



WHITE COLLAR

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Senate Leadership Meets with OPEIU

Two of the nation's highest ranking elected officials recently met with OPEIU to discuss the labor movement's legislative priorities, as well as specific measures important to OPEIU members.

Senator Charles Schumer (D-NY) and Senate Majority Leader Harry Reid (D-NV) visited OPEIU headquarters in New York City and met with International President Michael Goodwin, Secretary-Treasurer Mary Mahoney and Director of Organization and Field Services Kevin Kistler. The meeting, which came at the request of the senators, was an opportunity to discuss legislative priorities of several OPEIU groups, including Guild 45 Podiatrists and Guild 44 Appraisers.

"It's a testament to the membership strength and political clout of OPEIU that these very important officials took time to come to New York and meet with us at our headquarters," said President Goodwin. "It's a very important time for working people — what happens in Washington now will shape the future of the labor movement for years to come. OPEIU used this opportunity to meet with Senate leadership to map out our concerns and make it clear that OPEIU and the labor movement expect to see the interests of working people protected."



Senator Charles Schumer (D-NY) and Senate Majority Leader Harry Reid (D-NV) meet with OPEIU leadership at OPEIU headquarters in New York City. Pictured from left to right are Secretary-Treasurer Mary Mahoney, Director of Organization and Field Services Kevin Kistler, Senators Schumer and Reid and International President Michael Goodwin.

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All Together — Work Connects Us All!



Elections Put Off Attacks on Middle Class

By Michael Goodwin, International President

Congratulations are in order to the Obama, Democratic Senate and House campaigns on their overwhelming victories in the November elections. The president was re-elected along with Democratic increases in the House and Senate.

The most important aspect of the success of the Democrats is that the elections put off attacks on the middle class for the foreseeable future. The victories ensure that:

- ***we are not going to*** repeal the Affordable Care Act (Obama Care)
- ***we are not going to*** give a 20 percent tax break to millionaires and billionaires
- ***we are not going to*** let the Detroit automobile industry go bankrupt
- ***we are not going to*** veto the Dream Act (Development, Relief, and Education for Alien Minors)
- ***we are not going to*** eliminate the Department of Energy
- ***we are not going to*** overturn *Roe v. Wade* with anti pro-choice Supreme Court appointments
- ***we are not going to*** amend the U.S. Constitution to stop gay marriages
- ***we are not going to*** have hundreds of other actions attacking the middle class

All of the above would have taken place had the administration in Washington, D.C. changed!

One of the main challenges to the middle class is a plan to change the method of how Electoral College votes are allocated. The opposition is planning to change to a “congressional district method” in targeted states, which would dramatically alter Electoral College vote totals. They plan to target “blue states,” which would water down the Democratic electoral vote count in those states.

The Electoral College is the institution that officially elects the president and vice president indirectly by “electors” elected by popular vote on a state-by-state basis. Electors are apportioned to each state and the District of Columbia in an amount equal to the 535 members of Congress and three for the District of Columbia, totaling 538 electors.

Electors are pledged to particular presidential and vice presidential candidates, though unpledged electors are possible. That is, all electors pledged to the presidential candidate who wins the most votes in a state become electors for that state. In all states, except Maine and Nebraska, electors are elected on a “winner-take-all” basis. Maine and Nebraska use the “congressional district method,” selecting one elector within each congressional district by popular vote and selecting the remaining two electors by a statewide popular vote. It’s the Maine and Nebraska method that the opposition wants to use to attack the middle class.

If the “congressional district method” had been in place for the 2012 elections, here’s what would have happened. Romney won 228 House districts and Obama won 207, thereby giving each presidential candidate that many electoral votes. Also, the Republicans won 24 states by popular vote and the Democrats won 26. Since there are two electoral votes allocated for each state, the Republicans would get 48 and the Democrats 52. The District of Columbia’s three electoral votes would go to the Democrats.

This method of allocating electoral votes would have resulted in Mitt Romney getting 276 electoral votes and Barack Obama getting 262. Therefore, Romney, not Obama, would have been elected president of the United States, notwithstanding the fact that Obama received 5 million more votes nationally!

This is why we have to be more involved in the politics of the various states. There seems to be a lot of focus on federal elections, but state elections can be more devastating to the middle class. Look what happened in Wisconsin, Michigan, Ohio and Indiana. While we were concentrating on federal elections, the Republicans were methodically taking over state governments to advance their agenda attacking the middle class. At the state level, we now have “right-to-work” laws in Michigan and Indiana and we are fighting to retain collective bargaining rights for public employees in Wisconsin and Ohio, among other challenges.

