

WHITE COLLAR

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

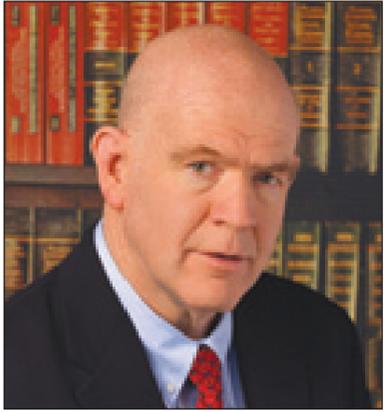
OPEIU Activists Get Organized and Fight For Economic Justice



Local 32 members stand up for their rights and win!

OPEIU members throughout the country are organizing to make a difference in their workplaces and communities. Here, hundreds of Local 32 members employed at Horizon Blue Cross Blue Shield of New Jersey traveled to the state capital in Trenton and successfully stopped a state measure that would have meant layoffs and cuts at the bargaining table.

See pages 4-5 for the full story



You Are What You Do...

By Richard Lanigan, President

Carl Jung, the Swiss psychiatrist, coined the phrase “you are what you do, not what you say you are going to do.” This quote has been used as a yardstick to measure the credibility of the person who has spoken of his or her aspirations. How, then, do we measure the effectiveness of our elected leaders, by what they say or what they do?

During the 2016 presidential campaign, there was much discussion about making the needs of the American worker a priority of government. While OPEIU endorsed Hillary Clinton, we heard much about how the new president would bring favorable change for working Americans. Many of us wait in the hope that such change will come.

At the eight-month point, with one-sixth of the term completed, it seems like a good time to invoke Carl Jung and ask: Have this administration’s policies, initiatives and proposed legislation improved the circumstances for working Americans and their families? Have those promises made during the campaign remained words or are they now accomplishments? To help answer these questions, let’s look at what has been accomplished and what has been proposed.

First, there was a commitment to propose legislation providing one trillion dollars to rebuild U.S. roads, bridges, water systems, power grids, airports, etc. So far, a bill has not been proposed. There also hasn’t been a commitment the legislation would ensure unions perform the rebuilding work at the prevailing rate. Experts believe if there was such a bill, it would conflict with the proposed budget.

Second, in June 2016, the U.S. Department of Labor issued its Fiduciary Rule that was to change the relationship between 401(k) savers and the people who manage their retirement savings. Prior to June 2016, the rule allowed investment managers to put their own interests before the interests of the 401(k) savers whose assets they were managing, occasionally resulting in investors paying exorbitant fees. The new rule would have put the interests of those saving for retirement above those of the investment manager. The administration has delayed the implementation of this crucial rule.

Third, there was a commitment to create a tax plan favorable to working Americans. A tax plan has been proposed, however, that includes a provision eliminating the tax deferred status of an employee’s contribution to his or her 401(k) plan, the primary retirement account used by millions of working Americans.

Fourth, the administration’s tax plan would eliminate the policy of favorable status for those paying mortgage interest. This policy encourages home ownership and is basic to the American Dream. It has supported Americans working in the real estate and construction industries for decades.

Why would the proposed tax plan remove a provision that has helped tens of millions of Americans afford a home? How does such a policy help American workers and their families?

Fifth, a rule requiring mine operators to inspect mines daily — prior to miners working — was to go into effect Jan. 23. The administration proposed to change the rule so miners can be required to go to work in the mines while the inspections are being conducted. In addition, the requirement that mine operators make a record of dangerous working conditions discovered during those investigations would be changed so records would only be kept of conditions that were not promptly repaired.

Lastly, in all of its different iterations, the recent proposed healthcare legislation would have taken away the health coverage of tens of millions of Americans.

What was said during the campaign is a matter of record. Has there been any legislation proposed that would improve the lives of working Americans? At the eight-month point, does the new administration pass the Jung test? You decide whether you believe the administration passes this test. I have made my early evaluation. ■

OPEIU National Retirement Savings Plan to Launch in December

OPEIU’s national 401(k) program, known as the OPEIU National Retirement Savings Plan, launches in December and will provide members with a low-cost, feature-rich retirement savings solution through their employers. The OPEIU National Retirement Savings Plan is a better fit for union members, ensuring a reliable retirement savings option with very low fees.

Unlike traditional target date funds with a “one-size-fits-all” risk approach, the OPEIU plan’s investment options will be customized to each participant’s risk tolerance and target retirement date, with an emphasis on prudent and sound investing. Just as important, OPEIU’s plan will focus on lowering administrative fees.

The plan will also be more accessible than most, making it easier for members to manage their accounts and understand how the investment process works. “There will

be member education for people to learn about investments, targeted investments, easy access, automatic enrollment, and automatic wage escalation with the union-designed plan. That way they have greater control over their accounts and can best optimize their retirement savings,” said President Richard Lanigan.

Talk to your local union for more information about the OPEIU National Retirement Savings Plan.



OPEIU Extends Defense Fund Benefit to Furloughed Government Employees

The OPEIU Executive Board approved a new defense fund benefit for public sector members or employees of government subcontractors who are furloughed due to government shutdowns.

Recently, both Maine and New Jersey furloughed their “non-essential” state employees due to each state’s failure to adopt a budget by the end of its fiscal year. Over the last several years, other states have resorted to similar measures

to resolve budget disputes. This means state employees, through no fault of their own, have lost work and income for days they were ready and willing to work, but could not because the state closed its operations.

Therefore, the Executive Board has approved the extension of the strike benefit and defense fund to members employed by national or state governments who become furloughed as a result of a shutdown, which

would be payable on the first day of the furlough.

“OPEIU and its local unions’ mission is to make our organization and resources available to members in times of need,” said President Richard Lanigan. “As more and more of our members face uncertainty because of these state budget battles, OPEIU will find ways to help.”

INSIDE

- Cover Story: OPEIU Activists Get Organized and Fight For Economic Justice Pages 4–5**
- Help Families Affected by Devastating Hurricanes. Page 7**
- Voting No Pays Off as Local 22 Nurses Hold Out for Better Contract. Page 15**
- Local 8 Continues to Bring Benefits of Unionization to Non-Profit Workers Page 15**

OPEIU Activists Get Organized and Fight For Economic Justice

Local 32 Members Defeat State Budget Initiative that Would Have Meant Layoffs

Employees at Horizon Blue Cross Blue Shield of New Jersey recently stood up and said “no” to a bill that would have imposed restructuring requirements forcing the company to become an “insurer of last resort,” a move that would have meant devastating financial repercussions for the company, leading to layoffs and deep salary and benefit cuts for the hardworking employees.

