



WHITE COLLAR

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



Working Together for a Better Life

Delegates Gather for 27th OPEIU Convention

Special Convention Supplement

It's convention time, and representatives from Local Unions throughout the United States, Canada and Puerto Rico are gathering in Orlando, Florida, on June 6-9, to attend the 27th OPEIU Convention, with the theme "Working Together." Complete coverage of the 2016 convention will appear in the next White Collar, but in the meantime, learn more about your union and the elected officers and staff who represent you.



WHAT THE
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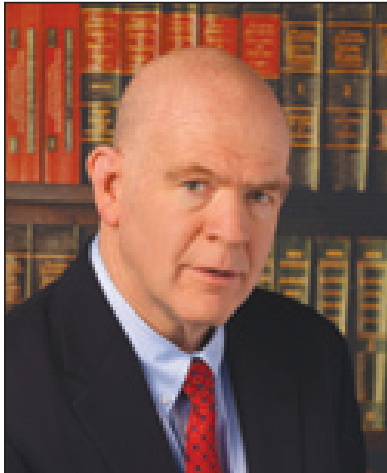
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Millennials Are Learning the Power of Working Together

By Richard Lanigan, President

I recently attended two functions honoring union officers for contributions made during their careers. At both events, while union leaders described the honorees' accomplishments, some spoke of how unions are in serious decline. They referenced Wisconsin, the increase in right-to-work states, how bargaining had become extremely difficult and member apathy had increased. I have a very different view of the future of unions.

I recently came across the movie based on the classic book "The Time Machine." In that story, a man invents a machine that transports people through time. After experimenting with the machine, he sets it for the year A.D. 802,701. When he arrives there, he encounters two types of people: the Morlocks, apelike, troglodytic cannibals, who are dominant; and the Eloi, submissive, childlike adults, who are exploited by the Morlocks. He finds the Eloi people have no education, no skills and no future. He wonders why there are no older Eloi. He soon realizes that Morlocks cannibalize them.

He envisions an extremely bleak future for the human race. He begins to educate the young Eloi people about the Morlocks and encourages them to work together to change what seems inevitable. As the story ends, he is mobilizing the Eloi to fight the Morlocks and gathering information to help redevelop their civilization.

A more recent portrayal of young people mobilizing against tyrannical and exploitative overseers can be seen in the movie "The Hunger Games." Here the contestants are young people forced to fight each other to the death in annual games conducted by the tyrannical government of Panem. The games serve as entertainment for the Capitol as well as retribution against the districts for a past rebellion. The prize is food and necessities for the winner's district. Those who lose

the games pay with their lives. The games are televised throughout the districts, and the contestants are role models to those at home. In one such game, the last two contestants decide that rather than compete with each other to the death, they will collaborate and live. The youth in the districts begin to understand the value of collaboration. This collaboration ultimately brings about a youth-led rebellion, toppling the Capitol.

These movies depict young people organizing to change their bleak future. Young people in the United States face a difficult future right now. Among those who have been to college, the average student debt burden is approximately \$30,000. Those who didn't go to college or a trade school often are employed in low-paying jobs unrelated to their skills or training. Because of their debt burden and underemployment, many are unable to obtain suitable housing, which means they live with their parents or in difficult circumstances. Young people see this happening while the average compensation of a Fortune 500 CEO

is several hundred times what the average line employee earns.

Are the young people of today ready to organize? Some worry that millennials are socially insulated by technology. But millennials are beginning to make change like their counterparts in the two movies mentioned above. They are organizing at universities, in their communities, in the Occupy movement and by working to support presidential candidates in the 2016 primaries.

When I look at this generation of Americans, I see young people who are learning to work together on social ills and who are willing to learn to organize. This year, millennials will be the majority of the American workforce. Of those working millennials, more than 70 percent would join a union if they had an opportunity to do so. This statement bears repeating. Seventy percent of millennials, who will be the majority of the American workforce in 2016, would join a union. Millennials are only beginning to learn how much power they can generate by working together.

When I look at this generation of Americans, I see young people who are learning to work together on social ills and who are willing to learn to organize.

Friedrichs Is Dead—For Now



A recent U.S. Supreme Court decision ending in a 4-4 tie means a reprieve from the largest legal attack on workers and the labor movement in recent history.

On March 29, the justices ruled on the *Friedrichs v. California Teachers Association* case, an effort to defund unions representing public sector workers. Unions are required to represent all workers in a bargaining unit, even those who have refused to be part of the union. These workers pay what are known as fair share fees to help toward the cost of this representation, and are thus entitled to all the same wages and benefits as their dues-paying counterparts.

Before the death of Justice Antonin Scalia earlier this year, the court seemed poised to rule that requiring all workers to pay these fair share fees violates their First Amendment rights. Overturning a decision that had been in place for more than four decades would have had serious financial consequences for organized labor, gravely hampering unions' ability to function and represent workers in both the public and private sectors. It would have jeopardized the future strength and viability of the labor movement.

The ultra-right National Right to Work Committee and its legal defense fund found and paid for nine dissident California teachers to bring the case. They argued that any money workers send to public sector unions that represent them on their jobs — even just “agency fees” for contract negotiations and grievance procedures — is “political” and violated the dissenters’ First Amendment rights.

The truth is that unions use the dues money — just the dues money — not only for negotiating contracts and defending workers against employers’ favoritism and unjust discipline, but also for advocating for better pay and working conditions for all. *They don’t use it for politics.*

In short, unions push for justice on the job for every worker, union and nonunion. When unions win justice on the job and better pay and conditions, all workers, including “agency fee” payers, nonmembers and even right-to-work supporters, benefit. So do many unorganized workers, as their employers try to match union pay and benefit standards. Take away unions’ funds — what *Friedrichs* sought to do and what the right-to-work crowd wants — and all workers suffer because unions don’t have the money to defend them.

The justices’ one-sentence order only said they tied on *Friedrichs*. That leaves the lower court ruling in place, which lets stand the current union-dues-and-agency-fees system. It did not say what the court would do when a ninth justice is seated. Add a Scalia conservative clone to the court, and it will fall.

“While this ‘nondecision’ is a temporary victory for organized labor and for working people, the equally divided court’s ruling also highlights how important it is that a new justice be named — and that the Senate do its job and confirm President Obama’s selection, Merrick Garland — to break the conservative, often anti-union slant of the court,” President Richard Lanigan said.

“It also brings home the importance of November’s presidential election,” he continued. “Our next president will have the opportunity to appoint at least one, if not two or more justices to the court. These appointments will decide the makeup of the court for decades to come, and their decisions will determine the future of the American labor movement.

“Finally, it reaffirms our commitment to working together to ensure all workers have a strong voice and are fairly represented in the workplace,” Lanigan said.

Supporting Flint Members During Water Crisis



Local 42 Trustee Margarita Reyna, left, and Local 393 President Lynda Eckstrom.

I would like to take this opportunity to thank you for the ZeroWater dispenser that you recently sent to me via Lynda Eckstrom of Local 393, Michigan.

As you well know, Flint, Michigan, has recently been going through some very trying times regarding our household water. We are still faced with not being able to drink our water. We continue the effort to try and do the best we can with this situation and forge on.

Once again, I thank you most sincerely for the water dispenser you so generously sent me.

Sincerely,

Margarita Reyna, Trustee
Local 42
Flint, Michigan

On behalf of the citizens of Flint, thank you for the donation to the Water Fund. I'm happy to share with you, OPEIU Local 494 also made a generous donation to the people of Flint.

As you know, the situation here is quite dire, and unfortunately in this case it seems those with the greatest need have the fewest resources. It would be almost impossible for many Flint residents to find access to safe water on their own. But thanks to donations like yours, we are making a positive difference in the lives of our brothers and sisters, local families and neighbors.

So, thank you for proving once again the compassion that runs deep through our sister union.

In solidarity,

Gerald Kariem, Director
UAW Region 1D
Flint, Michigan

Editor's note: If you'd like to help the people of Flint, Michigan, donations can be made by check to the United Way of Genesee County, P.O. Box 949, Flint, MI 48501. Please note Water Fund on the memo line. Union donations should be addressed to the attention of Cindy Cromwell so your union's activity is properly documented.

Sympathy for Those Lost Aboard the El Faro

Thank you for taking the time to offer your condolences on the loss of all hands aboard the El Faro. Although this has been an extraordinarily difficult period, your support has helped everyone in our organization cope with the grief. I know that the outpouring of sympathies also has meant a lot to the crew members' families.

Again, thank you for your message and your generous contribution.

Sincerely,

David Heindel, Secretary-Treasurer
Seafarers International Union, AFL-CIO

Editor's note: El Faro was a United States cargo freighter crewed by U.S. merchant mariners that was lost at sea with all 33 hands on Oct. 1, after losing engine power during Hurricane Joaquin.

Grateful for Union Benefit

Last night I had my first experience with the OPEIU towing service, and I would be remiss if I didn't let you know what amazing service my husband and I received from OPEIU's service provider, Nation Safe Drivers. When I called them, a representative on the phone first asked me if I was safe and if I was calling from a safe location. The representative was kind, courteous and extremely professional and in a matter of minutes assured me that my union benefit would cover all costs of this emergency roadside assistance. Within 20 to 30 minutes, the emergency roadside assistance arrived, hooked up cables to our vehicle and had our car up and running. I'm grateful to my union for this benefit.

Thanks again,

Victoria Tirado Roman
Local 153
New York, New York

Labor Museum Shares History of Work

On behalf of the Board of Trustees, I sincerely thank you for your generous contribution to the American Labor Museum/Botto House National Landmark. Your support is greatly appreciated.

All proceeds from this donation will enable us to continue our mission of advancing the public understanding of the history of work, workers and the labor movement throughout the world, with special attention to the ethnicity and immigrant experience of American workers. Your contribution makes it possible for us to display exhibits and sponsor programs to further reach out to and educate children and adults for the betterment of all workers.

Thank you again.

Angelica Santomauro
Executive Director, American Labor Museum



President Richard Lanigan and AFL-CIO President Richard Trumka at the Executive Council meeting on Feb. 23.

Lanigan Named to AFL-CIO Executive Council

President Richard Lanigan was named a member of the AFL-CIO Executive Council at its meeting Feb. 23 in San Diego, California, filling the seat left vacant by the resignation of former President Michael Goodwin.

