

## OPEIU Joins San Francisco Day of Action!

Participants of the West/Northwest Area Educational Conference joined OPEIU Locals 3 and 29 members in San Francisco, California, on Friday, December 2, in a Day of Action in San Francisco to Stop the Cuts!

The rally and march were organized by the San Francisco Labor Council with its labor and community allies to highlight the need for job creation and to protest cuts to social services and other government social programs that are being proposed as part of an austerity plan to reduce the deficit. Days of action have been held throughout the country in similar protests and to support the Occupy Movement, also known as the 99 percent demonstrations.

“The voices of the real people need to be heard to drown out the misrepresentations  
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Members of Locals 3 and 29, as well as participants of the West/Northwest Area Educational Conference, take to the streets to join the Day of Action in San Francisco to Stop the Cuts!

## Emergency Medical Service (EMS) Pilots at Air Methods Corporation Ratify Agreement

Emergency Medical Service (EMS) helicopter pilots, members of Local 109 employed by Air Methods Corporation (AMC) based in Denver, Colorado, have ratified a new agreement covering more than 1,000 pilots. AMC operates in 44 states transporting close to 100,000 patients annually as the nation’s largest

provider of air medical emergency transport services and systems.

The agreement was reached after strenuous negotiations conducted over two and a half years under the auspices of a mediator provided by the Federal Mediation Board. The contract was

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## A Year of Challenges

By Michael Goodwin, International President

2011 was a challenging year for working families. Nothing seemed to go right – unemployment was more than 9 percent, the economy was sinking, real estate values were in the tank and the ability to get a loan was almost non-existent. It is easy to understand why so many people have a negative outlook on the world in general, including members of OPEIU.

There is an old adage that “this too will pass,” and as sure as the tide comes in and out, it will. The trouble is all of the pain we have to endure while we are waiting for the tide to change.

We saw the governors of several Midwest states attack collective bargaining rights of public employees. Most notable of these attacks was by Governor Scott Walker of Wisconsin, who forced through a change in the law eliminating collective bargaining for public employees, without the participation of the Democratic members of the legislature. It was literally passed and signed by the Republicans in the middle of the night.

The legislation outlawed collective bargaining on terms and conditions of employment for public employees, except negotiations for wage increases up to the cost



**Local 153 Organizing Consultant Patricia Hoffman advises conference participants on new organizing techniques using technology and social media outlets.**

of living index. It banned dues check-off procedures and required each bargaining unit to recertify its representative once a year. Similar attacks occurred in Ohio by Governor John Kasich and in Michigan by Governor Rick Snyder. The public revolted and recalled two Republican State Senators in Wisconsin and repealed Governor Kasich’s SB 5 legislation. Governor Snyder’s bill to place municipalities into receivership is also being fought.

On the negotiating side, a major employer in Buffalo, New York, HealthNow New York, Inc. dba Blue Cross/Blue Shield of Western New York, locked out 390 workers for 12 weeks over the company’s demand to

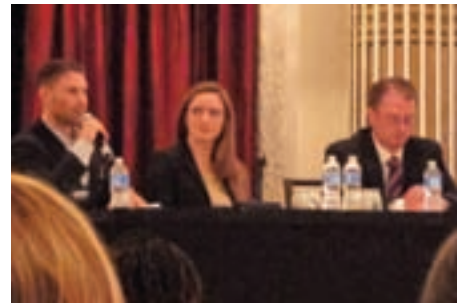
*“The job of senior members is to save the union — your job is to build it.”*

*Local 153 Organizing Consultant Patricia Hoffman*

change the contract so they could outsource their jobs. The workers united with the community and were able to push the company’s proposal into Lake Erie, but only after suffering economic hardship during the ordeal.

On the brighter side, more than 800 young workers under the age of 35 met in Minneapolis, Minnesota, to plan their role in the future of the labor movement. OPEIU had close to 100 young members in attendance and we are very proud of Local 6 member Tim Sullivan, Local 153 Business Representative Nick Galipeau, and Local 277 member Jessica Ingerick who helped present OPEIU’s Rising Stars program.

OPEIU conducted three Area Educational Conferences this year in Memphis, Tennessee, Philadelphia, Pennsylvania and San Francisco, California. As part of each of these programs, time was dedicated to the role of young workers in the future of the labor movement. In addition



**The OPEIU Rising Stars youth initiative committee discusses goals for 2012 and beyond. Pictured are Rising Stars committee members (left to right) Local 153 Business Representative Nick Galipeau, Local 277’s Jessica Ingerick, and Local 6 member and committee chair Tim Sullivan.**

to the presentation by Sullivan, Ingerick and Galipeau, Local 153 Organizing Consultant Patricia Hoffman made presentations on organizing in Philadelphia and San Francisco, on how Local Unions could develop organizing leads by using the internet. She observed that “the job of senior members is to save the union — your job is to build it.” She further stated that unless the labor movement grows, there will be nothing left to lead. As we all know, jobs are constantly being outsourced to non-union employers or sent overseas. There is very little growth in existing collective bargaining units. She stated, however, that an effort should be made to examine the scope of each bargaining unit to make sure that all eligible employees are included.