Because of their efforts and those of the New Jersey State AFL-CIO and Assembly Speaker Vincent Prieto, a compromise was reached ending the resulting three-day government shutdown and ensuring the people of New Jersey’s voices were heard. “The labor movement was adamant that policyholders and workers be protected,” said New Jersey State AFL-CIO President Charles Wowkanec. “The deal respects this fact and will not result in higher premiums and will direct surplus funds...back to subscribers.”

The measure, S4, would have forced Horizon into a quasi-charitable role that only it had to bear and put it at a serious disadvantage to other insurers in the state. More importantly, its employees and premium holders would have been the ones absorbing the cost of caring for non-policyholders.

The 1,000 members represented by Local 32 who work at Horizon didn’t sit idly by and let this measure pass. Instead, they filled buses and traveled to the statehouse in Trenton to protest the governor’s and state senate’s efforts. They streamed into the hallways and packed the assembly and senate budget committee hearings to make their voices heard. They carried signs that said “My Money, Not Yours,” “We Vote Too,” and “Protect My Health Insurance, My Insurer.”

Local 32 didn’t stop there! They successfully lobbied and achieved passage of a bill requiring back pay for state workers locked out during the state shutdown. Local 32 members received their back pay Sept. 1.

They circulated flyers protesting the politically motivated state takeover over the company that threatened the job security of thousands of employees. The measure also would have translated into exploding premiums and fewer services for the insurer’s 3.8 million subscribers.

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“This was an onerous and politically motivated move by Gov. Chris Christie and the senate that would have hurt innocent and hardworking employees of Horizon,” said International Vice President and Local 32 President Mary Short. “Creating unfair competition is not the way around the state’s fiscal crisis or the path to funding state programs that work for everyone in the state of New Jersey.”

The measure passed the state senate but stalled in the assembly before the compromise was reached. Local 32 President Short, Business Manager/Secretary-Treasurer Sharon Eastwick, Local 153 Senior Representative Seth Goldstein, International Bargaining Coordinator Sandy Pope and many of the local’s stewards and members worked diligently to achieve this great result. Thanks to all who lent their support during this three-day fight for what’s right, particularly the hundreds of Local 32 members who traveled to Trenton to make their voices heard!



Local 32 members tell their legislators it’s “My Money, Not Yours.”

Local 29 Goes to City Hall to Support Funding for Nonprofit Workers

Local 29 shop stewards, members and officers demonstrated solidarity and the activist spirit when they traveled to the San Francisco City Hall to advocate for a 2017-18 budget protecting the interest of union members and continuing city funding for nonprofit workers.

Meetings were scheduled with members and city supervisors who serve on the budget committee to discuss the funding concerns. A meeting was also held with labor and community stakeholders to discuss the Minimum Compensation Ordinance and OPEIU’s requested increases to pay for the union’s lowest paid workers.

“Everyone did a fantastic job talking to staff members in the city supervisor’s office about the need for a cost-of-doing-business increase to the nonprofits in the budget, which we can then pass along as wages to these low-paid workers, as we have done so successfully in almost every contract funded in that manner,” said International Vice President and Local 29 President/Business Manager Tamara Rubyn.

The 2017-18 budget was passed by the California Legislature and focuses on investment in education, counteracting the effects of poverty and improving the state’s transportation infrastructure. It includes an earned income tax credit for working families, raising of the minimum wage, and extension of health care to millions.



Local 29 activists gather at San Francisco City Hall to advocate for funding for nonprofit workers.



Local 32 members pack the gallery of the New Jersey State assembly and senate’s budget committee hearings.

Local 100 Puts New Organizing Skills to Work

On behalf of Local 100's Board of Directors and membership, we would like to report that our efforts to again surpass our goal of 2,000 members has come to fruition. This has been no easy task and is attributable in large part to [the International's] vision of putting resources to expand our membership numbers in areas where we already have a collective bargaining agreement.

OPEIU supported Local 100 through assigning [Organizer] Cesar Mendia, who has been invaluable in changing our culture when it comes to organizing. Also, the tools we received at the Southeast/Southwest Educational Conference jumpstarted our local's leadership in the implementation and creation of an organizing plan and, more importantly, an organizing committee. All these components have come together to enable us to achieve our first goal of 2,000 members.

We are not going to claim victory and return to our old familiar ways of organizing. We will keep working our organizing plan and further our experience with home visits, which we have just begun to develop with the help of our membership. Stay tuned. We hope to have increasing membership numbers as our committee hits its stride and, with your continued support and vision, we will make our next goal of 2,500!

Sincerely,

Greg Blackman
International Vice President and GSAF/
OPEIU Local 100 President
Miramar, Florida



Local 100 Organizing Committee members, left to right, Sergeant-At-Arms Ralston Coombs, Board Member Angela McCoy, Chaplain Luiz Morizot-Leite and Board Member Sandra Smith.

OPEIU Nurses Appreciate Their Union

We really want to let you know how much we appreciate you changing the North Central-Erie/Northeast Educational Conference to accommodate the Nurses Take D.C. rally. This really helped show nurses why they need to belong to OPEIU and support their union.

This event was so well planned, informative and executed flawlessly thanks to all of your efforts. It helped to show the nurses what I already know — we have great support from our International. They all came back recommitted to Local 459 and OPEIU, and I thank you all for this.

In solidarity,

Sharon Taylor
International Vice President and
Local 459 President
Lansing, Michigan

I just want you to know how much I appreciate all the work you put into making our North Central-Erie/Northeast Educational Conference such a success. The ONC asked for and received the support we needed to learn how to lobby for our safe staffing bill. Even though the [Nurses Take D.C.] rally didn't happen due to weather conditions, OPEIU took center stage and hopefully made an impact with our representatives.

You gave us the skills we needed to be confident as we approach our elected officials. We have already had our first strategic planning session and will be teaching others what we learned at the conference. You all work so hard to make all of this possible. I can't thank you enough.

In solidarity,

Julie Murray, RN
OPEIU Nurses Council Vice Chair and
Local 459 Chief Steward
Lansing, Michigan

Excitement Over New OPEIU 401(k) Plan

[Re: White Collar article, "OPEIU's New 401(k) Top Priority: Lowest Fees Possible," Spring/Summer 2017] Thank you! I have been a member of OPEIU for more than 8 years and have complained from day one about the fees charged by my current 401(k). Still, I took advantage of it because there was no other option.