The Executive Council then adopted a statement “On the Resignation of Michael Goodwin,” in recognition of Goodwin’s service and dedication to the labor movement over the past 55 years.



AFL-CIO Statement on the Resignation of Michael Goodwin

February 23, 2016

We wish to acknowledge more than 55 years of service and diverse contributions to the labor movement of a true trade unionist and visionary leader — Michael Goodwin. Goodwin has constantly and creatively found ways to organize in both traditional and nontraditional industries, growing OPEIU during his 21 years as international president from 80,000 to more than 103,000 members. He has been a great asset to the members of OPEIU, the American labor movement and working people everywhere.

Goodwin has introduced the concept of providing membership benefits, paid for directly out of the union treasury, as a means to provide more for existing members and to attract new members.

As a member of the Executive Council, Goodwin served as vice chair of the Civil and Human Rights Committee and made important contributions to the committees on health and safety, ethical practices, legislation and policy, women workers and special assignments relating to Article XX and XXI, among others.

Goodwin was first elected secretary-treasurer of Local 153 nearly four decades ago, in 1977. Two years later, he began serving as an international vice president and in 1994 was elected international president of OPEIU. In 1995, he was elected to the Executive Council of the AFL-CIO and served for more than 20 years.

He was the 1994 recipient of OPEIU’s Henderson B. Douglas Memorial Award, the union’s highest award for organizing, and the Paul Hall Award of Merit, honoring him for his important contributions to the development of the labor movement, the maritime industry and the port of New York.

In 1995, Goodwin received the Ellis Island Medal of Honor, awarded to outstanding American citizens who have distinguished themselves as members of a specific ethnic group.

He continues to serve as president of the American Labor Museum and as a director of the AFL-CIO’s Union Privilege Program. He also serves as secretary-treasurer of the New York Hotel Trades Council and as a vice president of the New York State AFL-CIO and the New York City Central Labor Council.

Goodwin also will continue to serve the labor movement as business manager of OPEIU Local 153 in New York, to complete his three-year term ending in September 2018.

The Executive Council thanks Michael Goodwin for his service and looks forward to continuing to work with him in his new role at Local 153.

AFL-CIO Survey Shows Working Women in the U.S. Have Less Than 40 Minutes of Personal Time A Day

A national survey of working women conducted by the AFL-CIO that included feedback from OPEIU members indicates that they are overstretched at home and on the job, and are working harder than ever but struggling to make ends meet.

The report is the result of the National Survey of Working Women launched last fall in an effort to gain a multifaceted picture of American women, which received nearly 25,000 responses from union and nonunion women across the country — including OPEIU members. The survey revealed, among its many findings, that more than half of working women spend less than four hours a week on themselves after fulfilling their work and caregiving responsibilities.

“This survey offers a telling glimpse into the issues that matter most to American working women,” said AFL-CIO Secretary-Treasurer Liz Shuler. “As a woman and a union member myself, I understand the constant balancing act that many women are forced to play. I also know that union membership opens

doors to leadership opportunities and economic power for women.”

The results also included critical and timely information about female voters for presidential candidates. Women, who constitute a critical voting bloc, reported being most concerned about the issues of affordable health care, equal pay, affordable higher education and raising the minimum wage.

“Presidential candidates on both sides of the aisle should take note of what working women in this country are saying is important to them,” OPEIU Secretary-Treasurer Mary Mahoney said. “Equal pay and a minimum wage that allows working people to live with dignity, and affordable health care and higher education — these are the issues that resonate with them, not protecting the interests of the wealthy and of big business.

“It’s important that working women vote for the candidates who have these issues at the top of their agenda,” she continued.

Union women earn 33 percent more than women working without the support of union representation.

OPEIU Women Speak Out

Many OPEIU members took the AFL-CIO’s National Survey of Working Women, and their answers revealed that they feel health care costs are the greatest barrier to their personal economic stability, followed closely by personal debt and the cost of higher education or student loan debt.

The issue that OPEIU women felt was the most important to take action on now in order to build an economy that works for all Americans: equal pay for equal work. In fact, equal pay for equal work was the top issue among all women who completed the survey.

The survey revealed that 59 percent of female respondents fill the role of primary breadwinner in their household and that

women view health care costs and low wages as major barriers to their economic stability.

“Millions of American women are juggling work and family responsibilities, and it is not getting any easier. From equal pay and an increased minimum wage, to affordable health care and paid leave, nearly 25,000 working women have made their voices known in this survey and spoken on the issues that can help families succeed,” said Rep. Rosa DeLauro, D-Conn., who joined Shuler in releasing the survey results. “Now it is up to Congress to listen and to enact legislation that makes the workplace a better place for all women. We can start by passing

Equal Pay, Equal Say

Working women embrace their new roles as primary breadwinners and financial decision-makers in their households, and it’s time for public policies and workplaces to catch up. Organized labor is uniquely positioned to lead on leveling the playing field for women. That’s why the AFL-CIO has committed to Equal Pay, Equal Say, an economic issue advocacy and political mobilization initiative for working women.

To learn more about the survey results and the AFL-CIO’s Equal Pay, Equal Say initiative, visit aflcio.org/equalpayequalsay.

**EQUAL
PAY EQUAL
SAY**

the FAMILY Act, to guarantee paid family and medical leave for all employees, and the Healthy Families Act, to allow workers to have access to job-protected paid sick days.”

In addition to being breadwinners and financial decision-makers for their families, more than 25 percent of women spend more than 30 hours a week on caregiving activities, the survey found.

“This report shows how critical closing the gender gap is for America’s working families. It’s time for this country to make women’s equality more than a slogan and enact meaningful paycheck fairness policies,” said Rep. Lois Frankel, D-Fla., who also joined Shuler in releasing the results.

Clinton Vows to Stand Up for Workers, Secure Equal Pay for Women



*Hillary Clinton at a rally
March 2 in New York City.*

“I am honored to have again earned the endorsement of the Office and Professional Employees International Union,” said Hillary Clinton in a statement recognizing OPEIU’s endorsement of her presidential bid. “OPEIU and its members make our economy run. American workers built the middle class by fighting for higher wages, retirement security, and the right to collectively bargain. Now, working families are under attack by Republicans who want to strip workers of their hard-won rights and keep stacking the deck for those at the top.”

“As president, I will stand up for workers and fight attacks on collective bargaining,” Clinton continued. “I will fight to protect retirement security and finally secure equal pay for women and paid family leave for all — because when unions are strong, families are strong, and when families are strong, America is strong.”

Clinton has the endorsement of 25 national labor unions or labor alliances representing more than 1.3 million employees.

**Are you registered to vote?
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REGISTER TODAY at opeiu.org.**





Data shows that women are paying off less of their student debt than men and are putting more of their money toward student loan debt than they can afford.

Millennials Earn Less and Have More Debt

Another study is showing that millennials — those born between 1980 and 1998 — are earning considerably less than the previous generation of young workers and are still struggling from the effects of the recession.

These factors are making it harder for them to pay back their student debt. Many people in their twenties have earned some college credit, and many end up racking up huge amounts of student debt.

Something must be done to help families face the rising costs of higher education. Federal and state governments must take action to make tuition more affordable and debt less burdensome. The next president must also make it a priority, or our national student debt crisis will only get worse.

Wage Gap Makes Paying Off Student Debt Harder for Women

We've heard about it a lot recently on the campaign trail. It's an issue that is finally getting some airtime, but is anything being done to address the problem?

With \$1.3 trillion in outstanding student loan debt in America, our nation is facing a student debt crisis. Millions of working people are saddled with debt that will take years, if not a lifetime, to pay off. But the outlook is even gloomier for women, especially women of color.

The reason women are being hit especially hard is an old one: the wage gap.

Recent data indicates that the wage gap — by which women earn approximately 79 cents for every dollar earned by men — is making it harder for women to pay back student loans. Women are paying off less of their student debt than men, are putting more of their money toward student loan debt than they can afford, and may even be staying

in dead-end jobs longer for fear of their mounting debt.

“The gap in debt repayment may also make it more difficult for women to take risks that could pay off in the long run, like changing job sectors or starting a business,” according to the study conducted by the American Association of University Women.

The situation looks even worse for women of color, as the study indicates black and Hispanic women are having an even harder time paying off their college debt.



OPEIU Member
Named AFL-CIO Young
Worker Advisory
Council Co-Chair

OPEIU Mourns the Loss of Former Vice Presidents Kinnick and Adams

OPEIU is mourning the loss of two long-serving and dedicated OPEIU leaders, Kathleen Kinnick and Billie D. Adams.

Kinnick passed away on March 17 after a lifetime serving OPEIU members in her home state of California and on a national level. Kinnick served as president of Local 29 in San Francisco from 1977 to 2001, and as a vice president on the International Executive Board from 1977 until 2001. In 1998, she was named to serve as assistant to then-International President Michael Goodwin, where she focused on women's issues and represented the International Union on special assignments. She also served as OPEIU's liaison to the AFL-CIO's Working Women's Department and as a vice president of the Coalition of Labor Union Women (CLUW).



Among her many roles in the labor movement, Kinnick served as a lobbyist for the California Labor Federation, where she pushed for ergonomic worker protection standards, pay equity, sexual harassment and employment discrimination prohibitions, child care, and other worker and family legislation.

In an article published in the White Collar in December 1979, Kinnick—always at the forefront of the women's trade union movement—said she strongly believed female trade unionists must not only become more involved in the entire collective bargaining process, but that they also should assume far greater responsibility and leadership roles in their Local Unions, and in all functions of the organization. Her words hold true 37 years later.

Adams, of Manteno, Illinois, passed away on April 2. He had served on the OPEIU Executive Board from 1970 until his retirement in 1986. He was regional director of OPEIU's Midwest Organizing Council from 1965-1968, and then served as an International representative until 1986. In his retirement, he enjoyed golfing and fishing, but there was nothing he enjoyed more than spending time with his family.

Kathleen Kinnick



Billie D. Adams

A veteran of the U.S. Navy, Adams served the country from August 1948 until July 1952. He was a member of the American Legion, Masonic Lodge and Manteno United Methodist Church. He was also an avid St. Louis Cardinals fan.

"Both Kathleen and Billie served OPEIU with distinction for many years, and their vast contributions to our union will be felt for years to come. They will be greatly missed," said President Richard Lanigan.