This method of allocating electoral votes would have resulted in Mitt Romney getting 276 electoral votes and Barack Obama getting 262. Therefore, Romney, not Obama, would have been elected president of the United States...!

Obviously, we must fight these attempts to steal presidential elections and take control of state governments. The opposition will stop at nothing, including voter suppression, gerrymandering congressional districts, taking over state governments and changing the method of allocating electoral votes. They will do anything to win the elections and ignore the popular vote and will of the people. We must work as hard as we can to ensure that the method of allocating electoral votes in each state doesn’t change and we must be active in state politics if we are to put off attacks on the middle class!

Merck Independent Union Chartered as OPEIU Local 1937



Merck Independent Union (MIU), headquartered in West Point, Pennsylvania, has officially been chartered and will now be known as Local 1937, the year MIU was founded. MIU represents administrative employees at Merck Sharp & Dohme, a pharmaceutical corporation. Pictured left to right are President Michael Goodwin, MIU/OPEIU Local 1937 President Dottie Miller, Vice President John Edwards, Secretary Veneida Gilbert, Treasurer Ruth Culbreath and OPEIU Director of Organization and Field Services Kevin Kistler.

ITPE/Local 4873 President John Conley Retires

After more than 64 years of dedicated service to working women and men, John F. Conley has retired as president of the Industrial, Technical and Professional Employees (ITPE)/OPEIU Local 4873, effective December 31, 2012. ITPE represents more than 13,000 food service workers, security guards, mechanics and other occupational skills.

Conley, who has served as ITPE president since 1991, led the organization into OPEIU on July 1, 2001. He continues to serve on the OPEIU Executive Board as Vice President for Region III.

Following his service during World War II in the Pacific Theatre, Conley first joined the labor movement in 1948 as a member of the National Maritime Union (NMU), which formed ITPE as a shoreside division in 1963. In 1968, Conley was assigned by NMU to work with ITPE and participated in the organization of more than 300 food service workers at Fort Lewis, Washington.

Following the merger of NMU with the Marine Engineers Beneficial Association (MEBA) in 1988, ITPE was restructured as a separate division and Conley was elected chair of ITPE, and then as president in 1991.

“John Conley has spent a lifetime of dedication and service in advocating for improved wages, hours and working conditions for all workers throughout the United States,” said International President Michael Goodwin. “ITPE’s affiliation with OPEIU was a landmark achievement for the union,

and I have benefited both from his wisdom and counsel over the years, as well as from my friendship with this remarkable man.

“OPEIU, ITPE and workers everywhere thank John for his lifetime of service and express their best wishes for a healthy and happy retirement,” President Goodwin said.



ITPE/OPEIU Local 4873 President Dennis Arrington, retired President John Conley, International President Michael Goodwin and Director of Organization and Field Services Kevin Kistler attend Conley’s retirement celebration on December 15, 2012 in Savannah, Georgia.

Insurance Adjusters Affiliate with OPEIU



The International Association for Independent Agents and Adjusters (IAFIA) has affiliated with OPEIU and will now be known as IAFIA/OPEIU Guild 1.

“Under the umbrella of the OPEIU, IAFIA has

the ability, through legislation, to achieve the goals of our association,” said IAFIA Founder/President Richard Ayoub. “IAFIA was formed as a non-profit association for the sole benefit of independent agents and adjusters in the insurance adjusting industry throughout the world, and acts on their behalf and speaks with a distinct voice on a wide range of issues in the industry. We are dedicated to making a positive difference in the future of these agents.”

Pictured from left to right are OPEIU Director of Organization and Field Services Kevin Kistler, IAFIA Co-Founder/Vice President Bill Wintle and President/Founder Richard Ayoub and OPEIU President Michael Goodwin.

WHITE COLLAR

Official Organ of
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INTERNATIONAL UNION
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President

MARY MAHONEY
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Arrington Elected ITPE/Local 4873 President

Dennis Arrington was nominated unopposed and therefore elected by unanimous consent to assume the office of president of ITPE/Local 4873 on January 1, 2013.