I feel we have been robbed all these years, and I am hoping the new [OPEIU] plan has reasonable fees.

Kathy Maka
Local 537
Los Angeles, California

Editor's Note: Thanks so much for writing, Sister Maka. This is exactly why the OPEIU 401(k) plan was created — to help members like you lower the fees they pay for plan administration and get the most of their retirement savings. Check out page 3 for more information about the OPEIU National Retirement Savings Plan.

Nissan Campaign Thanks OPEIU for Support

Like all of you, I'm disappointed in the result from the election in Canton, Mississippi. As someone who thinks that it is critical — in the struggle for workers' rights and for racial justice and meaningful democracy — to organize the South, this was a tough loss. I have nothing but admiration and respect for the many workers who fought long and hard for better lives for themselves and their communities and for a deeper, fuller democracy in Mississippi.

I wanted to thank you for your support of the workers in this campaign. In the incredibly hostile environment that is the U.S. workplace, it is only with wide and deep solidarity that workers stand a chance of fighting back against the bullying, intimidation and naked threats that are par for the course in an organizing drive. That is doubly the case when workers are standing up against an economic and political regime that has ruled by fear and force for centuries. Workers will not win every struggle they enter. But we should also know that we only win what we fight for, and I am so thankful for your support in their fight. Thank you all.

In solidarity,

Joel Solow
Coalition for Rights at Nissan
United Auto Workers

Editor's Note: OPEIU was proud to lend its support to the Nissan campaign. Ultimately, production technicians at Nissan's Canton, Mississippi vehicle assembly plant voted not to join the United Auto Workers after a relentless, multi-faceted anti-union campaign that included intimidation and misinformation

that resulted in complaints issued by the National Labor Relations Board alleging the company violated workers' rights by engaging in illegal anti-union activity. "Despite this defeat, the outpouring of solidarity from labor unions, progressive organizations and individual people for these workers kept spirits high when it mattered most," Solow says. "We showed Nissan workers that they had support around the world, and reminded the company that all eyes are on Canton."

OPEIU Summer Camp is the Place to Be!

Jason had a great time while at the camp. He enjoyed it so much he only took pictures of the capitol. I did get a picture of him and me before his flight [below]. His father and I, as well as Jason, appreciate him being chosen to participate in the OPEIU Summer Camp. Thank you again and God bless.

Jennifer Douglass
Local 2
Falls Church, Virginia

Editor's Note: Sister Douglass, we're so happy to hear that Jason had a wonderful time this summer at the OPEIU Romeo Corbeil/Gilles Beauregard Memorial Fund Summer Camp! We agree it's a great opportunity for young people to learn about the labor movement, all while enjoying the great outdoors. Applications for the 2018 Summer Camp will be available in January at opeiu.org under the "Member Resources" tab, Union Scholarships. See pages 10-13 for a complete list of this year's OPEIU scholarship winners and Summer Camp participants.



Local 2 member Jennifer Douglass and her son Jason.

Thanks for the Wonderful Scholarship Benefit

We were able to have Spenser Vasbinder stop in the office to receive the certificate for the Howard Coughlin Scholarship. He arrived with his mother Dayna Vasbinder (she is a long-term MAGE member as a Social Services Program Manager in St. Clair County DHS). President Al Quattrin was in the office to give Spenser this award June 23. We took some pictures for our website and thought you might like them as well. On behalf of Al Quattrin and the entire MAGE Board, thank you for this wonderful benefit!

Ann Sanders
Secretary-Treasurer
MAGE/OPEIU Local 2002
Lansing, Michigan



Local 2002 President Al Quattrin, Spenser Vasbinder and his mother, Dayna.



We Want to Hear from You

Letters to the editor are welcomed.
Send correspondence to:

White Collar Editor
OPEIU
80 Eighth Avenue
20th Floor
New York, NY 10011

or email to frontdesk@opeiu.org.

Help Families Affected by Devastating Hurricanes

OPEIU members have always been there to help their sisters and brothers in need. From the devastation in Louisiana caused by Hurricane Katrina in 2005, to the destruction caused by Hurricane Sandy in 2012 in New York and New Jersey, we are proud to say that OPEIU members came forward and did all they could to help those affected.

Now, our sisters and brothers in Texas, Louisiana, Florida and Puerto Rico need our help. Hurricane Harvey is probably the largest natural disaster ever faced in Texas, which caused untold damage in Houston, Galveston Island, Corpus Christi, Beaumont-Port Arthur, parts of central Texas and many areas in between. Hurricanes Irma, Jose and Maria have caused similar damage in Florida and to the island of Puerto Rico. Residents of these areas will be dealing with the aftereffects of the hurricanes for months and years to come.

OPEIU members have been extremely generous in the past, and we're asking you to be equally generous now to help our effected OPEIU members. We know we won't be able to fully compensate them for everything they've lost, but we can provide them with some relief and, hopefully, the strength to meet the challenges that lie ahead. This message of solidarity will let them know their union stands strongly behind them in these most difficult times.

Please make a donation to the OPEIU Relief Fund. All money collected will be sent to OPEIU members and families affected by these devastating hurricanes.

Checks can be sent as follows:

Mary Mahoney
Secretary-Treasurer
OPEIU Relief Fund
80 Eighth Avenue, 6th Floor
New York, NY 10011

Updates will be posted at opeiu.org.
Our members in the affected areas greatly appreciate your kindness and generosity.

DO NOT BUY Nabisco/Mondeléz snacks made in Mexico and tell your grocery manager to stock **ONLY American-made** Nabisco/Mondeléz products!

Visit fightforamericanjobs.org to learn more about why your purchases matter.

SUPPORT AMERICAN JOBS!
CHECK THE LABEL!

CHECK THE LABEL for these TWO indicators:

- 1** Check for words "Made in Mexico":
- 2** Check the plant identification code:
DO NOT BUY:
 MX = Monterrey, Mexico
 MS = Culmas, Mexico
DO BUY:
 IL = Chicago
 OR = Portland, Ore.
 AP = Fair Lawn, N.J.
 AL = Atlanta
 AZ = Richmond, Va.
 XL = Hapeville, Ga.

www.fightforamericanjobs.org



Keep Informed: Sign up for OPEIU Text Alerts

Receive information about your union and issues that are important to you and your family by signing up to receive text messages from OPEIU on your mobile device.

