support for my Administration.

I understand your concerns and the concerns of many members of the labor movement regarding Sprint. As you may know, while the Vice President was in Los Angeles for the AFL-CIO winter conference, he met with a former Sprint employee to discuss first-hand the concerns addressed in your letter. The Vice President has shared these concerns with me, and my Administration continues to monitor this situation carefully. We remain firmly committed to protecting the rights of America's working men and women.

I value having the benefit of your perspective on this issue. The points you raise concerning Sprint's labor-management situation are troubling, and I have asked my staff to follow up with you on this. I look forward to working with you as we continue our efforts to protect the rights of America's workers and to foster a trend of increased corporate responsibility and citizenship.

It was good to see you at the State Dinner for President and Mrs. Frei last week. Keep in touch.

Sincerely,

Bill Clinton

INTERNATIONAL UNION OF ELECTRONIC, ELECTRICAL, SALARIED, MACHINE & FURNITURE WORKERS, AFL-CIO

IUE NEWS

Flash!

McDonnell Douglas mechanics of Top Gun jets, Fallon, Nev., vote 150-117 for IUE! Details next time.

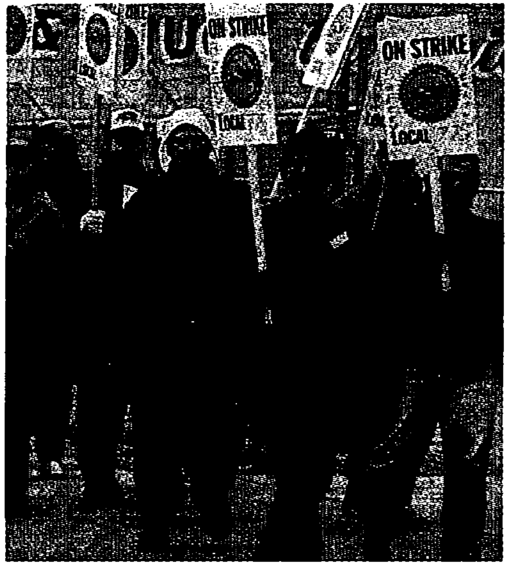
Notice to fee payers & nonmembers on 15
VOL. 47, NO. 6 WASHINGTON, D.C. NOV.-DEC., 1996
Local Union Election Notices on 14

ED FIRE, RON GILVIN WIN!

CONVENTION USHERS IN NEW ERA AT IUE on 4

Safety and health violations at a plating company take center stage in Dayton, Ohio Local 775's fight for a first contract.

SEE PAGE 3



Moraine, Ohio Local 801 wins a local GM contract after a two-day strike as negotiations on local pacts continue at four remaining plants. Harold "Nick" Nichols takes over as GM Conference Board chair.

SEE PAGE 12

IUE News
VOL 48, NO 1 JAN-FEB 1997
A FORCE FOR WORKING FAMILIES

THE BATTLE'S ENGAGED

AFL-CIO

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International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers, AFL-CIO

IUE

Edward Fire, International President - Ron Gilvin, Secretary-Treasurer

55349

West Wing
2nd Floor

TO: ~~Marjorie Tarmey~~
Assistant to Maria Echaveste
Office of ~~Public Liasion~~
Fax: (202) 456-2983

FROM: Mihyun Chon
for Douglas S. Meyer, Research Director

RE: Confirmation for Meeting on Thursday, May 22, 1997

DATE: May 14, 1997

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5. Colleen O'Neill Yanchulis
   DOB: (b)(6)
   S.S.#:

If there are any questions or problems with this fax, please contact Mihyun Chon at (202) 785-7206.

Thank you.

International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers, AFL-CIO

Edward Fire, International President · Ron Gilvin, Secretary-Treasurer

May 23, 1997

Ms. Echaveste and Mr. Socarides,

Thank you so much for taking the time to meet with us yesterday. We appreciate your interest and your effort in briefing the president on the situation.

You mentioned the lack of VCR, so I thought you could use the transcript of Mr. Welch's remarks.