Local 2 Executive Board member Caniesha Seldon has been elected to serve a one-year term as co-chair of the AFL-CIO Young Workers Advisory Council (YWAC). Seldon is chair of OPEIU's Rising Stars youth initiative. YWAC was founded in 2009 and is comprised of 35 young workers from various AFL-CIO affiliates across the U.S. It was created as a way to develop dialogue among young workers who are active in the labor movement on issues important to them, such as jobs, student debt and leadership advancement. Council members mentor, train and develop young worker group leaders, and represent the AFL-CIO's NextUp program across the country.

Studies show workers under the age of 35, who are the majority of the workforce, overwhelmingly support unions and would join if they had the opportunity.

Local 13 Fights Back Against Mandatory Arbitration Clause

Local 13 in Bridgeton, Missouri, recently beat back an employer's effort to take away the union members' right to due process in handling discrimination issues and was able to keep strong discrimination language in its new four-year labor agreement.

Local 13 has represented employees at the 1st Financial Federal Credit Union, which has several branches in St. Louis and surrounding counties, since the late 1970s. But as contract negotiations began this time, the employer's attorney of McMahon Berger, a local union-busting firm, tried to impose a mandatory arbitration clause for discrimination. This language would have taken away the members' ability to file complaints with agencies such as the Equal Employment Opportunity Commission and the Missouri Human Rights Commission when claims of discrimination arose. Instead, it would have forced the union to go to arbitration, where the arbitrator's decision would have been binding with no recourse in state or federal courts. In short,

it would have taken away the members' access to due process.

Local 13 did not take this lying down. Instead, the union had a strong, coordinated effort with overwhelming support from the members. It also enlisted the support of several labor unions in the area that did business with the credit union.

"This was quite a battle," said Local 13 President and Business Representative Katie Fenlon, "but our negotiating committee — Toni Gaskin and Jessica Peluso — and the entire membership stood strong.

"Local 13 would like to sincerely thank International President Richard Lanigan for all of his help and support during these difficult negotiations. He was working with us every step of the way," Fenlon continued.

Local 13 represents some 60 employees at the credit union ranging from tellers to information technology specialists.

Local 153 Members at MCU Win New Contract



Local 153 members at the Municipal Credit Union enthusiastically ratified a three-year contract in April that provides wage increases of 3.5 percent each of the first two years and 3 percent in the third year.

Retroactive to Jan. 15, the agreement provides for lump sum bonus payments to be increased for employees with nine, 15 or 20 years on the job; no changes to current health care benefits; and increases in bonuses for perfect attendance.

Local 153 in New York represents 450 workers at MCU's more than 20 branches in the five boroughs. Local 153 Assistant Business Manager John Edmonds, who is pictured with MCU employees following their ratification vote, thanked the members of the negotiating committee — Chief Shop Steward Millie Sanchez, Shop Steward Renee Spradley and negotiating committee member Ray Jordan — for their hard work, and thanked the membership for their solidarity in achieving the contract.

Local 376 Leader Retires

Local 376 in Farmington, Connecticut, celebrated the retirement of Eileen Warren, a trustee on the executive board for 15 years, by presenting her with a bouquet of flowers and a plaque recognizing her dedicated years of service to the Local Union. Warren was employed at the Connecticut State AFL-CIO office for more than 25 years and was very active in the state's labor movement. Executive board members Nancy Swanson, Patti Norcross Buchanan, Cathy Wynne and Joan DeMatteo helped Warren celebrate her pending retirement at their March 2016 meeting.



Members at Union Health Center Win Pension Fund Gains

Local 153 members at the Union Health Center (formerly UNITE Health Center) have a new three-year contract that provides wage increases of 2.75 percent the first year and 3 percent in both the second and third years, while maintaining the members' health plan with no premium sharing, and an increase in pension fund contributions.

On Jan. 1, 2016, and Jan. 1 every year thereafter, the employer will put \$500 into the flexible spending account of each member who takes advantage of that benefit.



Celebrating the contract, left to right, are Local 153 Assistant Business Manager John Edmonds and Shop Steward Pansy Royal, members Arcenia Lora and Robert Arroyo, negotiating committee member Sandra Bourdier, and member Nancy Lugo.

The Local 29 Executive Board.

Locals 29 and 3 Merge to Create Stronger Union

The memberships of Locals 29 and 3 in Northern California voted overwhelmingly to approve the merger between the unions effective April 1. Local 3 will no longer exist, and Local 29 is now the representing union, becoming more than 5,000 members stronger.

Local 29 retains the bargaining and recognition rights previously held by Local 3, and all collective bargaining agreements continue in full force and effect.

"The merged unions share mutual goals and objectives and recognize the importance of representation, collective bargaining and organizing workers," said Local 29 President and Business Manager Tamara Rubyn, all with the goal of "strengthening the members' economic, social and professional interests."

Former Local 3 leadership will continue to help lead the union, with Natalie Naylor serving as San Francisco director of representation, Jane Bosio as business representative, Jackie Durley-Smith as office manager and Christine McClintock as financial manager. Local 29's executive board will expand until the next general election in 2018 to include former Local 3 leaders as transitional executive board members, including Naylor, Rhonda Fortier-Bourne, Rosemarie Boothe-Bey, Hang Le To, Barbara Banford and Andrea Rodriguez.

"The merged unions share mutual goals and objectives and recognize the importance of representation, collective bargaining and organizing workers."



Universal Studios Members Ratify Contract After Contentious Negotiations

Local 174 in Burbank, California, has achieved a contract that includes three wage increases and no job losses after difficult and lengthy negotiations with Universal Studios, according to Local 174 President and Business Manager Christine Page.

“Negotiations with Universal Studios were contentious and unreasonably long because of Universal’s insistence on eroding the bargaining unit with elimination of jobs. It was all the more disturbing given the record-breaking year the Studio had in 2015,” Page said.

Local 174 had completed successful and overwhelmingly approved contracts at Warner Brothers Theatrical, Sony Pictures Entertainment and Motion Picture Industry Pension and Health Plans in the fall of 2015, as it continued to work toward a contract for the members at Universal Studios and Universal Television.

“A record-smashing year with nearly \$5.7 billion in global box office’ was splashed everywhere possible by Universal, yet when it came time for the union workers to be recognized, the numbers were quickly forgotten by the Studio,” Page said. “The original offer was a nonstarter and an insult.”

Key issues at risk were the jurisdiction of union jobs and the pension amounts set by the Motion Picture Industry Plans, “to say nothing of the wage offer,” Page said, but the union was adamant that no jobs would be lost and the studio would pay its fair share in the rates required by the Motion Picture Industry Pension and Health Plans, as well as industry standard wages.

The union stood firm and after months of bargaining had a final offer it could recommend to the bargaining unit. The deal was overwhelmingly approved.

As negotiations continued to deteriorate and the threat of a work stoppage loomed, a federal mediator was requested.

“What Local 174 asked for was fair, and the Studio was certainly in the position to comply,” Page said.

The union stood firm and after months of bargaining had a final offer it could recommend to the bargaining unit. The deal was overwhelmingly approved and included the three wage increases, benefit contributions starting from the onset of the original contract date, and “not one single job slated for elimination from the unit,” Page said.

“The support of the members at Universal was so important because we were able to stay unified and not splinter, which could have jeopardized the final outcome of the contract,” said Lupe Valles, secretary-treasurer and business representative.

Tracy Terhune, a longtime Universal employee and member of the negotiating committee, is to be commended for his long days spent negotiating, great recall of prior contracts and his always welcomed sense of humor. “My gratitude to Tracy and our members for allowing us to fight as best we can to protect their jobs and benefits,” Page said.

Contract at St. Vincent Maintains Paid-Time-Off Levels

The 1,300 registered nurses employed at CHI St. Vincent Health System who are members of Local 22 in Little Rock, Arkansas, have a new contract that avoids a decrease in paid time off and provides equity raises from 1 to 6 percent.

“We also established a bonus system linked to Nurse Quality Indicators,” said Paige Yates, RN, president of Local 22 and chair of the OPEIU Nurses Council. “Employees can receive up to \$400 in bonuses a year if all conditions are met.”

Local 22 also has a new contract in Kansas City with Humana, according to Yates. As the employer is in the midst of a buyout, the union chose to extend the current contract for one year and the RNs received a 3 percent across-the-board increase.

Local 12 Wins Favorable NLRB Decision Against TruStone Financial

Local 98 Contract with Springdale Ice Cream Brings Wage Increases

The 127 members of the bargaining unit represented by Local 98 at Springdale Ice Cream and Beverage have a new contract, according to Local 98 President James “Skip” Hammonds.

Local 98 in Cincinnati, Ohio, has represented the employees at Springdale for a number of years, but negotiations with Springdale’s parent company, Kroger, proved difficult. As negotiations stalled, a federal mediator was called in, and OPEIU Senior Representative Gary Nuber was sent to assist the Local Union with bargaining.

“Local 98 would like to extend a special thanks to Gary for coming in and helping with the negotiations and getting things moving,” Hammonds said. The three-and-a-half-year contract was ratified on April 10 and includes a wage increase of 50 cents an hour, which translates to an approximate 2.5 percent increase, along with locked employee contributions for health insurance and the addition of personal days.

Congratulations to the negotiating committee comprised of Hammonds, Business Agent Randy Groger, Stewards Greg Warren, Brandon Guthier and Gary Timmons, and members Ken Kinderman and Matt Cottingham.

Local 251 Elects Executive Board



The newly elected Local 251 Executive Board, left to right, are Secretary-Treasurer Celinda Hall, President Lei Wathen, trustees Carol Ayer and Sharon Flores, and Vice President Bernadette Ramirez. Local 251 represents Sandia National Laboratories employees in Albuquerque, New Mexico.

The National Labor Relations Board has ruled favorably on an unfair labor practice charge brought by Local 12 against TruStone Financial Credit Union that the company closed two branch offices staffed by Local 12 members and then reopened two new branches nearby and said they would be staffed by nonunion employees.

“The decision is very much in our favor,” said Local 12 Business Manager Ryan Mortensen. Local 12, which has represented TruStone employees since 1979, expects the company to appeal the decision.

In her April 13 decision, Administrative Law Judge Christine E. Dibble ruled that “an employer must apply an existing collective bargaining agreement to a relocated facility if the operations at the new facility are substantially the same as those at the old facility” and that TruStone’s claim that these were new facilities was untrue. She further

ruled that TruStone must apply the existing collective bargaining agreement to the two relocated branches, offer four employees “who were unlawfully denied transfers to those facilities immediate transfers to those facilities, if they so choose,” and make whole any affected employees at the relocated facilities for lost earnings or benefits.