There are two easy ways to sign up:

- Text OPEIU to 97779* or Visit opeiu.org and click on the "Sign Up for Mobile Alerts" button

Other ways to stay connected with your union:

- opeiu.org
- @opeiu
- facebook.com/opeiu
- @opeiu

*By providing your cell phone number, you understand that OPEIU may send you automated calls and/or text messages on your cell phone on a periodic basis. OPEIU will never charge for alerts, but carrier message and data rates may apply. You can text HELP for more information and STOP to stop receiving messages to 97779 at any time.

OPEIU Introduces New Membership Benefit: Identity Protection

It has really paid to be a member of OPEIU in 2017! This year alone, OPEIU has introduced two new membership benefits: The Student Debt Reduction Scholarship to help members pay down their student debt, and the OPEIU Free College benefit, which provides free online courses to members to work toward an associate degree.

Now OPEIU is pleased to introduce 2017's third new union benefit – identity protection.

Beginning Nov. 1, all OPEIU members will have a proactive, comprehensive defense against identity theft, all at no cost to you. Your union has contracted one of the nation's leading identity protection solutions, InfoArmor®, to protect members against this \$16 billion crime that impacted almost 15.4 million Americans last year. With the recent data breach at Equifax that left more than 143 million Social Security numbers exposed, this type of protection is needed more than ever.

It's important OPEIU members register with InfoArmor Nov. 1, or soon after, to receive all the available benefits. Register by visiting OPEIUIdProtect.com, or by calling 800-789-2720. Make sure to take advantage of this OPEIU benefit and register Nov. 1.

If you do become a victim of identity fraud, InfoArmor's trained experts will help you to restore your identity as best as possible to what it was before the incident. This can save you hundreds of hours of your own time and productivity. It can also save you money!

Features of this benefit include:

Privacy Advocate® Remediation: InfoArmor's privacy advocates are CITRMS® Certified experts in identity restoration. A privacy advocate will act as a dedicated case manager on behalf of the victim and resolve the issue from start to case completion.

Digital Exposure Report: This interactive, easy-to-read report summarizes what a real-time, deep Internet search finds out about a subscriber, offers a Privacy Grade and tips to better secure personal information.

Internet Surveillance: Internet Surveillance constantly monitors the underground economy and dark rooms to uncover compromised, sensitive information such as Society Security numbers, wallet items and login credentials including emails and passwords.

Activate your benefit for free at OPEIUIdProtect.com. You can also visit opeiu.org for more information. If you still have questions, call 855-990-0994.

OPEIU Members Take Advantage of New Free College Benefit

Response to the new OPEIU Free College benefit has been overwhelming, with more than 700 members enrolling to take classes in either the August or October semester so far. And, thousands of others have requested more information.

Through the OPEIU Free College benefit, OPEIU members in good standing and their families can earn an associate degree *completely free of charge*. Every member or retired member, as well as spouses, children, grandchildren and dependents of OPEIU members, can earn a two-year online degree and certificates with absolutely no out-of-pocket costs for tuition, fees or e-books.

Associate degree programs are available in general studies, health care, business management, criminal justice, paralegal and early childhood education.

If you haven't applied yet, don't worry as another semester is right around the corner.

Here's the upcoming schedule (**Important note: You must have your local union number available when completing the application process**):

- Jan. 12, 2018: Spring 1 2018 registration ends
- Jan. 16, 2018: Spring 1 2018 classes begin
- March 16, 2018: Spring 2 2018 registration ends
- March 19, 2018: Spring 2 2018 classes begin

Visit FreeCollege.OPEIU.org or call 888-590-9009 for more information. Take advantage of this valuable benefit available to OPEIU members and their families.

Congrats to 2017 OPEIU Scholarship Winners!

Congratulations to the winners of the 2017 OPEIU Scholarships. Information and applications for the 2018 scholarships will be available in January at opeiu.org (click on the “Member Resources” tab, Union Scholarships). Winners are chosen by random drawing, but you can’t win unless you apply!

Howard Coughlin Memorial Scholarship Fund — Full-Time Winners



Jaylen Stark
DAG 2007A
Region I



Xinyi Li
Local 2
Region II



Megan McCarthy
Local 6
Region II



Lucy Etchison
Local 153
Region II



Briyanna Rusley
Local 101
Region III



Tyler Wilson
Local 277
Region IV



Sasha Gut
Local 29
Region V



Robert Woodruff
Local 11
Region VI



Jousef Shkoukani
Local 40
Region VII



Emily Day
Local 98
Region VII



Cole Miller
Local 375
Region VII



Spenser Vasbinder
Local 2002
Region VII

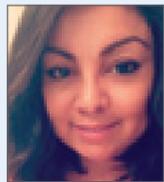
Howard Coughlin Memorial Scholarship Fund — Part-Time Winners



Sarah Lemery
Local 6
Region II



Joyce Neal
Local 2001
Region III



Vianeidy Hielo
Local 251
Region IV



Steven Campbell
Local 29
Region V



Mecacla Salinas
Local 537
Region V



Carmen Wright
Local 11
Region VI



Yazen Farha
Local 40
Region VII



Myra Hepburn
Local 153
Region II



Ashley Ahrens
Local 277
Region IV

John Kelly Labor Studies Scholarship Fund Winners

First OPEIU Student Debt Reduction Scholarships Awarded

The 2017 Student Debt Reduction Scholarships have been awarded, and the recipients are:

| | | | | |
|--|--|--|--|--|
| Jenisse Ruiz Local 6 Boston, Mass. | Heather Keenan Local 100 Miramar, Fla. | Tolbert LaPomarel Local 153 New York, N.Y. | Cristelle Sens-Castet Local 153 New York, N.Y. | April Williams Local 2002 Lansing, Mich. |
|--|--|--|--|--|

The OPEIU Student Debt Reduction Scholarship is an annual program that helps members repay their student debt by providing five awards of \$2,500 a year. Visit opeiu.org and click on “Member Resources” for more information.

Local 100 Family Member Awarded 2017 Union Plus Scholarship



Alexander Eirea

Congratulations to Alexander Eirea, whose mother, Maria Eirea, is a member of Local 100 in Miramar, Florida. Alexander is one of 106 students representing 31 unions who has been awarded a \$2,000 Union Plus Scholarship.