I would urge you, if time and technology permit, to watch it to gain full context of his intent and meaning. In the meantime, you'll at least have some picture of the company's rhetoric.

Thank you again and I look forward to working with you in the future.

Sincerely,

Colleen M. O'Neill

Colleen M. O'Neill
Communications Director

Attachment

1126 Sixteenth Street N.W., Washington, D.C. 20036-4866 202-296-1200 Fax: 202-785-4563

GE CEO Jack Welch's Comments
from Boca Raton, Florida to GE Management
January 6-7, 1997

Bill Conaty laid out the union strategy very clearly. For all of you this is a very, very serious matter. The new (IUE) leadership has made a lot of statements in the campaign. Simply put, the new leadership is from GM. GM and the UAW bargained themselves into a competitive dilemma in the 1960s and 1970s. This is not a 1980s or 1990s negotiation issue. This is when GM, Ford, Chrysler and now defunct AMC had a world of no foreign competition. So, when each one of them accepted all these crazy demands that are noncompetitive, they did it in a world where they each took the same punishment, they each signed on and then they passed it on to the consumers and there were no other forces involved. That's not today's world in any of our businesses. Today's realities for us are 180 degrees different. We face brutal global competitive forces in every business, every day. Fifteen percent of our workforce is represented by U.S. unions. Only 15%. Two-thirds or more of our profits come from non-union activities. But 3 of the things they are talking about are not for us and are not for us in any way.

30 and Out. We train and reward experience. We want to keep our people. Why would we want to send a 47, 48, 49, 50, 51 year old experienced employee home? Why would we want to pay them not to come to work with all their experience in a brutal, competitive world? Be sure you explain it that simply to all of your local locations. What logic is there to send someone home, pay them for not working and take all that experience and all that training and send it home? That (30 and Out) is demand number one.

Neutrality agreements. With 15% of our workforce in U.S. unions, why would we want to ask to send our employees out and stay away from giving our message? We have an obligation and you have an obligation to every one of our employees. Give them voice and dignity. That is the absolute challenge of management. Give humans voice and dignity. Give them a chance. Explain everything. They don't need and

we don't need some third party to give people voice and dignity. We can explain our positions fairly and openly. That's your challenge. So the issue of neutrality makes absolutely no sense to us.

As far as **outsourcing and plant closing** is concerned, a year ago today we celebrated a 100 years in the Dow Jones Industrial Average. We want to be there 100 years from now. In order to do that we must be competitive. We must take every action to be constantly competitive. **We must be able to maintain management rights**. We must be fair. We must be open with the union, but we must take the actions to be sure that in this brutal competitive market that we are there. We will not be forced to take noncompetitive actions under any circumstances.

On the other hand, we are profitable, very profitable. We can afford good wages and benefits. We have very good people who are strong workers and also investors in our company. A strike is a lose, lose proposition. We don't want one but **we are the best prepared company in the world to take (a strike)**. Let me just share with you the two obligations we each have. In Fairfield we have an obligation to work like hell to not have a strike. To be open, fair and constructive with our negotiations. You have an obligation to get the message of what we can do and can't do across to your workforces in your locations.

You also have another obligation. We're the most profitable, we're the best managed, the best reputation. We'll set a record for how to run a company if we do have a strike. You better get prepared like you have never been prepared. We are going to look at it monthly. We get monthly updates from the CEOs of the business as to how you are going to operate. We'll show the world how we can operate in a strike and not flinch if that's what happens. Let's try and not have one but let's be ready to operate like it never happened if it does happen.

###

meeting background

AFSCME

Department of Public Policy

1625 L Street, N.W.
Washington, D.C. 20036

Phone: 202-429-1155
Fax: 202-429-1084

TO: Maria Echaveste

LOCATION:

FAX NUMBER: 456-2983

FROM: Lee Saunders

OF PAGES TO FOLLOW: 2

SPECIAL INSTRUCTIONS:

AFSCME®
American Federation of State, County and Municipal Employees, AFL-CIO
1625 L Street, N.W., Washington, D.C. 20036-5687
Telephone (202) 429-1000
Telex 89-2376
Facsimile (202) 429-1293
TDD (202) 659-0446

April 3, 1997

The Honorable Bill Clinton
President of the United States
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

Dear Mr. President:

Thank you for your time last week to discuss issues related to welfare reform. We thought you'd be interested to see the enclosed legislative language submitted in the New York legislature by Sheldon Silver, the Democratic Speaker of the Assembly. You will note that it specifically requires that welfare programs continue to be administered by a public employer using personnel subject to civil service laws. As you know, we strongly believe such requirements are the only way to protect the integrity of these programs that serve low-income populations.