Arrington has been a member of ITPE for many years and has served in various positions, including director of organiza-



Dennis Arrington

tion and most recently, as secretary-treasurer. He has served with distinction as an officer on the ITPE Executive Board and as a Trustee on various ITPE funds.

“Dennis has been a loyal and dedicated employee of ITPE, contributing to its rich history of growth and success,” said President Goodwin. “OPEIU wishes him the best in his new position, and looks forward to working closely with him to further the interests of members.”

ITPE Representative Dennis Conley has been elected to serve as secretary-treasurer, filling the seat left vacant by Arrington.

OPEIU Nurses Council Meets in Las Vegas



The Board of Directors of the OPEIU Nurses Council met October 22, 2012 in Las Vegas, Nevada, to discuss legislative issues of importance to the nursing industry, including staffing ratios and mandatory overtime, as well as to participate in a continuing education session that dealt with muscular skeletal injuries. U.S. House of Representatives candidate Steven Horsford also met with the Nurses Council to pledge his support and to discuss legislative priorities. The board, led by Chair Paige Yates, RN, who also serves as president of Local 22 in Little Rock, Arkansas, includes representatives from all OPEIU Local Unions with nurse members.

OPEIU Assists Sandy Victims

OPEIU Local Unions are assisting victims of Superstorm Sandy by making more than \$40,000 in donations to the relief effort. OPEIU has distributed checks to more than 100 members.

With estimates of more than \$50 billion in property damage, it will take all of us pulling together to help our friends and neighbors who have been devastated by Sandy. If you would

like to help, please send contributions to: OPEIU Relief Fund, re: Superstorm Sandy, c/o Mary Mahoney, Secretary-Treasurer, 80 Eighth Avenue, Suite 610, New York, NY 10011.

Union Plus Disaster Relief Grants of \$500 are also available to help eligible participants in the Union Plus Credit Card, Insurance or Mortgage programs. The money does not have to be repaid. Go to www.UnionPlus.org/Sandy for more information.

OPEIU Makes \$5,000 Donation to Provide Desks for Schoolchildren in Malawi

OPEIU is pleased to announce its support of the K.I.N.D. Fund, an effort to outfit classrooms in Malawi with desks for schoolchildren who would otherwise spend their day sitting on the floor.

The K.I.N.D. Fund (which stands for Kids in Need of Desks) is a joint program between MSNBC and UNICEF that has raised more than \$5 million to build more than 50,000 desks in the past two years. Each desk costs \$65 and can seat up to two or three children. OPEIU's initial contribution of \$5,000 will mean that approximately 230 children will have a desk, enough to outfit several schools!

“The special component of this project is not only that schoolchildren are able to get up off the dirt or concrete floors and into actual chairs and desks so that they can get the most out of their education,” said International President Michael Goodwin. “It’s

also that all of these desks are made by local carpenters and craftsmen, so this means job creation and economic growth in Malawi.

“This is a wonderful program that reminds us how much we have in the United States and how we take for granted the most basic of necessities,” continued President Goodwin. “These children, and the dedicated teachers who also spend seven hours a day on their feet without desks and chairs, will benefit so much from this extraordinary program.”

The African nation of Malawi is among the least developed in the world, with an economy mostly based in agriculture and a largely rural population. The country depends heavily on outside aid to meet developmental needs, particularly in the areas of education and health care.

OPEIU also supports Mark Shriver's Save the Children program in the United States.

Know Your Rights!

If you have had a mastectomy or expect to have one, you may be entitled to special rights under the Women's Health and Cancer Rights Act of 1998 (WHCRA). According to the U.S. Department of Labor's Employee Benefits Security Administration, "Under WHCRA, group health plans, insurance companies and health maintenance organizations (HMOs) offering mastectomy coverage also must provide coverage for certain services relating to the mastectomy in a manner determined in consultation with your attending physician and you.

"This required coverage includes all stages of reconstruction of

the breast on which the mastectomy was performed, surgery and reconstruction of the other breast to produce a symmetrical appearance, prostheses and treatment of physical complications from the mastectomy, including lymphedema." And despite the name, nothing in the law limits WHCRA rights to cancer patients, so it also applies to mastectomies performed for other medical reasons.

Your insurance provider is required to provide all members with a notice of rights under WHCRA when you enroll in the plan. If you haven't received such a notice, contact your provider to find out your rights under WHCRA.