Alexander is a 2017 high school graduate who began college this summer at the University of Florida as a biomedical engineering major. He earned more than 50 hours of college credit through Advanced Placement (AP) classes in high school. Alexander appreciates the assistance unions provide employees, particularly as his mother is physically disabled. “My mother could be easily exploited by her employers and not given the same opportunities as everyone else,” he said. “The labor movement allows people like my mother to be able to find work so they can support their families and contribute to society in any way possible.”

A standout student in high school, Alexander was an AP Scholar, a recipient of the FIRST Tech Challenge Motivate Award (state) and Inspire Award (regional), lead programmer of the Cypress Bay Robotics Team, a tutor with the Mu Alpha Theta math honor society and the Science National Honor Society, a member of the Spanish Honor Society and a volunteer with the United Nations Children’s Fund (UNICEF).

The Union Plus Scholarship Program awards scholarships based on outstanding academic achievement, personal character, financial need and commitment to the values of organized labor. Visit UnionPlus.org/Scholarship for applications and benefit eligibility.

The Union Plus Scholarships are another excellent benefit made possible only by your membership in OPEIU. It pays to belong to your union. OPEIU members and their families can apply now for the 2018 Union Plus Scholarship. The deadline is Jan. 31, 2018. Apply today: UnionPlus.org/Scholarship.



Julie Day, a member of Local 98 in Cincinnati, Ohio, employed at the IH Credit Union, accepts the Howard Coughlin Memorial Scholarship Fund certificate on behalf of her daughter, Emily. Also pictured are Local 98 Business Agent/Secretary-Treasurer Brandon Guthier, left, and President James “Skip” Hammonds. Emily began her studies at Wright State University in August.

OPEIU Campers Have Fun While Learning

This July, OPEIU kids enjoyed the sun and fun of the OPEIU Romeo Corbeil/Gilles Beaugard Memorial Fund Summer Camp, an annual week-long event for children and grandchildren of OPEIU members. The camp, held at the University of Missouri campus in Columbia, also teaches young people about the history of working people and the importance of today's

labor movement in ensuring workers' rights are protected in the workplace. Each year, 20 scholarships are awarded to children between the ages of 13 and 16. Visit opeiu.org and click on the "Member Resources" tab, Union Scholarships, to learn more about the camp and all OPEIU scholarship opportunities.



OPEIU campers, left to right, are Alexis Xiong, standing, Cameron Edwards, Marcos Ybarra, Laiya Sheppard, Christian Howard, Natalee Lindemann, Jason Douglass, Dylan Elias-Berg, kneeling, Isaiah Thomas, Thomas Krausz, Cyrus Felix-Lopez, Kyle Harvey, Jaylen Birden, and Sidney Medina, standing.

OPEIU Wants to Help You Live Your Healthiest Life!

OPEIU is pleased to offer the first 100 members who apply by visiting opeiu.org the opportunity to get healthy with Weight Watchers.

OPEIU will reimburse 100 members for half the cost of a new Weight Watchers Meetings and Online Plus four-month membership, a value of approximately \$100!*

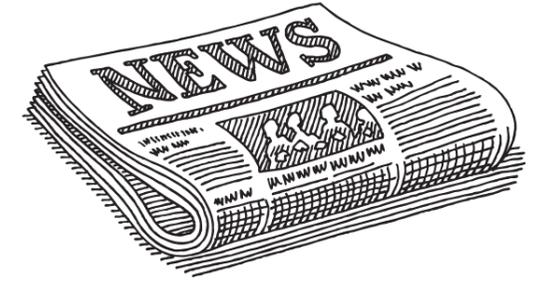
Weight Watchers unlimited meetings provide the face-to-face support that is often necessary to reach weight loss and health goals. You can lean on fellow members for the tips and advice you need to stick with the program, and get guidance from someone who's been there. You'll also have the anytime, anywhere access of Online Plus, digital tools that will keep you motivated.

**Based on half of the average standard monthly plan charges of \$44.95 per month, plus \$20 starter fee. OPEIU will reimburse the first 100 members half the charges of four months of membership, up to \$100. Reimbursement will be based on half of actual costs paid by the member, not to exceed \$100. Must be a new Weight Watchers membership. Offer valid only for OPEIU members in the United States and Canada.*

SPECIAL OFFER

Go to opeiu.org and be among the first 100 members to apply.

LOCAL UNION NEWS



Voting No Pays Off as Local 22 Nurses Hold Out for Better Contract

Nurses at St. Vincent Hospital in Little Rock, Arkansas, have proven sticking together and standing firm for a fair contract can reap big rewards.

Instead of accepting the employer's attempt to strip the contract, the nurses stood strong and voted 95 percent in favor of rejecting the employer's first contract offer. The bargaining committee then used this mandate to go back to the table and demand fairness, recovering almost all of what the company tried to eliminate from the contract and gaining very good wage increases, a labor-management committee and important past practices secured in writing. The final agreement was ratified Aug. 17 by 91 percent of the membership. Local 22 represents more than 300 nurses at St. Vincent.

"We started this negotiation with a sincere interest in adding safeguards to our contract that would improve the quality of care by specifying staffing ratios and providing retention bonuses," said Local 22 President Paige Yates, RN, who led the bargaining effort. "Management had a different idea, however. Their

goal was to gain sole control over many issues covered in the contract that require involvement of the union and the nurses input. They also thought giving raises by taking many thousands of dollars from the pay package of 20 percent of the nurses would settle the contract, even though it hurt so many."

The hospital's rejected offer also attempted to eliminate the union's part of the labor-management shared governance body and to reduce those eligible for on-call pay.

The bargaining committee, comprised of Local 22 President Yates, who also serves as chair of the OPEIU Nurses Council, Chief Steward Cheryle Coleman and Steward Kris Teed, utilized text messaging and social media to engage members in the contract fight. This worked to build solidarity among the nurses and send a clear message to management that the union wasn't going to back down.

"This contract is a testament to Local 22's leadership, the bargaining committee and the hard work so many nurses showed in their opposition to the proposed concessions," said International Bargaining Coordinator Sandy Pope.

Local 8 Continues to Bring Benefits of Unionization to Non-Profit Workers

Northwest Justice Project employees voted overwhelmingly to form a union with Local 8 in Seattle, Washington, Aug. 22. The group of 163 attorneys, legal assistants, paralegals, receptionists, screeners and other employees join with thousands of Local 8 members in social service and healthcare organizations to improve standards for all non-profit workers.