Sincerely,

GERALD W. MCENTEE
International President

GWMCE/mm:g
Enclosure

§ 206. Section 2 of the social services law is amended by adding a new subdivision 19 to read as follows:

19. (a) Public assistance refers to transitional economic assistance, transitional economic assistance for families, disability support and assistance, safety net assistance, safety net assistance for families and veteran assistance.

(b) Aid to families with dependent children refers to transitional economic assistance for families, disability support and assistance, and safety net assistance for families.

(c) Home relief refers to transitional economic assistance, disability support assistance, and safety net assistance.

§ 206-a. Subdivision (c) of section 17 of the social services law is amended by adding a new undesignated paragraph to read as follows:

Notwithstanding any inconsistent provision of law, rule or regulation, the commissioner shall require that the administration of services here- tofore provided by a public employer, by personnel subject to civil service laws and reguations, shall continue to be performed by such personnel.

§ 207. Section 29-a of the social services law is REPEALED.

§ 208. Section 39 of the social services law is amended by adding a new subdivision 8 to read as follows:

8. The department may enter into an agreement, contract or compact with an Indian tribe or intertribal consortium for the provision of welfare related services by social services districts or by any tribe or tribes in connection with a tribal plan for direct tribal funding and administration of federal temporary assistance to needy families block grant monies.

§ 209. The opening paragraph and subdivision 2 of section 49 of the social services law, as added by chapter 777 of the laws of 1987, are amended to read as follows:

[The] For the purposes of this title, the following terms shall have the following meanings:

2. "Family" shall mean two or more persons, including at least one who shall be twenty-one years of age or younger and pregnant women, who:

(a) constitute a household for purposes of [the aid to dependent chil- dren] transitional economic assistance for families, emergency assist- ance to needy families with children, [home relief] safety net assist- ance for families, the disability support and assistance program, transitional economic assistance, safety net assistance or supplemental security income benefits; or

(b) although not currently in receipt of [aid to dependent children] transitional economic assistance, emergency assistance[,] to needy fami- lies with children, [home relief] disability support and assistance, safety net assistance or supplemental security income benefits, are eligible for such benefits and upon approval of their eligibility would be considered a family pursuant to this subdivision.

§ 210. Paragraph (a) of subdivision 5 of section 62 of the social services law, as amended by chapter 1080 of the laws of 1974, is amended to read as follows:

(a) Notwithstanding any other provisions of this chapter, in the event a recipient removes from one to another social services district in the state, a social services official administering [home relief or aid to dependent children] public assistance to such recipient shall continue such assistance and shall provide medical assistance for such recipient for a period ending on the last day of the calendar month next succeed- ing the calendar month in which such removal occurred, provided such

Labor - AFL CIO

AFL-CIO Shifts Venue in a Bid To Shift Image

Midwinter Meetings Focus on Organizing

By Frank Swoboda
Washington Post Staff Writer

LOS ANGELES, Feb.17—Gathering away from the plush Gold Coast resorts of Florida and Puerto Rico for the first time in their history, leaders of the AFL-CIO opened their annual midwinter meetings here today in an effort to create a new symbolism for a changing labor movement.

No more scenes of portly labor leaders sunning themselves poolside in Bal Harbour, Fla., far from the cities and lifestyles of most workers they represented. No more lavish parties to mark the ascension of a colleague to the federation's ruling executive council. No more half-day meetings to give the union leaders more time to golf.