The judge also ruled that the company must post at all its branches a notice that declares it violated federal labor law.

“We’re very happy with the decision,” said Local 12 Representative Traci Murphy. “It speaks to the strength of our bargaining unit at TruStone that they have stuck with this fight and they will not be intimidated by their employer’s behavior.”

Local 1937 Wins AFL-CIO Community Services Award



Thanks to its work serving its community, Local 1937 has been awarded the Boyer-Uehlein-George Community Services Award by the Pennsylvania AFL-CIO. From a campaign to raise money for a disabled child’s motorized wheelchair, to Operation Shoebox – a drive to provide more than 500 pounds of needed food and supplies for remote troops in Afghanistan and Iraq – to individual members volunteering almost 10,000 hours a year with various charitable organizations, Local 1937 has proven that it is committed to its community. Pictured is Local 1937 President Dottie Miller as she accepts the award on behalf of her membership at the Pennsylvania AFL-CIO 42nd Constitutional Convention in April. Local 1937 represents employees at pharmaceutical company Merck.

Since 1945, Working Together

We are nurses, engineers, computer programmers, administrative assistants, librarians, accountants and clerks. We work in universities, hospitals, offices, insurance companies, shipping firms, county and city government offices, and manufacturing. We are health care professionals, podiatrists, teachers, helicopter pilots, umpires, clinical social workers and much more. We are a diverse group, and we are all members of the Office and Professional Employees International Union.

More than 70 years ago, we received our charter from the American Federation of Labor as the union for white-collar workers.

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

Through OPEIU, we have struggled in the street, the boardrooms, the halls of Congress and wherever there was a need to represent working people, especially OPEIU members. Sisters and brothers have stood united, shoulder to shoulder, to fight injustice, discrimination and greed, and to fight for the dignity and respect we deserve.

We are the Office and Professional Employees International Union.

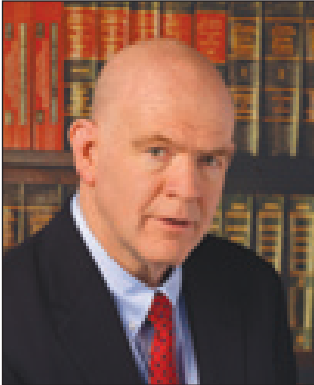
We're strong and we're proud, and we are working together for a better life.

Want more information about your union? Visit opeiu.org to stay up to date.



Images from the Office Employees International Union (OEIU) Convention held in Cincinnati, Ohio, Jan. 8-11, 1945, when OEIU (later renamed OPEIU) received its charter from the AFL. The charter was presented to then-President Charles Hutchings (top left photo, center).

Who's Who in OPEIU



Richard Lanigan

President

The OPEIU Executive Board named Richard Lanigan to serve as president, effective Dec. 15, 2015, following the resignation of Michael Goodwin.

After working his way through college as a union member, Lanigan joined OPEIU Local 153 as an organizer in 1980. Soon he was promoted to business representative, where he gained experience negotiating contracts. In 1987, he enrolled in law school as an evening student and upon admission to the bar served for a time as assistant to the OPEIU general counsel.

In 1994, he was elected secretary-treasurer of Local 153, OPEIU's largest Local Union. Elected International vice president in 1994, Lanigan worked with OPEIU Local Unions facilitating mergers, conducting hearings, filing unfair labor practice charges, and assisting with affiliations, strikes, contract campaigns and grievances. He has chaired the Constitution Committee at seven OPEIU conventions, and taught at OPEIU educational conferences and conventions. He negotiated on behalf of several OPEIU

Local Unions under a master agreement in the maritime industry for 20 years. Representing OPEIU Local Unions in jurisdictional disputes under Article XX of the AFL-CIO Internal Disputes Procedure, he won many decisions including the Hawai'i Nurses' Association case in 2010, which determined that 4,000 nurses could be members of the OPEIU.

Lanigan serves as a trustee on several benefit funds, including those of OPEIU and Local 153, Emblem Health and Perishable Food Industry Pension funds and was certified in 2013 by the International Foundation of Employee Benefit Plans under its Trustees Masters Program.

Lanigan received OPEIU's highest honor for organizing, the Henderson B. Douglas Memorial Award, in 1998 when 3,000 teachers joined Local 153 and again in 2005. In 2007, he received the OPEIU Silver Organizing Award. He has been honored by the NAACP and the Boy Scouts and has received the Ellis Island Medal of Honor. The 2013 OPEIU Convention recognized his work representing Local Unions regarding unfair labor practices and Article XX. In 2014, the Federation of Catholic Teachers presented him with its "Diamond" award. During 2013-2014, he represented OPEIU in the inaugural AFL-CIO National Labor Leadership Initiative program.



Mary Mahoney

Secretary-Treasurer

Mary Mahoney has served as secretary-treasurer of OPEIU since January 2010. Prior to that, she had served as an OPEIU Executive Board vice president for Region II since 2001.

Mahoney has been a member of Local 6 in Boston, Massachusetts, for nearly 35 years, and has served as president of that Local since 1995.

During her time as a member, she was employed by the Massachusetts Trial Court, which is Local 6's largest bargaining unit.

She began as a steward for Local 6, later became an executive board member and eventually became business manager in 2001, a position she held until January 2010 when she became secretary-treasurer of OPEIU.

Mahoney also serves as a vice president of the Massachusetts AFL-CIO, is a member of the Coalition of Labor Union Women (CLUW) and serves on the executive council for the Greater Boston Central Labor Council as well as a number of other central labor councils in Massachusetts. She is an executive committee member of the Department for Professional Employees, AFL-CIO, and a member of the NAACP.

Raised in a union family in Somerville, Massachusetts, Mahoney was the youngest of three children. Her father was a firefighter, and her mother is a former member of United Food and Commercial Workers Local 1445.

Mahoney has three nephews, ages 25, 24 and 22, and a niece, age 23. She currently lives in New York City and Stoneham, Massachusetts.

Office of the President

All organizing and bargaining, communication, education and research, and legal and constitutional analysis take place in the Office of the President. It's also where all final decisions are made about policy setting, legislation, political activities, strikes, relations with other unions and more.



Nicole Korkolis

Director of Communication, Education and Research

Nicole Korkolis has spent her career helping the labor movement communicate with its members and constituents. As OPEIU's director of communication, education and research, Korkolis oversees the union's internal and external communication and messaging, as well as all educational efforts.

Prior to joining OPEIU, Korkolis was managing director of the Carmen Group Inc., overseeing the firm's public relations division with clients that included international and local unions, and nonprofit, educational, business and financial entities.

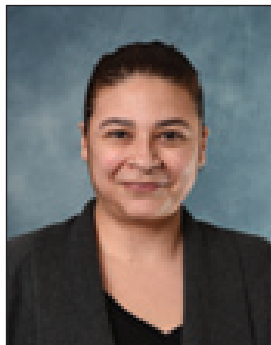
Korkolis helped these various organizations achieve their communication goals through media relations and crisis communication strategy, marketing and advertising, image awareness and branding, video production, large-scale event planning, and website development.

Previously, she served as a senior vice president with The Kamber Group, at the time one of the nation's largest unionized public relations firms.

Korkolis is also an accomplished television writer.

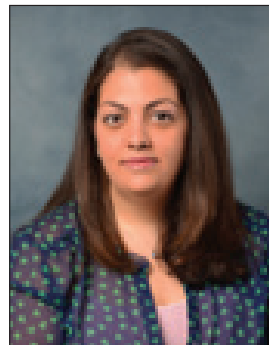
President's Staff

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



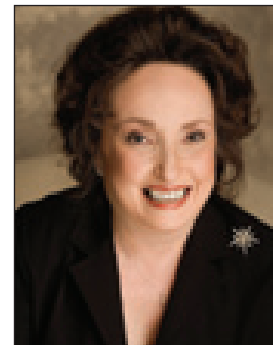
Sandra Bartice

Administrative Assistant



Suzanne Fenech

Communication Specialist



Judith Kaufman

Administrative Assistant



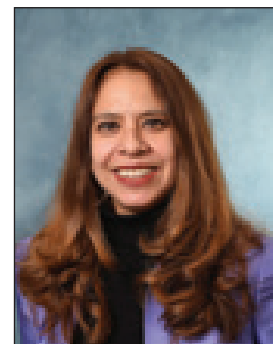
Colleen Pedersen

Assistant to the President



Kimalee Piper

Assistant to the President



Victoria Tirado Roman

Administrative Assistant

Office of the Secretary-Treasurer

The Office of the Secretary-Treasurer administers all International Union accounts, financial reporting requirements for the International and Local Unions, the pension and welfare program for the union, the Strike Benefit and Defense Fund, the union's scholarship programs, relief funds, all detailed records management for the union, the J.B. Moss Voice of the Electorate (VOTE) Fund, and the union's conventions, among many other duties.

The Secretary-Treasurer's office prepares detailed quarterly and annual cash receipts and disbursements reports, which are submitted to the principal officers of all Local Unions and the International Union officers. In addition, the executive board is given comprehensive financial reports for the period between each meeting. The International Union uses conventional and widely accepted accounting practices.

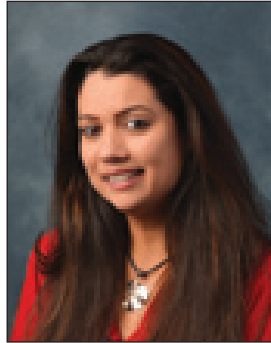
Secretary-Treasurer's Staff



Juliet Casey
Assistant to the
Secretary-Treasurer



Manny Garcia
Administrative Clerk



Leslie Luciano
Accounts Receivable
Coordinator



Ann McCormack
Office Manager



**Tennile
Ramkhelawan**
Accounts Payable
Coordinator



Members of the OPEIU Executive Board International Vice Presidents



Darshan Nair

Region I

Darshan Nair was born in South Africa and moved to Toronto, Ontario, Canada, at age 6. He attended the University of Toronto before his acceptance into Canadore College, a flight college in North Bay, Ontario.