OPEIU Mourns Former Vice President Charles Harris

After many years of dedicated service to OPEIU and the labor movement, former International Vice President W. Charles Harris died on October 27, 2012 at the age of 78.

Harris was an International Representative and OPEIU Vice President, servicing the members of the Tennessee Valley Authority (TVA) for many years.

He also led an independent union at

Coca-Cola in Chattanooga, Tennessee, into OPEIU, which is now known as OPEIU Local 179.

Harris also served as a special consultant to then-OPEIU General Counsel Joe Finley on an Equal Employment Opportunity (EEO) complaint filed by TVA employee Judy Hutcheson, alleging discrimination against women. The case was eventually settled in favor of the women.

In his early years, Harris served in the U.S. Air Force and later retired from the U.S. Postal Service. He was preceded in death by his wife, Jean Marie, who also was an OPEIU member, and is survived by two sons, Steve and Kevin.



Charles Harris

Pride At Work Co-Founder Howard Wallace Dies

Howard Wallace, co-founder of Pride At Work (PAW), the AFL-CIO's Gay-Lesbian-Bisexual-Transgender constituency group, died November 14, 2012 in San Francisco, at 76, PAW said. He had been struggling with Alzheimer's for several years.

Wallace and OPEIU Secretary-Treasurer Emerita Nancy Wohlforth founded PAW in

1991 and served as co-presidents. PAW was officially recognized as an AFL-CIO constituency group in 1997.

"I can't remember a day going by when Howard didn't call me saying we had to take on this fight or that," said Wohlforth. "Without his insight, energy and great organizing skills, PAW might not exist

today. Howard was also a wonderful friend and mentor to me personally and I was truly fortunate to have him as my ally both in the union movement and in my personal life."



Howard Wallace



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Romeo Corbeil/Gilles Beauregard Summer Camp

“An Unforgettable Experience”

By **Chloe Goldstein**, daughter of Local 153 Business Representative **Seth Goldstein**

Novel experiences have the ability to truly change a person, leaving one with long-lasting memories. Living in a suburban community of Philadelphia, I had no idea what to expect when my parents shared with me the information that I would be flying to rural High Hills, Missouri for a summer camp connected to the labor extension program of Missouri University. I was part of the Romeo Corbeil/Gilles Beauregard Memorial Scholarship summer camp for teens, ages 13 to 17, through OPEIU. To be completely honest, I was not thrilled when I heard this, yet looking back upon my trip, I had an unforgettable time. There is not a day that goes by that I do not think about the people I met, the knowledge I acquired and the unique culture of Missouri.

When the 13 campers arrived, we had to form our own labor union. Our camp union was diverse by ethnicity, geography, gender, religion and race. Our bond was like no other. We accepted each other despite our background differences. In this way, I have become a mature individual because I have learned one eventually works in diverse environments. I believe branching out of one's normal social group and meeting all types of people is advantageous in our pluralistic society. In labor unions, the idea is similar. The upbringings of people are put aside when organizing. The most important aspect that matters in a union is that people can come together and fight for what they believe is right. Through this diversity I have seen how my life is compared to the other adolescents. I have made friends that I will never forget at this camp; I admire their acceptance of people and involvements as well.

I have acquired abundant information regarding laborers in construction, labor union history, and what makes a union bond powerful. When driving by construction workers on the road working in extreme heat for hours, I can now observe their work in a new light. I understand from the Summer Camp the intense labor that is put into making the

roads people travel on a safer place for all vehicles. I was educated in the equipment used by these laborers out on the road, such as cones, bumpers, barrels, flags, etc. Through my camp union I can see how connections between one another come through uniting as one for all and all for one, which became our chant. When our camp traveled to St. Louis to see the Cardinals game, we all wore our camp shirts, which expressed our unity in these bright orange OPEIU shirts.

The Missouri setting was exciting for me to take in. Although the residents are facing an awful drought, going to places such as the pool and convenience stores was fas-

inating for me, to see how their lives are in comparison to mine. I enjoyed the recreational games such as table tennis, pool, fishing and so on. I marveled over going to the St. Louis Arch, which is an incredible

monument, being the gateway to the West. This trip was an eye opener to a slice of life in another part of the country to which I was not accustomed.