Northwest Justice Project staff, left to right, are screener George Perez, attorneys Carrie Williams, Alexandra Kory and Robert Adelman, front desk supervisor Ellen Cooper, attorneys Chea Berra, Meredith Childers, Elizabeth Landry and Amy Vigorita.

The right to have a voice to ensure due process in layoffs, disciplines and terminations, livable wages and benefits, fair and consistent policies, and many other issues united NJP workers in their effort to form a union. "The staff at NJP do amazing work and deserve higher wages, but their unionization was about more than money," said Local 8 Organizer Corinne Cosentino. "They understood the difference bottom-up,

democratic decision-making can make, and the power of joining together to be part of the larger labor movement."

"Choosing this work and serving our clients have always given me a sense of kinship with my coworkers, but never more so than now," said Abby Goldy, a NJP attorney. "Knowing there was an overwhelmingly favorable response to the formation of our union has re-energized me for our work. With a union, I am confident we can work together toward a better organization, and I look forward to our next steps."

Northwest Justice Project is Washington's statewide publicly funded legal aid program providing civil legal assistance and representation to nearly 30,000 low-income residents. These working people help keep families in their homes, advocate for children and adults with disabilities, ensure people get access to medical care and much more.

Local 8 represents more than 6,000 members throughout Washington who work in many settings including offices, health and home care, housing, social services, the insurance industry, legal services and the public sector.

Union Plus Scholarships Help Union Families with the Cost of College

Awards range from \$500 to \$4,000 and are available annually to students attending college, trade or graduate schools.

The Union Plus Scholarship application is now available.

The deadline is Jan. 31, noon, Eastern Standard Time.

Learn more at UnionPlus.org/scholarship



The Union Plus Scholarship Difference
Helping OPEIU members and their children attend college

OPEIU Supports American Labor Museum

Local 153 in New York held its recent executive board meeting at the American Labor Museum/Botto House National Landmark. OPEIU has long supported the Botto House, recently making a \$15,000 contribution that will enable the museum to continue its 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. Former OPEIU President and current International Vice President and Local 153 Business Manager Michael Goodwin serves as museum president.



The Local 153 Executive Board and staff at the American Labor Museum/Botto House National Landmark.

Local 42 Makes Internal Organizing Its Top Priority

Working together, Local 42 and its organizing committee and involved activists have helped organize general membership and committee meetings, signed up many new members and helped to mobilize existing members. The group is largely comprised of credit union employees. They know that there is strength in numbers and are working together to make their workplaces better for all employees.



Pictured, back row, left to right, are International Vice President and Local 42 President Lisa Blake, members Hope Johnson, Rebecca Hudson and Mina Kelly-Poulos, Board Member-at-Large Nina Brooks and member Debra Hartway; front row, Vice President Duane Spencer, Trustee Andrea Vasquez, member Sandra Mathews-Turner, Trustee Deborah Blodger, members Suhnise Johnson and Carla Norton-Lester and International Organizer David Flores.

Local 8 Members Strike to Demand Labor Peace Now!

Employees represented by Local 8 at the Welfare and Pension Administration Service, Inc. (WPAS) have gone on strike as a result of tumultuous contract negotiations that began in September 2016. The employees, who have been working without a contract since February, are fighting to keep seniority that has been a provision in their contract for more than 40 years, cap the employee premium share for medical benefits and secure a fair retirement.

They've taken the battle to the streets, conducting a picket line and a "walk on the boss" during negotiations to deliver a message demanding "Labor Peace Now!" to WPAS owners from hundreds of members of the labor community who signed cards in support of the WPAS striking employees. WPAS is a third-party administrator that specializes in processing pension and healthcare benefits for approximately 250,000 unionized members of more than 80 labor unions. Look for contract updates in future editions of White Collar.



WPAS employees, left to right, are Randy Henson, Ukilia Thomas, Irea April, Alan Suarez and Randy Ehrlich.

Local 494 Is Doing Great Things



Local 494 Vice President Nikki Smith, third from right, receives the Bernie Firestone Labor Volunteer Award at the Michigan Labor Historical Society's Annual Luncheon. Also pictured, left to right, are Metro Detroit AFL-CIO President Rick Blocker, Michigan AFL-CIO President Ron Bieber, United Way for Southeastern Michigan Labor Liaison Tiffany Bush, UAW Retired Workers Director Scott Birdsall and UAW Region 1 Director Chuck Hall.



Local 494 held its first picnic this summer at Metro Beach in Harrison Township, Michigan. More than 50 Local 494 members and their families came out and enjoyed the beautiful day with their fellow union members.



The Local 494 newly elected Executive Board, left to right, are Board Member-at-Large Rebecca Bridgewater, Pension & SUB Board Member Lisa Beard, Recording Secretary Jacqueline Lacey, Sergeant-at-Arms Melissa King, Board Member-at-Large Janice Caruso, President Joe Mason, Trustee Tonya Perry, Pension & SUB Board Member Catrina Huntley and Trustee Kathy Nestor. Not pictured are Secretary-Treasurer Debra Armour, Vice President Nikki Smith and Trustee Laura Winiarski.



California Locals Fight Right-to-Work

Representatives from Local Unions 29, 30 and 537 in California came together for the Western Region Fighting Right-to-Work Summit, held in late June in Los Angeles and sponsored by the California, Oregon, Nevada and Arizona Federations of Labor. Speakers from around the country shared success stories in the face of so-called right-to-work laws that actually restrict people's ability to earn a fair wage.



Left to right are Local 537 President Lynnette Howard and Business Manager/Secretary-Treasurer Jacqueline White-Brown, International Vice President and Local 29 President/Business Manager Tamara Rubyn and Secretary-Treasurer/Representative Patricia Sanchez and International Vice President and Local 30 Executive Director/Chief Financial Officer Walter Allen Jr.

Local 101 Has Game — and Lots of It!

Local 101 in Miramar, Florida, has been working diligently on behalf of their members employed by the City of Miramar, securing huge wage increases and retroactive holiday pay, successfully arbitrating job reinstatement and growing its membership like never before.

In August, members represented by the General Association of Miramar Employees (G.A.M.E.)/OPEIU Local 101 were awarded retroactive holiday pay for the period 2012 to 2015 at 3.5 times the hours worked, which translates to \$280 to upwards of \$11,000 for some members. In the past year, the local also negotiated a 26.5 percent increase for the years 2012 through 2018, the reinstatement of six members' positions, helped elect a pro-

labor mayor, Wayne Messam, and is currently working with the city to increase pension benefits for all members. "Local 101 believes in unity through efforts in the community and member events," said President Jeremiah Edmond. The local has hosted barbeques, holiday parties, a back-to-school bookbag drive and other initiatives to build relationships with the community in which the members live and work.