This week, the nation's top labor leaders are gathered at the Biltmore Hotel, which shares a history they can only hope to match. Once grand and vibrant in the 1930s, the stately hotel fell on hard times as the city changed around it, only to be rescued and restored by new investors. Labor too is looking for new investors for its own restoration plan.

The central theme for the union leaders this week is organizing new members. Without membership growth, the leadership acknowledged today, the already diminished political and economic power of the labor movement will only fade further.

"We can't survive unless we grow," AFL-CIO President John Sweeney told a news conference after the council's morning session. Sweeney was elected to the federation presidency 16 months ago on a pledge to organize new members for a labor movement he said had become "irrelevant" to the lives of most American workers.

Since he took over the AFL-CIO, membership among the federation's member unions has risen slightly, to 12.9 million. But, as Sweeney noted today, "we continue to decline as a percentage of the work force." Union members constitute about 15 percent of the nation's work force, but barely 10

See LABOR, C10, Col. 1

LABOR, From C8

percent of the private sector, where union representation once ran as high as 35 percent.

Sweeney praised labor's effort last year in the federal elections and the way labor turned out its own members. But, he said, it fell short because there were "far too few union members."

To counter that, the AFL-CIO plans a series of organizing efforts, including a major campaign to attract more women to the labor movement, especially the millions of blue-collar women in such low-paying fields as health care and garment manufacturing. Women are the fastest-growing segment of the nation's union membership. In 1960, women comprised 18 percent of the union membership. By 1972, that number had grown to 22 percent. Today, 39 percent of all union members are women.

"The AFL-CIO has 5.6 million women members; we are the largest organization of working women in America and we're going to act that way," said Karen Nussbaum, director of the AFL-CIO's Working Women's Department. She said the new campaign will involve every department of the AFL-CIO.

Asked what she would say to male union members who might question how the efforts to attract women to labor's ranks would affect them, Nussbaum noted, "We've had a lot of success with the Men's Department." But she said success won't continue unless unions attract more members who will help everyone win better contracts, no matter what their gender or color.

The campaign is being called "Ask a Working Woman," and will involve questionnaires to working women nationwide, hearings in more than two dozen cities and a national conference in Washington next fall to help set a legislative and bargaining agenda for labor.

Women are not the only organizing targets this year. Hoping to spend the kind of money on organizing that it did on elections last year, the executive council is asking every union and each of its local unions to dedicate at least 30 percent of their budgets to organizing activities by the year 2000. In the past, organizational spending has often been a stepchild for most unions, according to federation officials.

As part of the new campaign, labor plans to largely bypass the National Labor Relations Board and take to the streets to sign up new members, visiting them at their homes and getting them to sign union representation cards rather than going through the cumbersome NLRB election process.

The Washington Post
Tuesday, February 18, 1997

Two Md. Counties Aim to Put a Lock on Triggers

Montgomery, Pr. George's Want Handgun Owners to Buy Safety Device to Protect Children

By Paul W. Valentine
Washington Post Staff Writer

Taking a cue from President Clinton's State of the Union speech, political leaders in Montgomery and Prince George's counties will begin a campaign today to require all handgun owners in the two counties to buy trigger-locking devices for their weapons.

Details of proposed county ordinances, which would go beyond present state law requirements, are to be disclosed at a joint news conference by Prince George's County Executive Wayne K. Curry (D) and Montgomery County Executive Douglas M. Duncan (D) in what they see as a major pitch to protect children from accidental shootings in the home.

Joining the county executives will be the police chiefs of both counties, Maryland Attorney General J. Joseph Curran Jr., several members of both county councils and Sarah Brady, national head of Handgun Control Inc. and wife of former White House press secretary James S. Brady, who was severely wounded by gunfire in an assassination attempt on President Ronald Reagan in 1981. The Bradys have crusaded across the country for limitations on handguns since the shooting.

"I commend [Curry and Duncan] for taking a stand to protect Maryland's children from senseless gun injuries and deaths," Sarah Brady said in a statement.

"You can't be too safe when it comes to children," said Vincent DeMarco, chairman of Marylanders Against Handgun Abuse, anticipating complaints by pro-gun groups that the ordinances would be onerous and ineffective.