He began his aviation career as an aircraft refueller to pay for flight school and was trained to fly airplanes before he learned to fly helicopters. His first helicopter job was flying in the Arctic north coast of Canada.

Nair was a first officer on the Sikorsky S76 aircraft and promoted to captain in 1998. He has flown international operations supporting offshore oil production in Southeast Asia, as an S76 captain on Air Ambulance operations in Ontario, Canada, for the province's service.

Nair was involved with the initial organizing drive for emergency medical service helicopter pilots working for Canadian Helicopters Ltd. He was a member of the bargaining committee for the first-ever bargaining agreement for helicopter pilots employed in the private sector in Canada. He acted as a base representative for the Toronto operation and accepted the nomination for unit chairman in 2009.



Michael Goodwin

Region II

Michael Goodwin served as International president from March 1994 until his resignation in December 2015 to focus on the daily operations as business manager of Local 153 in New York. At that time, he was appointed International vice president of Region II to fill the position left vacant by his successor, Richard Lanigan.

Goodwin joined OPEIU in 1960 as a mailroom clerk working for the Seafarers

Vacation Plan. Rising through the ranks of Local 153, he was elected secretary-treasurer in 1977 and business manager in 1994. Serving as an International vice president since 1979, he became International president in 1994 and was re-elected at six successive conventions.

Goodwin was elected to the AFL-CIO Executive Council in 1995, and also holds the following positions: president, American Labor Museum/Botto House National Landmark; secretary-treasurer, New York Hotel Trades Council, AFL-CIO; vice president, New York State AFL-CIO; vice president, New York City Central Labor Council, AFL-CIO; and board of directors, AFL-CIO Union Privilege Program.

Among his many other honors, Goodwin is the 1995 recipient of the Ellis Island Medal of Honor, awarded to outstanding American citizens from all backgrounds who have distinguished themselves as members of a specific ethnic group. At the 1974 OPEIU Convention, Goodwin received the Henderson B. Douglas Memorial Award, the union's highest award for organizing.

Goodwin, a native of Staten Island, New York, and his wife, Patricia Hoffman, have two children, Christopher and Anne. Goodwin also has four children from a previous marriage, Donna, Patricia, Cherylyn and Karen, and 11 grandchildren, Melissa, Anthony, Brittany, Paige, Camryn, Claire, Penelope, Gianna, Axel, Jordyn and Johnny. Hoffman retired from her position as senior business representative in 2009 after 31 years of service for Local 153 and continues today to work for Local 153 on a part-time basis.



Dan Dyer

Region II

After receiving his Bachelor of Arts in economics, Dan Dyer taught for seven years. In 1974, he became a research economist with the International Brotherhood of Electrical Workers (IBEW).

While at the IBEW, he served as OPEIU Local 2 chief shop steward. Dyer was elected to the Local 2 Executive Board in 1975 and as first vice president in 1984. In 1985, he became a full-time staff

representative of Local 2, and in 1993 was elected president. At the 21st Triennial Convention, Dyer was elected International vice president of Region II.

In addition to serving as president of Local 2, Dyer serves as a vice president of the Maryland State and District of Columbia AFL-CIO, as a member of the executive board of the Metropolitan Washington Council of Unions, AFL-CIO, and as president of the board of the AFL-CIO Credit Union.



Patricia Priloh

Region II

An OPEIU representative since 1983, Patricia Priloh was born and has worked in Brownsville, Pennsylvania, most of her life. It is where she married and had three daughters, one stepdaughter, nine grandchildren and nine great-grandchildren. Plus, it's where she leads Local 457.

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

While working as a registered nurse at Centerville Clinic in Centerville, Pennsylvania, she joined Local 457.

Ultimately, she was elected in 1980 to the position of president, a title she still holds today.

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



John A. Mattiacci, D.P.M.

Region II

A board-certified podiatric physician practicing podiatric medicine and surgery since 1970, John A. Mattiacci, D.P.M., is the president of the First National Guild for Healthcare Providers of the Lower Extremity/OPEIU Guild 45, chartered in 1996.

Mattiacci is currently dean and CEO of the Temple University School of Podiatric Medicine in Philadelphia. He has been a

vice president of OPEIU Region II since 1998. He sits on the Pennsylvania AFL-CIO Executive Council. He is chairman of the Pennsylvania Podiatric Medical Association's (PPMA) Labor Committee and co-chair of that group's Ethics Committee. He also serves as secretary to the PPMA Board. Mattiacci is board-certified in podiatric surgery and is a fellow of the American College of Foot Surgeons. He is a recipient of the 2012 Ellis Island Medal of Honor for his outstanding service to his community.

Mattiacci is a past president of the PPMA and was honored as Pennsylvania Podiatrist of the Year. He has also served as a residency director, a director at two of Temple University Health System hospitals and a founder of the Diabetic Chronic Wounds Center. Mattiacci is a proven leader in the podiatric profession.



Mary Short

Region II

Mary Short is an International vice president representing Region II and serves as president of Local 32 in Wall, New Jersey. She has been employed by the New Jersey Institute of Technology (NJIT) since March 3, 1980, and has been a dedicated union leader since helping to organize its clerical workers in 1989. She has served as the unit's chief steward since its first contract was negotiated that same year. Short has held a number of positions with Local 32,

including executive board member, recording secretary, vice president and her current position as president.



Green P. Lewis Jr.

Region III

Green P. Lewis Jr. was elected vice president of Region III in 2004 and has served as an International representative since 2001. Prior to that, he had a long career with the AFL-CIO, serving as field representative, director of Region V, assistant national director of the Field Service Department and director of community services.

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



Greg Blackman

Region III

Greg Blackman was elected vice president of Region III at the 25th OPEIU Convention in June 2010. Blackman's first union job was at age 18 with Amalgamated Transit Union Local 689 working as a rail car cleaner for Washington Metropolitan Area Transit Authority (WMATA). He was promoted through many positions in five years at WMATA and left as a technician.

At the age of 23, Blackman became a Transport Workers Union Local 291 member as an electronic technician in Metrorail. He transferred to the automated Metromover system, and became a supervisor and a member of Government Supervisors Association of Florida (GSAF) at age 29.

Blackman was appointed by late president Ed Darcy Sr. as a union representative at age 31 and represented members in all aspects of contract administration. At age 38, he was elected as first vice president and held that office for nine years.

Blackman trained at Florida International University Labor Center and the George Meany Center for Labor Studies on labor-related subjects, as well as attended Broward College. The most important training came from working with two great labor leaders, Darcy and Richard Ellis, who exemplified the attributes that are the bedrock for building an effective labor union.

At the age of 47, Blackman became president of GSAF/OPEIU Local 100. He serves as a vice president on the Florida AFL-CIO Executive Board and the South Florida Central Labor Council.

Blackman continues to thirst for the knowledge to grow Local 100 and the labor movement, and feels confident that all the tools needed to make this come to fruition lie in the minds of the great leadership that OPEIU cultivates throughout the International Union.



Dennis R. Arrington

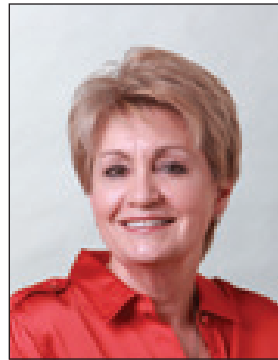
Region III

Dennis R. Arrington was elected through unanimous vote as president of the Industrial, Technical and Professional Employees Union (ITPEU)/OPEIU Local 4873 in December 2012. Arrington started his union career in 1974, when he joined the National Maritime Union (NMU) as a U.S. merchant mariner and sailed throughout Asia, Africa and Southern Europe.

Prior to joining ITPEU in 1983 as a representative in Galveston, Texas, Arrington was an NMU business agent and a union activist. He has served many ITPEU locations throughout the country for more than three decades, rising through the ranks as representative, director of organizing, vice president and secretary-treasurer.

He has organized thousands of employees throughout the United States at various government and private sector locations, working with representatives throughout the country to build the organization to more than 14,000 current members.

Prior to his union service, Arrington served in the U.S. Navy from 1967 to 1971, during the Vietnam era, and received various commendations, including the Navy Achievement Medal from the secretary of the Navy for meritorious achievement during combat support operations. Arrington was honorably discharged in 1971. He is a native of and currently resides in Savannah, Georgia.



Becky L. Turner

Region IV

Becky L. Turner was appointed Region IV vice president to fill the unexpired term of J.B. Moss upon his death. She has been a member of Local 277 in Fort Worth, Texas, since 1978.

Turner started her career as a member of Local 277 at General Dynamics as a grammatical editor for technical publications. While employed at General Dynamics and later at Lockheed Martin, Turner was elected as committee person for Local 277 in the Logistics

Department in 1980 and served as such until she was appointed as chief steward in 1991 for that department.

In 1985, it was her privilege to be elected to the Step III Grievance Committee for Local 277 and served in that capacity until she took a leave of absence in 1995 to work full time for Local 277 as the first female business representative. She served as a trustee for Local 277 from 1985 until being elected to vice president in 1994, and held that office until succeeding to the presidency of Local 277 in 2001. She has been on the negotiating team for Local 277 since 1987. Turner is the current elected president of Local 277, as well as the business manager.

Born and raised in Texas, Turner currently resides in Weatherford, Texas. She is married to Dennis M. Turner, and they have two sons, Scott and Tyler. They are also the proud grandparents of Mackenzie, Devin, Hadyn and Cadence Turner. Turner is a graduate of the University of Texas with a Bachelor of Arts degree.



Walter Allen Jr.

Region V

Walter Allen Jr. is the executive director and chief financial officer of Local 30 covering Southern California, Arizona and Colorado. He has been involved in the labor movement since 1985, holding various leadership positions, always on behalf of OPEIU.

Allen currently serves on the executive council of the Arizona AFL-CIO, the executive board of the San Diego and Imperial Counties Labor Council, the California State Federation of Labor, and the executive committee of the Labor Management Partnership at Kaiser Permanente.

Allen started his career in labor at OPEIU Local 6 in Boston, Massachusetts, where he served as business agent, assistant business manager, business manager and International vice president from Region II. While there, he served on a number of councils and committees representing labor, and was vice president of the Massachusetts AFL-CIO and president of the Plymouth/Bristol Central Labor Council.

In 2001, Allen accepted the appointment as trustee to oversee the reorganization of Local 30 in Southern California. Following the successful recovery of that union, he was elected executive director/CFO, the position he holds today. He is a longtime member of Pride at Work and the Coalition of Labor Union Women.