Local 101's officers are making a real difference in the lives of their members. Pictured, left to right, are Secretary Tracey Woodrupp, Negotiator Glenda Armstrong, former Vice President Roy Virgin, Vice President Janine Alleyne, President Jeremiah Edmond, Treasurer Joan McLean and Negotiator Rolando Taylor.



Local 101's most recent arbitration victory meant the reinstatement of Kisha Anderson, seated and pictured with members of the executive board, who had been dismissed from her job without just cause. The union rallied to regain her position, and, after nearly 10 months without working, she is back in a new position.

Local 277 Officers Attend Organizing Institute



International Vice President and Local 277 President/Business Manager Becky Turner and Recording Secretary Tyler Turner join other union leaders and activists at the Organizing Institute's training in Austin, Texas. "It was so wonderful to meet new people and encouraging to see the effort that is being made by all unions to push organizing to the forefront," Becky Turner said. "It was very informative and pushed both Tyler and me out of our comfort zones, which is a good thing and helps to keep us on our toes. We learned a lot, and we have all sorts of plans for targets in our area. This has helped us to begin to formulate plans and put a fire under us."

Local 6 Court Reporters Reach Agreement to Ease Job Loss

Working people everywhere are feeling the effects of automation, as new technologies threaten to replace them on the job. This is the case for official court reporters who serve in the criminal courtrooms of the Massachusetts Superior Court, but thanks to their union, the transition has been made much easier.

Nearly two years ago, the court reporters were told they would be replaced by machines by June 30, 2016. Under their contract and Massachusetts labor laws, the trial court was obligated to bargain over the impact of these changes.

"We recognize the need of the court to improve its recording system, and believe they have a responsibility to ensure the integrity of the record for every victim seeking justice and every defendant whose liberty is at stake," said Local 6 Business Manager George Noel. "But Local 6 equally has the responsibility to protect the court reporters' interests and ensure they are treated with dignity, respect and humanity."

Local 6 was able to reach an agreement that meant the position of official court reporter will not be eliminated until June 30, 2018, a two-year extension on the initial deadline. Some will have the opportunity to serve as court monitors, while the remaining members will have the option to apply for any posted positions, elect to be laid off or to retire. Local 6 is working to see passage of state House Bill 2537 that would provide trial court employees with a limited early retirement incentive program that acknowledges the dedication of these civil servants whose careers are being replaced by technology.

These court reporters are responsible to ensure every motion or trial is preserved in the most reliable way possible, and have been memorializing the spoken word in the Massachusetts courts since 1888. "We hope that what we've negotiated will help our members affected by these changes to find some closure and to make plans for the future," Noel said.

Bargaining Opens at Cougar Helicopter Inc.

Negotiations have begun with Search and Rescue Cabin Crew (SAR CC) and pilots represented by OPEIU at Cougar Helicopter Inc. (CHI), located in St. John's Newfoundland Labrador Canada.

These OPEIU members work in some of the world's worst weather conditions. The Cougar SAR pilots and cabin crew are currently negotiating for their second collective labor agreement. Dispatchers, weather observers and radio operators are now bargaining for their first union agreement. All three groups have negotiators selected from their different units and are assisted by Senior International Representative Patt A. Gibbs.

The three groups perform as a team in supporting Canada's first offshore oil production and in operating special equipment for marine search and rescue to save lives and transport workers to the various rigs operating off the most Eastern point of North America.

"These OPEIU members are committed to obtaining rates of pay, work rules and working conditions to improve the lives of their members by securing a fair contract that rewards and recognizes the stress and risk factors associated with this unique type of offshore flying," said Gibbs.



Negotiating committee members on Aug. 14, left to right, are GHPA/OPEIU Local 103 President Luke Yosca, SAR Pilot Scott Ferguson, SAR Pilot President Kelly Jamieson, SAR CC President Cody Neal, SAR CC Negotiator Steve Pettie and SAR CC Vice President Sean Matthews.

Local 277's Mark Gagliardi Honored

The Instituto Laboral de la Raza presented the National Community Services Award to the Shoot for a Cure team at the annual 2017 National Labor-Community Awards in San Francisco, California, earlier this year. National Event Chair Mark Gagliardi and Chair Emeritus Tim Hamann accepted the

award on behalf of the team. Gagliardi is a longtime Local 277 member and its Western U.S. chief steward.

When introducing Gagliardi at the awards dinner honoring him and the Shoot for a Cure team, International Vice President and Local 277 President/Business Manager

Becky Turner said no one deserves the honor more than Gagliardi. Gagliardi has dedicated the last 14 years to raising money for the Leukemia & Lymphoma Society through the shoot, all while working as a public relations representative for American Income Life Insurance Company.

The team has raised hundreds of thousands of dollars to aid in the research for a cure for leukemia, lymphoma, myeloma and multiple sclerosis, among other related diseases. Through patron sponsors — OPEIU and Local 277 are two such sponsors — the SFAC team conducts clay shoot sporting events across the United States to raise money. One hundred percent of the money raised through these events goes to the Leukemia & Lymphoma Society for research. Turner and member Larry Lozano attended the dinner honoring Gagliardi and the SFAC team on behalf of Local 277.

Shoot for the Cure National Event Chair Emeritus Tim Hamann, Local 277 President/Business Manager Becky Turner and Event Chair Mark Gagliardi.



Local 11's Rick Wilson Retires

Representative Rick Wilson of Local 11 in Vancouver, Washington, announced his retirement after many years of service to OPEIU.

"Rick has served as a representative of this union for 13 years, bringing with him a lot of valued knowledge and skills that will be hard to replace," said Local 11 Executive Secretary-Treasurer Maureen Colvin. "But, we wish him our very best and hope he enjoys this next journey in life. With much love, we say goodbye."



Rick Wilson

Seton Hall University Employees Have a New Contract

A new three-year agreement was reached by Local 153 in New York at Seton Hall University, just before its July 1 expiration. The agreement includes a 2 percent wage increase for each year of the contract.