Chloe Goldstein

2012 Romeo Corbeil/Gilles Beauregard Memorial Scholarship Summer Camp Winners

Kennyan Escobedo Local 29 Sacramento, California	Tyrion Hodges Local 391 Evergreen Park, Illinois	Terrence Flint Local 391 Memphis, Tennessee
Tavion Hodges Local 391 Evergreen Park, Illinois	Piersaun Howard Local 537 Inglewood, California	Elizabeth Sturges Local 502 Amherst, Ohio
Toyrion Hodges Local 391 Evergreen Park, Illinois	Chloe Goldstein Local 153 Philadelphia, Pennsylvania	Kashay Taylor Local 32 Brookhaven, Pennsylvania

Rep. Sanchez Addresses West/Northwest Area Educational Conference



U.S. Representative Loretta Sanchez (D-CA) addresses participants to the West/Northwest Area Educational Conference, held October 18-21, 2012 in Universal City, California. Rep. Sanchez thanked OPEIU for its support of her 2012 Congressional campaign, and pledged to continue to further the interests of OPEIU members, as well as all working Americans, in the halls of Congress.

Nothing Beats Success!

OPEIU was a big part of many of the successful federal and state election contests, with assistance from great volunteers on get-out-the-vote activities, and of course, member contributions to OPEIU's J.B. Moss Voice of the Electorate (VOTE) Fund.

The J.B. Moss VOTE Fund has made it possible for OPEIU to have a strong voice in this very important election process — a voice that is much larger than our size. Members were empowered to fully participate in all of the activities in their communities through hand billing and knocking on doors, and endorsed candidates received financial support from the J.B. Moss VOTE Fund.

A great example of the extraordinary success on November 6, 2012 was in California, where our adversaries initiated a ballot measure, "Proposition 32," which would have

silenced labor's voice completely as it relates to politics. Union members from across the state of California came together and fought for a "NO on 32" vote, going door to door in their communities, sponsoring television and print advertising, and kept on working until everyone knew the truth about the proposition — and the members won, hands down!

While this was a great effort by union members, it would not have been possible without the financial support that came from union PACs, including OPEIU's J.B. Moss VOTE Fund, the 37th largest labor PAC in the United States. Special recognition is given to the members of Local 277 in Fort Worth, Texas, who contribute significantly to the J.B. Moss VOTE Fund.

There is no debate over the need to maintain a strong political action program given

the results in the most recent elections. When we join together, pool our resources, get members involved and contribute to the J.B. Moss VOTE Fund, we win!

Article XIX, Section 10 of the OPEIU Constitution requires all Local Unions in the United States to vigorously pursue agreements with employers permitting check-off of contributions to the J.B. Moss VOTE Fund and member authorizations on Form 35. Discussions on these contributions should be on all agendas at Executive Board, Unit and General Membership meetings.

For more information on this matter, please contact OPEIU Secretary-Treasurer Mary Mahoney at 212-367-0902 or 877-737-1086.

Submitted by OPEIU Vice President Walter Allen Jr.

Michigan Joins Growing List of "Right-to-Work" States

Members of OPEIU Local Unions in Michigan joined more than 10,000 union members and other workers at Michigan's state capitol to protest the legislature's passage of two bills that undermine unions and make Michigan a so-called "right-to-work" state. Brushing aside these massive protests and a denunciation from Democratic President Barack Obama, the GOP-run Michigan legislature steamrolled through the laws on December 11, 2012 and GOP Governor Rick Snyder promptly signed them.

OPEIU members and other workers, who jammed the state capitol building, packed the galleries and took over the lawn, responded with horns and chants of "Kill the bills!" and promises to get even at the polls.

The lame-duck session of the legislature approved the two right-to-work laws, one covering almost all public workers and the other covering all private sector workers. Both ban unions from negotiating clauses in contracts with employers to authorize dues collection to pay for union services, such as bargaining and grievance handling. Michigan is now the 24th state with right-to-work laws.



Local 393 Recording Secretary Kristie Brzezinski and President Lynda Eckstrom join the protest at the Michigan state capitol building.

"These laws ensure weaker unions in Michigan and cuts for middle class families," said International Vice President and Local 459 Senior Service Representative Joseph Marutiak. "OPEIU will continue to fight for workers in Michigan, but these laws will make it harder.



Local 459 joins the protest. Pictured from left to right are Kristian VanderWaerden (son of Local 459 Senior Service Representative Joe Marutiak), Marutiak, Senior Service Representative Jeff Fleming, member Lee Major and Senior Service Representative Lance Rhines.

Employees will get less pay and benefits than they should until these laws are repealed."