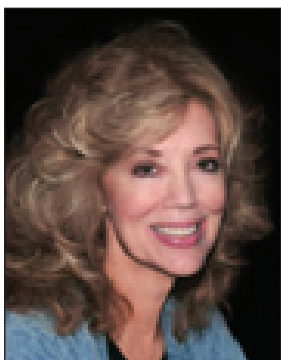


Tamara R. Rubyn

Region V

Tamara R. Rubyn serves as the president/business manager of Local 29 in Oakland, California. Rubyn has been an OPEIU member for 35 years and on the leadership staff at OPEIU Local 29 for 25 years. Rubyn also serves as a trustee to health and pension plans.

While preserving the rights of workers, negotiating meaningful collective bargaining agreements and representing members, Rubyn and her leadership team mentor and coach the membership to gain the knowledge and skills that will be necessary to become the future leaders of Local 29.



Christine Page

Region V

Christine Page joined OPEIU in 1978 with Universal Studios in Hollywood, California. Having worked in various positions throughout a 15-year career with Universal while holding various positions on the Local 174 Executive Board, including its president, she left the studio in 1993 to join the Local's staff in Burbank.

Under her leadership as business representative, the Local Union has organized and gained contracts for Warner Brothers Theatrical, Warner Brothers Studio Facilities, Cinematographers administrative

staff, Universal Studios Hollywood and Disney Studio. In addition, she continues to represent Sony Pictures, Fox, Uni Music, and the Motion Picture Industry and Pension and Health Plans as well as independent production companies.

Page was elected vice president for Region V in 2006 and was re-elected in 2015 as president/business manager for Local 174.



Joan Craft

Region V

After working her way through nursing school and earning her Bachelor of Science in Nursing from New York University (NYU), Joan Craft joined the staff of NYU Medical Center as a registered nurse. Her union epiphany was the realization that nurses at NYU Medical Center needed union

representation. She contacted a union and began to form a committee to organize nurses at NYU.

Having grown up in Hawai'i, when the opportunity arose to work at The Queen's Medical Center in Oahu, Hawai'i, Craft answered the call. She returned home to work in an intensive care unit at Queen's with professional credentials, licensure as a registered nurse and five years of experience at NYU Medical Center. At Queen's she joined the Hawai'i Nurses' Association (HNA).

Her first union experience as a member of HNA came when she and her fellow nurses found themselves on strike against their employer, The Queen's Medical Center. This experience galvanized her belief in the importance of a union in the working life of a nurse. She became an active member of HNA.

In 2005, Craft was elected vice president of HNA. She served as the chairperson of the HNA collective bargaining committee, the committee that evaluated all grievances in HNA and determined whether such grievances would go to arbitration or be settled or withdrawn.

In 2007, she became vice president of the 100,000-member United American Nurses, AFL-CIO, the first all-nurse national union. This role required extensive travel and gave her broad exposure to the work-related and professional issues facing nurses throughout the United States. In 2010, she became president of HNA, where she made her goal the transition of HNA from an association to a trade union. In 2010, she was a critical player in the HNA affiliation with OPEIU, a major step toward her goal of bringing HNA into the labor movement.

In 2011, after 40 years of HNA representing nurses for collective bargaining in Hawai'i, Craft became the first HNA representative to serve as a vice president of the Hawai'i State AFL-CIO.

She served as a member of the Hawai'i State Center for Nursing Advisory Board and is a member of the National Association of Parliamentarians. She also has been certified in critical care and neuroscience.



Suzanne Mode

Region VI

Suzanne Mode first joined a union — the Wobblies — while working for a nonprofit in her hometown of Washington, D.C. After moving to Texas in 1981, Mode worked in a unionized factory and was soon hired as an organizer of public employees in Dallas, Texas. She went on to represent federal employees in Arkansas, Oklahoma and North Texas before moving to Seattle, Washington, in 1987. Mode continued

organizing in both the public and private sectors until hired by OPEIU Local 8 in 1990 as a union representative.

Mode was elected business manager of Local 8 in 2002. In addition to serving as a delegate to the Seattle Central Labor Council and the Washington State Labor Council, she also represents OPEIU as a labor trustee on the Western States Office and Professional Employees Pension Fund and as secretary to the Local 8 Puget Sound Benefits Trust. She was elected vice president to Region VI in June 2010.



Aaron E. Sanders

Region VII

Aaron E. Sanders was born in Lansing, Michigan. At the age of 17, he joined the U.S. Air Force as a crew chief on the A-10 Warthog. After discharge from the Air Force, Sanders attended Lansing Community College, receiving his corrections certification. He joined OPEIU Local 512 when he was promoted to the rank of sergeant with the Michigan Department of Corrections. He took an immediate liking to working

with Local 512, taking advantage of numerous courses provided by OPEIU. This allowed him to assist as a steward with Local 512.

In October 1995, while off from work due to a prisoner-related injury, Sanders volunteered with Local 512. Due to his continued interest while working for Local 512, he returned to Lansing Community College to further his knowledge in the field of labor relations and contract negotiations.

Sanders later became employed with Local 512 as a labor representative and worked there until he accepted a position with Local 2002 as a labor representative. During his employment with Local 2002, as well as serving as president of Local 512, he has arbitrated approximately 300 cases for OPEIU as a labor representative in front of the Michigan Civil Service Commission and the American Arbitration Association (AAA), in addition to negotiating contracts and serving the needs of the members.

While serving as a member with Local 512, Sanders has held the positions of trustee, recording secretary and vice president, and is currently president. In 2004, he was elected to the position of International vice president representing Region VII. Sanders has been married to Karilyn for more than 25 years. The Sanderses continue to live in Lansing, where they raised their children, and enjoy spending their free time with their children and grandchildren.



Sharon Taylor

Region VII

Sharon Taylor joined OPEIU in 1981 when she went to work for Community Mental Health in Lansing, Michigan. She soon became active in Local 459. She saw her work as a social worker as going hand in hand with advocating on behalf of her fellow union members. At her worksite she served as steward, on multiple negotiating teams and on numerous joint management committees. She also served as

temporary service representative.

Taylor began serving on the Local 459 Executive Board in 1999. She has helped rewrite the Local Union's constitution and served on election committees. She chairs Local 459's Political Action Committee, interviewing and researching candidates to determine which are truly supportive of working men and women. Taylor currently serves as president of Local 459 and has served as a member-at-large, recording secretary and trustee. Taylor and her Local Union have aggressively represented their members. They have modeled the tactic of continuous bargaining to avoid concessions. An eight-year struggle with the American Red Cross has left Local 459 members among the few in the U.S. with intact benefits.

Taylor continues to work as a social worker at Community Mental Health in Lansing in addition to her duties as president of Local 459 and Region VII vice president. Taylor is even more committed to fighting for worker rights and social justice now than she was when she joined OPEIU more than 30 years ago.



The Union Plus Mortgage program is one of many programs available to help union members. The program is exclusively for union members and their parents and children. Benefits include mortgage hardship assistance to help protect members' homes in the face of financial hardship. With Union Plus, a mortgage is more than a monthly payment. It's long-term protection for everything your home means to you.



Learn more: UnionPlus.org/Mortgage

International Representatives and Organizers

International representatives and organizers are assigned by the International to special projects and to assist Local Unions in circumstances that require additional resources for important representation, bargaining and organizing.



Paul Bohelski

Senior Representative

Paul Bohelski joined OPEIU Local 277 on April 2, 1997, and serves as an International representative based in Region IV. He brings more than 30 years of experience in the labor movement and has been instrumental in organizing helicopter pilots and flight instructors into OPEIU.

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

In his time with OPEIU, he has negotiated contracts with Air Logistics for Gulf Helicopters Co., Dresser Valve, ANICO and Texaco Employees Credit Union in Port Arthur, Texas. He is also now assisting several locals in Region IV with their organizing efforts. In January 2007, Bohelski was promoted to senior representative.



Ed Darcy Jr.

Senior Representative

Ed Darcy Jr. is a third-generation union activist. His grandfather and grandmother were both activists in the 1940s, and his father began his involvement in the movement in the early 1970s.

Darcy began working for the OPEIU in December 1998. He has been involved in many successful organizing efforts,

including the 1,100 Professional Employees of Broward County. In 2000, he received the Henderson B. Douglas award for organizing. Currently, he is immersed in organizing efforts across the Sunshine State.



Michael Q. Davis

Representative/Organizer

Michael Q. Davis has been the executive director of the Pennsylvania Podiatric Medical Association at Camp Hill, Pennsylvania, for more than 20 years. He is a graduate of the University of Notre Dame and the Dickinson School of Law. Davis practiced law prior to taking the position of executive director.

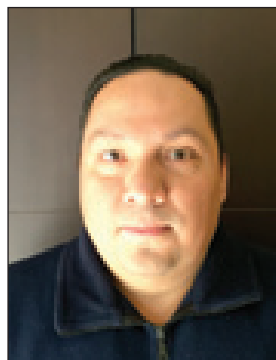
Davis has worked with his association in the creation of the First National Guild for Healthcare Providers of the Lower Extremity/OPEIU Guild 45. He has spoken on the topic of the unionization of physicians and medical professionals at forums throughout the United States and Puerto Rico.



Nicole M. Diaz-Gonzalez

Project Organizer

Nicole M. Diaz-Gonzalez has been a project organizer with the OPEIU in Puerto Rico since 2013. She holds a Bachelor of Arts in journalism as well as a law degree from the University of Puerto Rico (UPR). Her first interaction with OPEIU was as a student activist at the UPR during the struggle to keep higher education affordable.



David Flores

Organizer

David Flores' life as a farm worker began when he was 9, working alongside his parents and 13 siblings harvesting cucumbers, tomatoes, cherries and strawberries. When he was 15 or 16, he signed a union card and officially became a Farm Labor Organizing Committee (FLOC) union member. He joined FLOC staff as an organizer when he was 21.

He received a job offer with the Hotel Employees and Restaurant Employees Union (HERE Local 84) in 2001, and it was there that he learned the traditional way of organizing under National Labor Relations Board rules. After many layoffs at HERE, he applied with a few unions in the Toledo area, and the United Brotherhood of Carpenters offered him a temporary position as Midwest Council area organizer in 2002. In 2003, he was hired by the Association of Community Organizations for Reform Now (ACORN) to work specifically on Service Employees International Union (SEIU) external organizing campaigns in the United States and Canada. In late 2006, he was offered a job with OPEIU to work with the Alliance for taxi drivers in Las Vegas, Nevada, and he has been with OPEIU ever since.