Nationally, 16 children younger than 19 are killed every day by firearms, according to Handgun Control. Some of the deaths are accidental,

See GUN LOCKS, B6, Col. 3

GUN LOCKS, From B1

some are suicides and some are homicides, the organization said.

The counties' proposals, to be aired at today's 9:30 a.m. news conference in the Takoma Park Municipal Building, come just two weeks after President Clinton urged national legislation for what he called child safety locks on handguns as part of anti-violence initiatives outlined in his Feb. 4 State of the Union address. While in Boston tomorrow, he plans to call for juvenile crime legislation, including mandatory trigger locks for handguns.

About a dozen cities and some other jurisdictions in California have enacted trigger-lock laws, and on Feb. 7, Chicago became the first major city to do so. No states have such laws.

The Montgomery and Prince George's ordinances would require licensed gun dealers to sell or give key-operated trigger locks to all purchasers of handguns in the counties. Violators would be punished by up to six months in jail and a $1,000 fine.

Present Maryland law penalizes adults up to $1,000 in fines if they leave loaded and operable guns within reach of children younger than 16 but does not specify how they are to be kept from youngsters. Virginia has a similar law.

Although Maryland's law lacks specificity, as a "practical matter," gun owners must purchase either a trigger lock (for as little as $10.95) or a more expensive weapon lock box to comply with the law, said David Weaver, spokesman for Duncan.

The problem, he said, is that "most gun owners don't know about the law." In contrast, he said, the proposed county ordinances would require gun dealers to notify potential buyers of the trigger-lock provision.

Gun dealers and pro-gun groups oppose trigger-lock laws, saying that the locking mechanisms often are faulty and that a weapon can discharge when dropped accidentally even with a trigger lock in place. In addition, they say, gun owners can keep children from their weapons more effectively through educational programs on gun use.

And, said Sanford H. Abrams, vice president of the Maryland Licensed Firearms Dealers Association, "how are you going to get people to use trigger locks once they have them? You can't legislate stupidity."

Abrams instead urged that gun owners be given a partial tax credit for the purchase of lock boxes or safes as a more effective incentive to keep weapons from children.

The Washington Post

TUESDAY, FEBRUARY 18, 1997

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American Federation of Labor and Congress of Industrial Organizations

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LINDA CHAVEZ-THOMPSON
AFL-CIO Executive Vice President

Linda Chavez-Thompson was elected Executive Vice-President of the AFL-CIO on October 25, 1995 at the federation's convention in New York, part of an insurgent campaign to reinvigorate the American labor movement.

A second-generation American of Mexican descent, Chavez-Thompson has twenty-nine years experience in the labor movement. She rose from the organizing ranks of her union, the American Federation of State, County and Municipal Employees, to become the first person of color elected to an executive office of the AFL-CIO. She is the highest ranking woman in the labor movement.

Prior to her election as Executive Vice-President, Chavez-Thompson served as a Vice-President of the AFL-CIO since August 3, 1993. She served on the Executive Council Committees on Full Participation, International Affairs, Article XX Appeals and Housing. She was elected National Vice-President of the Labor Council for Latin American Advancement in 1986 and served in this capacity through 1996.

Chavez-Thompson was a Vice President of AFSCME from June 1988 through June 1996. As Vice President of AFSCME, she directed the union's efforts in a seven-state district -- Arizona, Colorado, Nevada, New Mexico, Oklahoma, Texas, and Utah -- that is widely recognized as unfriendly to labor. During her term in office, there were numerous successes in her Southwestern district including an organizing drive in Texas that brought in 5,000 new members over the past five years, and the passage of a collective bargaining law for public employees in New Mexico.

She was elected Executive Director of AFSCME Texas Council 42 on February 4, 1995, responsible for advancing legislative, political action and education programs for more than seventeen local unions that make up the council.

Born to sharecropper parents in (b)(6) Chavez-Thompson began her trade union career as a union secretary for the Laborers' International Union from December 1967 through June 1971. She served as an AFSCME International Representative, Assistant Business Manager, Business Manager and Executive Director of AFSCME Local 2399 from June 1971 to February 1995. [004]

Chavez-Thompson served on many city and community boards in San Antonio and was named to several political appointments in her home state of Texas.