The practical effect is to weaken unions financially and thus lessen their power to bargain for good jobs with decent wages and benefits. Union bargaining power helps both union and non-union workers.

Here's what "Right to Work" really means for working people:

- Average worker makes \$1,540 less per year
- Median household income \$6,437 less
- 28 percent more people lack health insurance
- Average poverty rate is 18 percent higher
- Rate of workplace death is 36 percent higher

Source: AFL-CIO

Local Union News

Local 174 Ratifies a Record Eleven Hollywood Contracts Within Four Months

In one of the toughest negotiating seasons for Local 174 in Burbank, California, the union negotiated and ratified eleven agreements throughout the entertainment industry between August and November 2012.

This was a very challenging effort due to the requirement to obtain significantly higher health contributions from all studio employers, wage increases and leave the table with few union concessions. Coupled with this situation was the need to complete all contracts within a very tight deadline set by the industry's Motion Picture Industry Pension and Health Plans.

Christine Page, OPEIU vice president and Local 174 business representative, said she could not recall in the history of Local 174 ever being faced with the complexities and timeframes of this negotiating season. "The template for this was difficult because of the significant increase from the employer for medical contributions, the very tight schedule in which to acquire that benefit, and still address and resolve the individual issues the studios demanded within their final agreements. On many occasions, our committees were working late into the night due to the deadlines," said Page.

In two contracts, strike votes were taken when the proposals were not acceptable, but still resulted in overwhelming approvals from the membership with the improved "last, best and final" agreements offered not long after.

Success with the J.B. Moss VOTE Fund was also achieved. Sony Pictures Entertainment, 20th Century Fox and Uni Music now have the J.B. Moss VOTE Fund language included in contractual language. Local 174 President and employee of 20th Century Fox, Manny Ortiz, was particularly pleased with the cooperation of Fox in regards to the J.B. Moss VOTE Fund.

"Now our members have an opportunity to contribute to those who work in our political system for the rights of the middle class as well as future legislation that

will help union members and their families," said Ortiz. Both Page and Ortiz agreed that Fox was respectful and acknowledged the contribution of Local 174 members to the Fox family.

Members played a pivotal role in the negotiations. "At Motion Picture Industry Pension and Health Plans, Marcia Alvarez worked tirelessly from the onset to the last ratification vote in working toward an acceptable agreement," said Page, "as did Priscilla Webster at Sony, Sylvia Flig and Jesse Elias at Uni Music, Tracy Terhune and Alice Gordell at Universal Studios and Universal Television,

Barbara Jerome and Michelle Pietrantonio at the Cinematographers Guild, Lisa Loy at Deluxe and Deborah Gag, Michael Shulman and Oriana Nudo at Warner Brothers Studio Facilities, who contributed so much in the development of a Cooperative Committee for the Tour Guide Department. Their contributions cannot be underestimated and, once again, reinforces the strength all unions have with a unified presence."

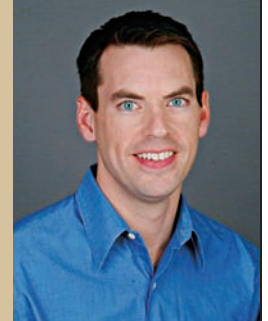
Each of the contracts are three years in duration, pension and health plans were strengthened, wage increases were obtained and jobs were protected.



International Vice President and Local 174 Business Representative Christine Page (center) with two members of her negotiating team outside the Warner Brothers VIP Tour Welcome Center, where Local 174 represents the tour guides. Pictured left is Michael Shulman and right is Oriana Nudo. Both are VIP Warner Brothers tour guides.

Bonnett Re-Elected President of Hypnotherapist's Union Local 472

Bruce Bonnett has been re-elected to a second three-year term as president of the Hypnotherapist's Union Local 472. Bonnett is a certified hypnotherapist, an instructor at the Hypnosis Motivation Institute, a member of the Florida Institute of Hypnotherapy's Board of Advisors, and a graduate of Harvard Law School, Carleton College and the Hypnosis Motivation Institute. He was also recently a keynote speaker at the International Hypnosis Federation's annual three-day convention.



Local Union News

AMLU President Shaun Francis Re-Elected

The Association of Minor League Umpires (AMLU)/OPEIU Guild 322, the labor union that represents all professional Minor League Baseball umpires in the United States and Canada, announces that current President Shaun Francis will begin a third consecutive term as head of the union. Francis was unopposed in his run for a record third term.