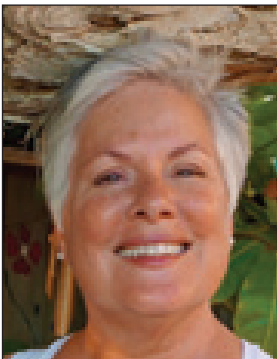
Shaun Francis

Representative/ Organizer

Shaun Francis began his career in the labor movement in 2007 when, as a Minor League Baseball umpire, he was elected president of the Association of Minor League Umpires (AMLU). As president of AMLU,

Francis led the drive to bring AMLU into the larger labor family by affiliating with OPEIU in 2010, becoming AMLU/OPEIU Guild 322. Francis holds an associate degree from Mohawk Valley Community College and graduated from the Harvard Trade Union Program at Harvard Law School in 2011. He also has completed several labor training courses hosted by the National Labor College and the AFL-CIO.

In 2011, he negotiated a successful collective bargaining agreement for umpires, achieving significant pay and benefit increases, as well as job security improvements. In 2012, Francis moved to a position as an organizer on the OPEIU staff while continuing to serve as executive director of AMLU/OPEIU Guild 322.



Susan French

Representative/ Organizer

Susan French has been with OPEIU for five years, but she has been an activist in the labor movement since 1980 when she was elected as a business agent for the union representing flight attendants at American Airlines. That experience

motivated her to attend law school, and in 1988 she was admitted to the bars of California and Texas. French's legal career encompassed labor, arbitration and family law. She earned certifications in mediation and collaborative law.

Nothing has challenged or fulfilled French more than her work at OPEIU. From grassroots organizing to high stakes collective bargaining to educating and training new leaders, the role of International representative requires flexibility, confidence and the ability to connect with people from all walks of life. Traveling from state to state, from large cities to small towns and rural areas, provides a unique insight into the ways that working Americans have been adversely affected by the loss of union jobs over the past three decades. Standing up for the rights of working people and for economic justice in our society is much more than a job to French — it's a vocation.

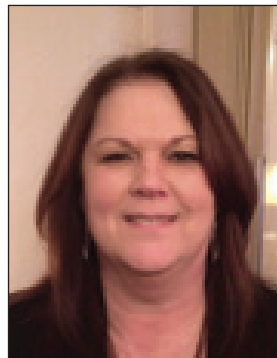


Patt Gibbs

Representative

Patt Gibbs, a multifaceted International representative, is a former flight attendant, attorney, commercial pilot, founding union president of the Association of Professional Flight Attendants and former executive director of the Hawai'i Nurses' Association (HNA)/OPEIU Local 50. She is also a 20-year breast cancer survivor, community activist, certified mediator and business owner. Mostly though, Gibbs is just an ordinary person with a highly developed sense of compassion. She has never been a bystander to injustice or a drive-by to intolerance.

Since joining the International staff at OPEIU, Gibbs has served as a trustee, helped to organize the end of a four-month lockout, negotiated several collective bargaining agreements, assisted locals with training and finances, and been involved in several political campaigns. She also has served as a trusted adviser and mentor. Gibbs' greatest attribute is her ability to show others that they are better than they think they are and can accomplish more than they think they can. Nothing satisfies her more than to help someone succeed beyond their expectations.



Faye Headrick

Senior Representative

The Council of the Tennessee Valley Authority (TVA) hired Faye Headrick in January 1977. When the council was abolished in 1982, Headrick worked for OPEIU Locals 273 and 119 in Tennessee until June 1984, when she was hired by the International Union as a representative. Since then, she has assisted Local Unions throughout Region III (the Southeastern United States) in servicing members and administering collective bargaining agreements.

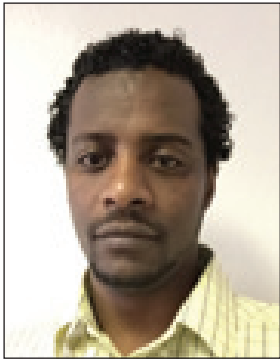
Headrick has served as president of Local 179, vice president of the Tennessee AFL-CIO and chairperson of the Salary Policy Employee Panel, which negotiated for the thousands of white-collar employees of TVA. She currently serves as an International senior representative.



Paul Huertas

Representative

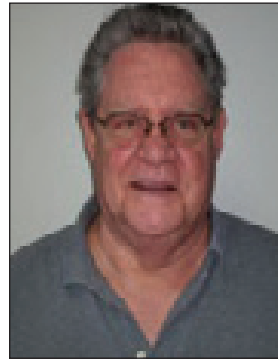
Raised in New York, Paul Huertas served as a U.S. Army aviation warrant officer in Vietnam and at Fort Hood, Texas, where he met his wife, Jana, and was married in 1973. He worked in the grocery industry until 1984, when he returned to flying. Working the same job at PHI Inc. for half the pay inspired Huertas to promote the unionization effort, getting involved in the formation of Local 108. In 2008, Huertas was added to the International staff on a permanent basis with assignments organizing cab drivers in Las Vegas and political campaign support in Nevada, among other assignments related to helicopter pilots and engineers.



Andom Abraham Kahsay

Project Organizer

Before working for OPEIU, Andom “Nati” Abraham Kahsay was a cab driver at Yellow Checker Star taxi company in Las Vegas, Nevada, and a member of Industrial, Technical and Professional Employees Union (ITPEU)/OPEIU Local 4873. Kahsay has been a union member for four years and now services the drivers in Las Vegas.



Parker Moffitt

Project Organizer

Before working for OPEIU, Parker “Sam” Moffitt was a union member and chief shop steward for the Industrial, Technical and Professional Employees Union (ITPEU)/OPEIU Local 4873 at Yellow Checker Star taxi company in Las Vegas, Nevada. Moffitt has been a union member for 21 years.



Green Lewis III

Project Organizer

Green Lewis III is a project organizer on the International staff and has been involved in numerous campaigns across the country. Lewis began his career in the labor movement as a volunteer with OPEIU.

Lewis is a 1994 graduate of the U.S. Military Academy at West Point, New York. He served in the U.S. Army and reached the rank of captain. During his

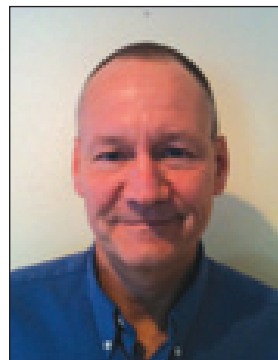
time in the Army, Lewis received numerous awards and commendations, including the National Defense Service Medal, Army Commendation Medal, Army Achievement Medal and Army Service Ribbon. He also attended numerous schools, earning the U.S. Parachutist Badge, Thai Parachutist Badge, Air Assault Badge and Rigger patch. Lewis currently lives in Marietta, Georgia.



Josué Montijo Rodríguez

Representative/Organizer

Josué Montijo Rodríguez, who holds a doctorate in history and is a published author, was born in Ponce, Puerto Rico. He is part of the Universidad Metropolitana’s Faculty for the School of Education. In 2001, he became a project organizer with the International’s Puerto Rico office and now works as a representative/organizer in Puerto Rico. He has been involved in many successful organizing campaigns.



Gary Nuber

Senior Representative

Gary Nuber began his tenure in the labor movement in 1981, becoming a steward and bargaining committee member for a bargaining unit represented by the United Food and Commercial Workers (UFCW). Based upon this experience, Nuber decided to prepare himself for a career in the labor field and received an Associate of Arts degree in 1988, a Bachelor of Arts in sociology in 1990, and a master’s degree in industrial and labor relations in 1992, all from the University of Wisconsin.

In January 1993, Nuber was hired as the business agent for OPEIU Local 95 in scenic and friendly Wisconsin Rapids, Wisconsin. After five years of service to Local 95, Nuber was hired by the International in December 1997 to serve the membership and Local Unions in Region VII.

Nuber has developed a deep sense of pride and respect for OPEIU as an organization; its insightful and sage leadership and officers; his very talented and knowledgeable fellow field staff members (the best field staff in the business); the hardworking, dedicated and ever-friendly New York staff; and certainly the deeply courageous and vigilant membership and Local Unions in Region VII.

Nuber’s 24 years of combined service to OPEIU have been full of challenges, rewards, failures, victories, frustration, satisfaction, miscalculations, triumphs and often exhaustion, with enough humor sprinkled in to help avoid taking himself too seriously. He is thankful for it all.



Cesar Mendia

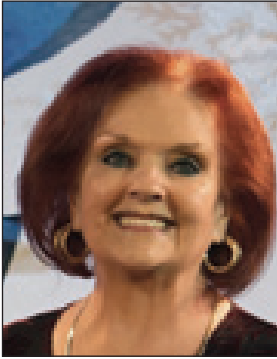
Organizer

Cesar Mendia has worked for OPEIU as an organizer since 2006. In the past, he has been a union member with SEIU, UWUA and USWW in California, and currently he is an associate union member with UFW and FLOC.

He has participated as a community and labor organizer in several campaigns with unions and organizations including SEIU, UFCW, Teamsters, Laborers, United Farm

Workers, USW, ITPEU, The Alliance, Farm Labor Organizing Committee, Tucson Hacks Association, FNA, AFL-CIO, Change to Win and IWJ.

His passion for grassroots organizing and social justice encouraged him to take many labor and community organizing courses at different schools and organizations such as ACORN in Houston, Texas; the National Labor College in Washington, D.C.; Cornell University in Ithaca, New York; Berkeley University in California; Southwest Organizing School in Santa Fe, New Mexico; the Organizing for America training at Las Vegas, Nevada; the Interfaith Workers Justice community organizer training; and the AFL-CIO Organizing Institute in Chicago, Illinois.

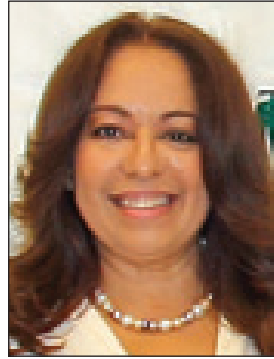


Shelia Peacock

Representative

Shelia Peacock has been on the International staff since March 2000 and has a long history in the labor movement. After moving to Houston, Texas, she became active in OPEIU Local 129 and served in various positions on the Local Union executive board, including president of Local 129 for 15 years.