Prior to moving to Washington, D.C. in November 1995, Chavez-Thompson resided in San Antonio, Texas. She is the widow of Robert Thompson, and has two children by a previous marriage and a grandson.

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Work Week

A Special News Report About Life On the Job — and Trends Taking Shape There

A1

IMMIGRATION OFFICIALS face a new complaint: 'inhumane' raids.

Already under fire for delays in naturalizing immigrants, the Immigration and Naturalization Service is accused of racism in its raids of companies where illegal aliens work. Last month, INS officers arrested 142 Mexican workers at an IBP Inc. meat-processing plant in Joslin, Ill. But the Labor Council for Latin American Advancement, an AFL-CIO-supported group, complains the INS targets Hispanics because they are "identifiable."

Curtis Aljets, director of the INS in Chicago, says the raid was "in keeping with our policies." The detained workers were fed and given access to telephones, he adds. The Chicago office has increased its use of employer raids to arrest illegal immigrants, apprehending 1,178 so far this fiscal year ending Sept. 30, up from 736 in all of fiscal 1996. Being apprehended wouldn't be pleasant, Mr. Aljets says, "but it's an obvious consequence of breaking the law."

"Don't say 'raid,'" one INS spokesman says. The official term is "worksite enforcement action."

GOODBYE, LAW: More lawyers don't want to be lawyers anymore.

The legal profession turns sour for so many that Hillary Mantis, career counselor at Fordham University School of Law in New York, writes a book — "Alternative Careers for Lawyers" — with suggestions ranging from talent agent to psychologist. "There's a high degree of burnout in this field," says Ms. Mantis, who has a law degree. "But lawyers want a lot of encouragement before they change careers."

After two years James Polsky, 32 years old, left his job at a small law firm intending to open his own jazz club in New York this September. Nearly 10% of new law graduates went into nonlegal careers last year, according to a survey by the National Association for Law Placement, up from 9% a year earlier. Among their career choices: horse trainer and airline mechanic.

THE LEADING workplace injuries may surprise you.

The Bureau of Labor Statistics announces the top workplace injuries that result in lost work time: carpal-tunnel syndrome, hernias, amputations (usually involving a finger) and fractures. Nearly 32,000 cases of carpal-tunnel syndrome were recorded in 1995, with 71% of those cases affecting women. But of 11,308 amputations, 90% were reported by men.

Michael Belkowski, a steelworker with Mulach Steel Corp., Bridgeville, Pa., was on the job in a warehouse last October when a pile of steel I-beams collapsed on his left leg, forcing doctors to amputate below his knee. "It's pretty tough out here," says the 45-year-old, who remembers lighting a cigarette while waiting for paramedics. Fitted with a prosthesis, he continues to operate overhead cranes and serves on the company's safety committee.

Among the injuries and conditions tracked by the Labor Department: frostbite, gunshot wounds and "malaise."

KIDS AT WORK: Iowa building contractors sponsor a week-long summer camp for children to get them interested in construction careers. Nearly 150 boys and girls spent a week at Camp Wapello near Bloomfield last month, where they visited quarries, poured sidewalks and wrote their names in the wet concrete. Chris Rhinehart, 10 years old, had fun, but he still wants to be a police officer. "It's safer," he says.

NEW UNION BOSS: Bridgette Williams, 29, is elected president of the Greater Kansas City AFL-CIO — the first black person to head a metrowide labor council and only the second woman, the federation says. Ms. Williams, who stood on picket lines with her grandfather as early as age five, is a member of the Office and Professional Employees International Union. She succeeds Mike Fisher, who was convicted last month of racketeering, bribery and mail fraud.

DONE

913-371-7017

STRIKE ONE, STRIKE TWO: The Teamsters announce today results of a strike-authorization vote for the union's 185,000 members at United Parcel Service of America Inc. Meanwhile, office workers at the Teamsters' Washington, D.C., headquarters have voted to strike against the union. The office workers and Teamsters management enter federal mediation on Thursday.