The contract also includes a so-called "Me2" provision in the first and second year, meaning that if any other group or major subdivision of employees at the university's schools or colleges receives greater than a 2 percent wage increase, the bargaining unit employees will receive such higher amount. Bargaining unit employees will continue to receive a length of service increment lump sum bonus worth as much as 1 percent each year of the agreement.

Healthcare premium contributions will stay the same in the same plan, provided they stay in the same plan and category for the life of the agreement.

The university is in the process of moving two departments, the School of Health and Medical Sciences and the College of Nursing, from the main campus to its new location in Nutley, N.J. The recognition provision of the agreement did not cover the new location. The negotiating committee was very compassionate in ensuring that 13 or so bargaining unit employees will transfer to the new location.

The nearly 200 clerical and support staff bargaining unit employees showed extraordinary solidarity to get this deal done. They wore red Local 153 shirts that read "This Place Works Because We Do" when negotiation sessions were taking place, at the university picnic and during negotiations.



The Seton Hall negotiating committee, left to right, top row, are Shop Stewards Francis Fleischman, Mabel Wong and Garland Foster and Local 153 Assistant Business Manager John Edmonds; bottom row, Shop Steward Jacqueline Harper, Executive Board Member and Chief Shop Steward Brenda Knight, Assistant Chief Shop Steward Ruthie McClain and Shop Steward Reese Mitchell.

Darian Epherson Receives Local 537's Maria Landa-Rios Scholarship

Local 537 in Pasadena, California, reports it has awarded its Maria Landa-Rios Memorial Scholarship to Darian Epherson, daughter of Tina Ramlall-Epherson of the American Federation of Teachers Los Angeles College Faculty Guild 1521.

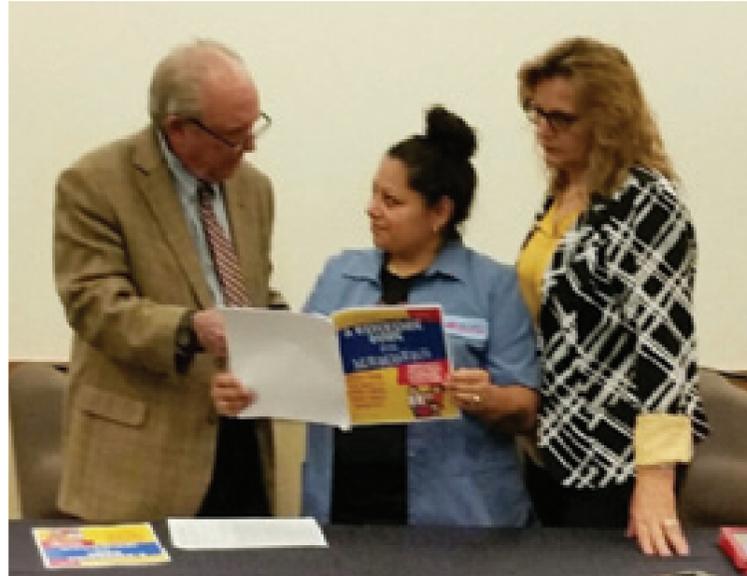
"The academic excellence of our local union's youth makes us proud," said Business Manager/Secretary-Treasurer Jacqueline White-Brown. "One such student is Darian." Darian graduated from the University of California at Berkeley in May with a B.A. in political science and a minor in African-American studies. During her last semester of college, she studied abroad in Paris, London and Barcelona.

Darian has received the Maria Landa-Rios scholarship a record four consecutive years. "While on breaks from college, Darian would visit the union office to thank the members, officers and staff for our contribution to her scholarship success. We are exceptionally proud of our Darian and we wish her tremendous success in her future," said White-Brown.



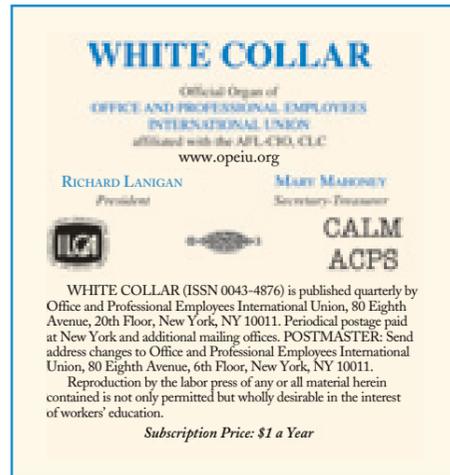
Darian Epherson and her mother, Local 537 member Tina Ramlall-Epherson.

ITPEU President Arrington Meets with Members in Austin



Industrial, Technical and Professional Employees Union (ITPEU)/OPEIU Local 4873 President Dennis R. Arrington recently met with stewards and janitorial and custodial employees at Siega Dae Sung who work at the GSA Federal Building in Austin, Texas. Pictured is Arrington, who is also an International vice president, reviewing the benefits provided by the union to all members with Shop Steward Angelica Ruiz, center, and ITPEU Director of Field Operations Lena Bailey. The Reference Guide for Members benefits booklet is available by visiting opeiu.org and clicking on the "Member Resources" tab.

"I trust our members will find this online booklet as resourceful as I have," Arrington said. "From restaurant discounts to dental programs, the union has crafted a members-only benefits package that leaves no doubt it truly does pay to belong!"



LCLAA Goes to Washington to Protest Environmental Racism

Local 298 President Terri Ramos recently participated in the Labor Council for Latin American Advancement (LCLAA) Advocacy Day on Capitol Hill to defend one of our nation's oldest and most important environmental laws, the National Environmental Policy Act (NEPA).

NEPA provides a voice for workers and vulnerable communities in the planning of major government construction projects by requiring governmental transparency, impact assessment and allowing for public comment so communities can have a part in rejecting, approving or improving projects.

According to LCLAA, NEPA is crucial for Latino working people and their families as they tend to be among those most impacted by federal projects. Latino workers account for more than 43 percent of ground, maintenance and construction workers and up to 75 percent of agricultural laborers.

"After more than 150 attacks on NEPA in each of the last three Congresses, our allies warned us that NEPA might be targeted by the Trump administration for a full, frontal attack," said LCLAA Executive Director Hector Sanchez. "An attack on NEPA is an attack on our communities because NEPA is what allows us to fight environmental racism and push ideas that should be on the table during the permitting process, such as labor conditions for the construction of the project, or even human rights conditions for immigrants in the case of proposed detention facilities."



Local 298 President Terri Ramos, center, second row, participates in LCLAA's Advocacy Day on Capitol Hill.

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