As an International representative, Peacock has successfully assisted Local Unions with negotiations and organizing throughout Region IV. Peacock comes from a family of union activists. Her father was strong in the Oil, Chemical and Atomic Workers International Union (OCAW), and her mother was a charter member of the International Ladies' Garment Workers' Union (ILGWU) Local Union in Kilgore, Texas. Peacock lives in Houston with her sister, Eltonette Proctor, and her son, Joshua, the light of her life. She is active in her church and local charity projects.



Zoraida Seguinot Cruz

Representative/Organizer

Zoraida Seguinot Cruz was born in Puerto Rico and moved to New Jersey at the age of 11. She attained her bachelor's degree from Rutgers University and her master's degree from Orlando College. Cruz has received several certifications, including one from the National Hispana Leadership Institute at Harvard University. Prior to joining OPEIU, she served as a director for human resources and risk management for the City of Miami Beach Housing Authority. Her past experience also includes serving as director of recruitment and enrollment for two universities.

Cruz believes in giving back to her community and has served as president of the Florida Chapter of the National Conference of Puerto Rican Women. In 2015 she was nominated by Hunter College for "100 Puerto Ricans Making a Difference."

A fundamental characteristic of Cruz is her commitment to social and employee justice. Over the past 20-plus years, she has stood up for the rights of employees, irrelevant of their level, as well as instilled fairness within work environments. Cruz is the proud mother of an 18-year-old daughter. She lives in the Sunshine State.



Iram Ramirez

Senior Representative

Iram Ramirez is an International senior representative born in Ponce, Puerto Rico. In 1999, he began his union career as a volunteer organizer for OPEIU Local 402 and was later promoted to a part-time position as an organizer. Ramirez has a bachelor's degree in labor relations, a master's degree and a doctorate. Ramirez has taught

labor-management relations at the University of Puerto Rico, at the University of Illinois at Urbana-Champaign and at the National Labor College.

Ramirez has served as vice president of the Puerto Rico State Labor Federation and currently holds the position of secretary-treasurer. He also serves as an executive board member of the Labor Council for Latin American Advancement (LCLAA) and on the board of the Puerto Rico Council of the National Endowment for the Humanities. Ramirez has been successful in organizing and has negotiated multiple units, both in the private and public sectors, and has received two awards for organizing.



Mario Seneca

Project Organizer

Mario Seneca has been on the International staff for the past three years. He was a 10-year member of the Association of Minor League Umpires (AMLU)/OPEIU Guild 322, where he served as second vice president.

He lives near Pittsburgh, Pennsylvania, and is a licensed attorney in the Pennsylvania Bar Association. Officiating sports is his passion; Seneca works baseball, football and basketball games at the high school and collegiate levels.

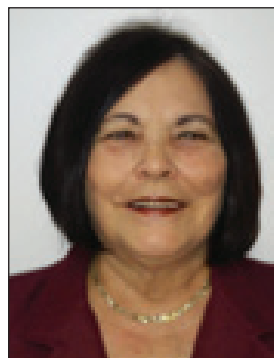
In an officiating role, Seneca is undertaking a major, groundbreaking organizing campaign on behalf of the International Union to form a union of high school sports officials in Pennsylvania. This union for interscholastic sports officials is the first of its kind in the history of the American labor movement.



Jeffrey Rusich

Senior Organizer

Jeffrey Rusich has been an International staff representative for 25 years. Prior to that he was a OPEIU Local 3 member and executive board member. Rusich currently resides in the San Francisco Bay Area.



Donna Shaffer

Senior Organizer

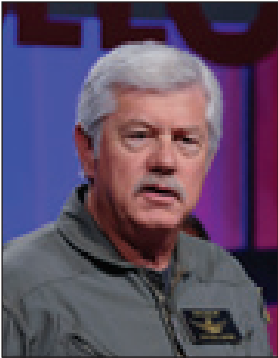
Donna Shaffer began her career in the labor movement in May 1978 when she became a member of OPEIU in Phoenix, Arizona, and has now been a part of OPEIU for 38 years. In 1986, Shaffer reached out to help organize more than 1,000 health care employees at a hospital in Prescott, Arizona. This is when she became a dedicated volunteer organizer.

She was soon hired by the International as a special organizer in 1987. Shaffer has always been fond of orchestrating health care campaigns but has worked on many diverse campaigns. As she organizes, much of her time is spent in training or assisting others with the organizing process. She has assisted many Local Unions throughout the U.S. with their internal and new organizing campaigns.

Shaffer resides in Peoria, Arizona, and has been married to Lonny for 32 years. She has three grown children and 10 grandchildren, including two pairs of twins.

Professional Helicopter Pilots Association International (PHPA)

The Professional Helicopter Pilots Association International (PHPA) is a council within OPEIU that brings together all of its 2,200 helicopter pilots throughout the United States and Canada to address issues of importance to the industry, such as wages, safety, working conditions and benefits.



Steven Rush

President

Capt. Steven Rush was elected president of the Professional Helicopter Pilots Association International (PHPA) on Feb. 12, 2012. He was president of Local 102 for 12 years, a founding member of the PHPA Council and a force behind its establishment in 2002.

After handing over the leadership of Local 102 to his vice president in 2012, Rush undertook the position of trustee of Local

109 at the request of then-International President Michael Goodwin.

With a flight career that spans four decades and includes more than 12,000 aircraft hours and 8,000 hours in flight simulators, Rush began his career in the U.S. Army in December 1970. After flight training at Fort Rucker, Alabama, he served in Korea for a year and then returned to Fort Rucker to serve as a military flight instructor until leaving active duty in 1977.

After departing active duty, Rush traveled to Alaska to fly for the Alaskan Pipeline project and other related North Slope contracts. Returning to Fort Rucker in 1978 as a civilian flight instructor, Rush was employed on Department of Defense flight training contracts for 32 years. During that time, he also spent 16 years in the U.S. Army Reserve flying Hueys and Black Hawks, retiring in 1994 at the rank of chief warrant officer 4.

Rush succeeded Capt. Butch Grafton, who served as PHPA president since its establishment in 2002.

Rush is also president and chair of the International Professional Helicopter Pilots Association (IPHPA), a member association in the International Federation of Airline Pilots Association (IFALPA), which is a global group of pilot unions. IPHPA was inducted into IFALPA as the founding member for helicopter pilots in 2012.



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OPEIU Nurses Council (ONC)

The OPEIU Nurses Council (ONC) was established by OPEIU members who are nurses, giving them a means to participate in the resolution of issues affecting their nursing practice. The ONC helps foster a climate of professionalism within the nursing community, promoting best practices regarding patient care, safety concerns and compensation issues. The ONC advocates for legislation to improve working conditions and patient care, including measures that address nurse-to-patient ratios and violence against health care workers. Its primary goal is to advance the professional image of the nursing profession.



Paige Yates, RN

Chair

Paige Yates, RN, has been a member of Local 22 in Little Rock, Arkansas, for more than 12 years. Yates has been employed at CHI St. Vincent Health Systems as a registered nurse for 19 years. She was on the first negotiations committee for Local 22 in 2000. Since that time, she has been an active member and held various positions in the union leadership. In 2006, Yates was elected president of Local 22, a seat she has held for the last ten years.

In August 2011, she was elected to become the vice chair of the newly formed OPEIU Nurses Council (ONC). In May 2012, she was elected to serve as the ONC Chair and was re-elected in July 2014.

Yates has worked in labor and delivery for more than 16 years. Her first two years as a nurse were on a medical/surgical floor. Yates feels that nurse union leaders should continue working at the bedside. In addition to being a resource for the union issues, it is imperative that union leaders know what barriers and roadblocks their brothers and sisters face every day at the bedside while delivering quality patient care.



Julie Murray, RN

Vice Chair

Julie Murray, RN, has represented the RN bargaining unit as chief steward for Local 459 in Lansing, Michigan, since 2012. She has worked in the operating room at her hospital for 37 years. She has been on the past two negotiating teams and served as a trustee and steward, and eventually was appointed as chief steward. Murray was active in the formation of a Nurses Honor Guard that pays tribute to nurses at the time of their passing.

Having safe nurse-patient ratios is the No. 1 issue for nurses across the country today. Murray feels the labor movement is the best way to put pressure on our elected officials to pass into law safe staffing requirements for hospitals and health care facilities. She knows nurses need contracts that protect them from the industry putting profits over patients, putting patient safety first.

During the formation of the ONC, Murray recognized the need for OPEIU nurses to have a cohesive council to address the many professional issues facing nurses in today's world. She was actively involved in the formation of the council and was elected as vice chair in 2015.



Dina Carlisle, RN

Secretary-Treasurer

Dina Carlisle, RN, has been a member of RN Staff Council, Local 40 for 13 years. She has served Local 40 as a steward, on the negotiating committee and as a trustee on the executive board since 2005.

Carlisle currently is serving her second term as secretary-treasurer of the OPEIU Nurses Council. Licensed as a registered nurse in 1996, with experience in



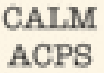
oncology and labor and delivery, she currently is a critical care nurse at McLaren Macomb in Mt. Clemens, Michigan.

Carlisle was a recipient of the Nightingale Nominee Nursing Award in 2003. She is the mother of two daughters, Kristen and Danielle, and proud grandmother of Elliana and Christiano.

WHITE COLLAR

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OPEIU Gets WILD!

OPEIU members were among the participants at the 13th Annual Women in Leadership Development (WILD) Conference hosted by the New Jersey State AFL-CIO on March 4-5. The conference offered new and enlightening insights into building leadership skills, women's labor history and the fight for working women's economic future.



Pictured, left to right, are Local 32 Executive Board members Ann Stover, Charlotte Gillis, Trustee Monica McCleod and President Mary Short; Local 153 Steward Yvette Jackson, Representative Myra Hepburn, and Stewards Grace Adams-Cunningham and Monique Davis; and Local 32 member Chalen Downs.



OPEIU at the Movies

International President Richard Lanigan attends the movie premiere of "Sally Pacholok" on March 8 in New York City, with Local 40 President Janice Czarnecki, RN, left, and Pacholok, a nurse member of Local 40 whose fight for her patients' health was the subject of the feature film.