YOU SNOOZE, you lose: Dozing off at work becomes an issue for the courts.

A rash of cases emerges involving employees who allegedly fell asleep at work. Joseph Verbrugge, a Denver anesthesiologist, faces a retrial on reckless manslaughter charges after he allegedly fell asleep during routine ear surgery on an eight-year-old boy, who died during the operation. Dr. Verbrugge's attorney didn't return phone calls seeking comment.

Personnel Legal Alert, a Ramsey, N.J., newsletter, says it is seeing more "sleeping" cases but adds most disputes go to arbitration. In St. Petersburg, Fla., Deputy Scott Bartoszak faced a one-day suspension after a supervisor caught him asleep during his overnight shift as a guard at the Pinellas County Jail. The suspension was later waived, although Mr. Bartoszak says the incident was "embarrassing."

"Too bad we're not like Europe where they have a siesta," he adds.

THE CHECKOFF: Teamsters at Overnite Transportation Co. in Richmond, Va., tout their achievements in a video, "On the Road at Overnite," featuring singer Willie Nelson. . . . Temp agency Olsten Corp. uses a billboard in Milwaukee to attract workers. It reads: "Love 'em and leave 'em."

—CARL QUINTANILLA

THE WALL STREET JOURNAL
TUESDAY, JULY 15, 1997

What's News— A1

* * *

Business and Finance

DLJ POSTED a record $100.2 million profit for the second quarter, amid surging investment banking fees. The results could heighten the investment bank's allure for big banks. DLJ's stock is up 75% this year, buoyed by takeover speculation despite the firm's denials it can be bought.

(Article on Page A3)

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The dollar hit a six-year high against the mark, and analysts said it could keep rallying this summer, a mixed blessing for U.S. investors.

The Nasdaq composite rocketed 21.26 to 1523.88, its eighth straight record, as tech stocks continue to surge. Bond prices ended the session lower.

(Articles on Page C1)

* * *

Raytheon agreed to sell part of its appliance unit for $550 million to Goodman Holding and about $200 million in receivables to two banks. Separately, the firm appeared to gain conditional support from a key Air Force official for its $9.5 billion acquisition of the defense lines of GM's Hughes unit.

(Article on Page A3)

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DuPont's plan to buy some industrial-chemical businesses from ICI for $3 billion had analysts wondering how DuPont will squeeze profits from the businesses in the near term.

(Article on Page A3)

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Marriott International said it has curtailed an effort begun last fall in Washington, D.C., to target more-disadvantaged welfare recipients in its successful welfare-to-work program.

(Article on Page A2)

* * *

Texaco's inquiry into charges growing out of a race-bias suit found three officials purposefully failed to turn over evidence and that the firm's legal staff did little to rein them in.

(Article on Page B3)

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The port of Los Angeles is facing the possibility of serious labor disruptions during its peak season as striking harbor pilots triggered a sympathy work stoppage among dockworkers.

(Article on Page A2)

* * *

White House officials plan at a meeting with cigarette makers today to question the penalties the industry would pay if youth smoking persists under the proposed tobacco pact.

(Article on Page A20)

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Colgate-Palmolive won FDA approval to market Total toothpaste in the U.S., making it the only toothpaste that can legitimately advertise that it helps to prevent gum disease.

(Article on Page B3)

* * *

A nasal-spray vaccine prevented the flu in a large test of children. Shares of Aviron, a biotech firm that developed the easily administered vaccine with the NIH, surged 28%.

(Article on Page B14)

* * *

NationsBank, First Chicago NBD and other banks posted earnings that met or beat analysts' expectations.

(Article on Page A4)

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LTV said it would close a major coke-producing plant by the end of the year and take a $150 million charge.

(Article on Page B4)

* * *

Alliance Entertainment filed for bankruptcy-court protection from the music distributor's creditors.

(Article on Page B3)

* * *

Markets—

Stocks: Volume 485,853,540 shares. Dow Jones industrials 7922.98, up 1.16; transportation 2800.75, off 18.56; utilities 232.63, up 0.78.