AMLU also welcomes two new board members. Sam Vogt was also unopposed in his run to join the executive board as First Vice President, replacing retiring First VP Justin Vogel. Tim Hromada joins the leadership of AMLU as Secretary-Treasurer, finishing the final two years of a vacancy in that post.

Second Vice President Mario Seneca has two years remaining on his term, and Recording Secretary Tom Clarke has one

year remaining on his term in office.

"I am very excited about the great mix of leaders we have on this board," said Francis. "We have people like myself who have been around a little while, and Sam and Tim are stepping up to mark a new generation of umpires that are getting active and taking a role in their union."

The newly elected officers' terms began on January 1, 2013. AMLU recently concluded successful negotiations to renew their contract with Minor League Baseball in 2012. The five-year contract runs through 2016.

"This is a great time for Sam and Tim to join the leadership of the union and get vital experience over the coming months and years before we need to begin the process of negotiating a new deal with Baseball," Francis said.

Francis was first elected president of

AMLU in 2007, and last year finished his ninth year in Minor League Baseball as a crew chief in the Triple-A Pacific Coast League. AMLU affiliated with OPEIU in February 2010.



Shaun Francis

Local 8's Charlie Best Receives Mother Jones Award



Local 8 congratulates member Charlie Best for being honored with the Mother Jones Award for his 30 years of devotion and selfless service on behalf of unemployed workers. The Mother Jones Award is presented by the Economic Development and Job Retention Committee each year to an individual who demonstrates the activism, tenacity and selflessness that exemplifies labor icon Mother Jones and the immortal statement, "Mourn for the dead, but fight like hell for the living!" The 2012 Mother Jones Award was presented to Best, who is director of the King County Reemployment Support Center, at the Washington State Labor Council Convention in Wenatchee, Washington.

Local 8 Ratifies New Contract at Providence Hospital



Local 8 members at Providence Hospital in Everett, Washington, took their message of the need for a fair contract to the community during the holiday season. The group of 900 members voted to ratify their contract by an overwhelming majority on December 11, 2012.

Local Union News

Kaiser Members Ratify National Agreement

During the last week of national bargaining, OPEIU members who are part of the Coalition of Kaiser Permanente Unions (CKPU) took action to send a message that they were standing up for their contract. Members wore t-shirts that said they wanted no cuts and a fair contract.

Early on the morning of May 11, 2012, these members got that contract as Kaiser Permanente and the CKPU reached a tentative settlement on a new, three-year national agreement. The tentative agreement was the result of hundreds of hours of meetings, brainstorming sessions, discussions, caucuses and negotiations among 140 labor, management and physician negotiators who made up the Common Issues Committee. The negotiations were also attended and supported by several hundred union observers representing frontline employees.

The new agreement is one of the largest private-sector union agreements to be negotiated in 2012 and will form the backbone of what has become the largest and longest-lasting labor management partnership in the United States. It covers wages and benefits as well as performance goals related to service, care quality, affordability, workforce and community health and workforce development.

The agreement calls for union coalition-represented employees to receive three percent wage increases in each year of the

agreement in California, and two percent increases each year in regions outside California. It preserves all current benefits for the term of the agreement and improves the dental plan. In addition, Kaiser Permanente will commit \$19 million annually to educational funds to ensure career development for the diverse workforce. The agreement also establishes the conditions for creating the healthiest workforce in the industry.

On May 19, about 350 delegates, including delegates from OPEIU Local Unions 2, 17, 29, 30 and 50 reviewed the agreement at a special CKPU Delegates Conference and endorsed it. The tentative agreement went to each Local Union for ratification. The agreement was ratified by a margin of 98 percent. It took effect October 1, 2012 and stays in effect through September 30, 2015.



Local 29 members attend the Coalition of Kaiser Permanente Union's Delegate Conference to review the new agreement. Pictured are (left to right, front row) Esmeralda Gomez, Denice Washington, Patricia G. Sanchez, (second row) Regina Palmore, Crystal Ramirez, International Vice President and Local 29 President Tamara Rubyn, Terry Keller, Deanna Andry, Andrea Johnson, Chereese Roberts, Hazel Clark, Alice Robinson (back row) Craig Moffitt, Barbara Anglin, Jo Lynn Pascale, Tamra Decker, and Lamont Stone.

Notice To Employees Subject To Union Security Clauses

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

Only if you are not a member of the Union or if you resign

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

- Vote on the terms of your contract;
- Participate in strike votes;
- Participate in the development of contract proposals;
- Nominate, vote for, or serve as an officer of your Local Union;
- Nominate, vote for, or serve as a delegate to the International Convention; and

(Continued on next page)

Notice To Employees Subject To Union Security Clauses

(Continued from previous page)

- Enjoy discounts and other benefits available only to members, including eligibility for OPEIU scholarships for you and your family.

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

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

Individuals who choose to file an objection will receive a rebate of their fees equal to the percentage of the Local Union’s expenditures that is spent on non-chargeable expenses. The Local Union’s expenditures include those amounts it remits to the International Union as per capita payments. In determining the Local Union’s percentage of non-chargeable expenses, the percentage of non-chargeable expenses of the International Union is applied only to the Local Union’s per capita payments to the International Union. The percentage of non-chargeable expenses of the International Union, which will be effective starting with the month of January 2013, and continuing until a new percentage is issued, is 11.22%. The major portion of a Local Union’s expenditures is for items other than per capita to the OPEIU. Studies show that the final percentage of rebate for non-chargeable Local Union expenditures ranges between 0% and 8%.

Individuals who choose to file objections to funding expenditures that are not germane to the collective bargaining process should file them in writing with the Office and Professional Employees International Union, 80 Eighth Avenue, 6th Floor, New York, NY 10011, Attention: Mary Mahoney, Secretary-Treasurer. The objection must include the objector’s name, home address, social security number, employer, job title, department, work loca-

tion, local union number, and business telephone number.

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

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

Challengers must notify Mary Mahoney, Secretary-Treasurer, Office and Professional Employees International Union, 80 Eighth Avenue, 6th Floor, New York, NY 10011, in writing, of any challenge he or she wishes to make through this arbitration procedure. Such notification must be received by the Secretary-Treasurer within thirty (30) days of the challenger’s receipt of a letter from the Local Union informing the challenger of the amount of the rebate, the basis for the calculation, and the internal procedures for filing a challenge. That challenge should specify which classifications and/or calculations of the International Union and/or Local Union are being challenged.

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

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



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Local Union News

Local 35 Ratifies New Agreement with IFEBP!

Local 35 in Brookfield, Wisconsin, negotiated a new contract with the International Federation of Employee Benefits Plans (IFEFP) that provides all bargaining unit workers a 3 percent across the board increase effective February 1, 2013 and another lump sum payment of \$250 on February 1, 2014.

The 18-month contract was negotiated early and locks in no changes in the contract, no increases in healthcare premiums and no changes in the healthcare plan. Chief Steward Henrietta Long and International Representative and Local 35 Trustee Patt A. Gibbs led the negotiations.

The agreement was ratified overwhelmingly by the IFEFP bargaining unit membership at a meeting held on October 8, 2012.

Local 35 has been working diligently to rebuild its membership after the devastation of collective bargaining for public sector bargaining units in Wisconsin under Act 10, which caused a significant drop in membership for Wisconsin OPEIU Local Unions

and a Trusteeship by the International that was necessary to rebuild Local 35.

Although Local 35 was placed in Trusteeship in November 2011, the Local

has made significant internal changes, improvements in representation, training and leadership, while focusing its resources on growing Local 35.



Signing the new collective bargaining agreement are (left to right) Steward Janice Lesperance, Steward Lyn Peterson, Chief Steward Henrietta Long, IFEFP Senior Director of Human Resources Roger Bong and International Representative and Local 35 Trustee Patt A. Gibbs.

Announcing the 2013 Convention Theme — Work Connects Us All!

OPEIU is comprised of many skilled professionals from various trades and industries. Among our ranks are office workers, nurses, podiatrists, helicopter pilots, insurance salespeople and adjusters, teachers and many others.

The type of work we do may be very different, but whatever we do, it has a very real impact on the world around us.

And we all take tremendous pride in what we do each day. In that way, **we're all connected.**

Thus our 2013 Convention theme: "Work Connects Us All!"

The convention will be held June 3-7, 2013 at the Hilton San Diego Bayfront in San Diego, California. Local Unions should begin to make plans now to attend. The Convention Call, Credentials and Reservation Forms will be mailed to each Local Union shortly.