Bonds: Lehman Brothers Treasury index 6992.39, off 16.54.

Commodities: Oil $18.98 a barrel, off 35 cents. Dow Jones futures index 147.84, up 0.47; spot index 147.32, off 0.29.

Dollar: 113.95 yen, off 0.03; 1.7970 marks, up 0.0201.

World-Wide

A U.N. TRIBUNAL SENTENCED a Bosnian Serb to serve 20 years for war crimes. Dusan Tadic, a former cafe owner convicted of torturing and killing Muslims during a 1992 ethnic-cleansing campaign near Prijedor, is the first to be sentenced after contesting his charges. The decision stirred passions further among Bosnian Serbs, still angered by last week's raid by British troops to arrest war-crimes suspects. A bomb late Sunday appeared to target international peacekeeping agencies, but it hurt no one.

Milosevic will be the only candidate for the Yugoslav federal presidency in a parliamentary vote expected by July 25. He is barred from a new term in Serbia.

* * *

British scientists say they have found evidence that bacterial infections can cause heart attacks, and that antibiotics may emerge as an important weapon against them. The findings, in a study of 213 patients, bolster new theories about heart disease that could redraw the cardiovascular-drug landscape. (Article on Page B1)

* * *

TWA-crash investigators conducted inflight testing of the center fuel tank of a chartered 747 off the coast of New York, the first in a series. The flights are expected to continue for at least 10 days, and each is supposed to measure a variable that may have contributed to the July 17, 1996, explosion and crash that killed 230 people.

* * *

The Senate voted 78-11 to clear a vote on Joel Klein's nomination as Justice Department antitrust chief. Republicans, favoring his hands-off record, forced an end to debate by threatening to block another nominee. Democrats argued Klein's enforcement approach was too soft. (Article on Page A2)

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The commander of the Mir told Russian space officials he has experienced heart irregularities recently and is worried about his ability to conduct a crucial mission to restore electrical connections to a damaged module of the space station. If doctors approve, the repairs may begin on Friday.

* * *

The FBI briefed senators investigating campaign fund-raising abuses, but officials said that evidence of a Chinese plan to influence elections is ambiguous. Sen. Thompson asserted last week that Beijing planned to subvert U.S. races. Hearings are set to resume today. (Article on Page A6)

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U.S. AIDS deaths continue to drop, falling 19% to 30,700 in the first nine months of 1996 compared with the same period in 1995, according to the Centers for Disease Control and Prevention. The CDC credited combination therapies including the new protease inhibitors and ongoing prevention efforts.

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Clinton proposed legislation barring health insurers from denying coverage to people on the basis of genetic backgrounds. The president, who based the proposal on a report by a task force headed by HHS Secretary Shalala, said many people avoid genetic tests for fear of losing insurance.

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A bridge at an Israeli stadium collapsed during opening ceremonies for an international competition, killing one person and injuring 64. The Australian team was on the bridge at the time. Separately, Palestinian police intervened in Hebron unrest, restoring some calm for the first time in weeks.

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Poultry shipments were barred from many processors in the South and elsewhere because of concerns over dioxin levels in chicken, eggs and catfish. The FDA called the move precautionary, saying there is no current health risk. (Article on Page B14)

* * *

Millions of Spaniards took part in a brief work stoppage to protest the weekend killing of a young Ermua town councilman by the Basque separatist group ETA. The man's funeral, attended by 15,000, was televised nationwide as anger over the slaying grew.

* * *

Russia's central bank chief accused an ex-deputy finance minister and a big bank of misappropriating more than $500 million. Meanwhile, a Yeltsin-backed candidate appears to have won Sunday's vote for Nizhny Novgorod governor. (Article on Page A14)

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Riot police in Kenya fought thousands of students near a university in Nairobi as violent protests against President Daniel arap Moi's regime continued. At least five people were hurt and many were arrested.

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A bomb in Algeria killed 21 people and injured about 40 at a crowded market in the capital. Police blamed Muslim fundamentalists. Meanwhile, President Zeroual replaced the head of his security forces.

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