We look forward to 2012 with great expectations that the challenges faced by working families in 2011 will be mitigated and/or resolved as we go forward, both politically and organizationally. This can only be accomplished with the active participation of all members, both seniors and young. The seniors can work on saving the labor movement, and the young can work on building it!

## OPEIU Mourns Loss of Canadian Director Emeritus Lajeunesse

OPEIU mourns the loss of Canadian Director Emeritus Michel Lajeunesse, who died November 1, 2011, at the age of 63.

Lajeunesse served as Canadian Director from June 1990 until his retirement on April 1, 2004. He is survived by his wife of 42 years, Suzanne, and his children and grandchildren.

In addition to his role as Canadian Director, Lajeunesse held many positions within the labor community, including OPEIU Local 57 Secretary General, OPEIU Vice President of Region I, Eastern Canada Council Coordinator, Canadian Labor Congress Vice President, and Quebec Federation of Labour Vice President.

“Michel was one of the most knowledgeable and wise people I’ve ever met,” said

International President Michael Goodwin. “On one hand, he was a scholar who wrote countless books and articles and deeply understood politics, economics and labor history, and on the other, he was a practical and dedicated trade unionist who was able to relate to people on a very personal level and always had the best interests of all Canadian Local Unions and his members in mind.

“He was a deep thinker and skilled analyst, with a tremendous understanding of the needs of the people he served who always seemed to have the right answer at the right time,” continued Goodwin. “His counsel was invaluable to me, and his loss is deeply felt by all who knew him and called him friend and colleague.”



Canadian Director Emeritus Michel Lajeunesse

## Local 50 Saves Pension Plan at Queens Medical Center

The Hawai'i Nurses Association (HNA)/OPEIU Local 50 reports that registered nurses at Queen's Medical Center, Hawaii's largest hospital, approved a contract on November 28, 2011, that provides a nine percent wage increase over three years and leaves the defined benefit pension plan unchanged despite management's attempts to alter it. The 1,200 HNA members at Queen's are the only hospital employees who still have the pension plan unchanged.

“The pension was our number one primary issue, that we keep the pension intact so our nurses can retire,” said Local 50 President Joan Craft. “It's a fair contract. Queens, in this contract, did show that they absolutely care and value their nurses, and we've got great nurses at this hospital.” Craft is an Intensive Care Unit nurse who has worked at Queen's for 15 years.

“I know the majority of people that I've spoken with feel very blessed that our pension is intact. It's a really big issue for us,” said Ron Govina, an ICU nurse and 11-year Queen's employee.

“It was a fair raise,” said Sharon Chun, an ICU nurse and seven-year employee at Queen's who is a member of the union's negotiating committee.

The contract, which took effect December 1, 2011, also includes benefit improvements such as an extension of the maternity/paternity leave that allows for nurses to return from maternity leave and work part-time for two months to aid in the transition after having a baby. HNA's Labor Relations Specialist Tim Kawana served as lead negotiator.

### WHITE COLLAR

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OFFICE AND PROFESSIONAL EMPLOYEES  
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## Organizing Agreement Reached with National Nurses United

On November 16, 2011, OPEIU and National Nurses United (NNU) reached an agreement regarding NNU's organizing activities at Crittenton Hospital, where nurses represented by OPEIU, Local 40 are employed.

According to its terms, the agreement will remain confidential and shall not be disclosed to anyone other than the parties involved.

“We are very pleased with the agreement, which avoids a hearing before an AFL-CIO Article XX Umpire,” said International President Michael Goodwin. He thanked Region II Vice President Richard Lanigan and the Local 40 committee for facilitating the agreement.

## Letters to the Editor



**OPEIU reprints letters from our members on various issues. We invite our readers to continue to share their opinions with us, whether in support of or in opposition to our own. Debate is healthy and welcomed in this union. Letters are edited for length only, not content. Remember: Anonymous letters will not be printed.**

**You can also reach us on the web: [www.opeiu.org](http://www.opeiu.org)**

### **President Goodwin and Staff:**

Thank you for your energetic support and extraordinary efforts in our struggle to end the lockout at HealthNow New York (dba Blue Cross/Blue Shield of Western New York). You are masters at your trade. Your assistance enhanced our capacity in a huge way. You worked day and night to help lead us to success.

In Unity,  
**Local 212 Executive Board**

### **Mr. Goodwin:**

Thank you so much for assisting with and approving my trip for the Romeo Corbeil Memorial Summer Camp this year, an experience I will always remember.

**Devon Robinson**  
Local 29  
Hercules, CA

## AMLU/OPEIU Guild 322 Ratifies New Five-Year Contract

**T**he Association of Minor League Umpires (AMLU)/ OPEIU Guild 322 announced on November 28, 2011, that its more than 200 members voted to approve a new five-year labor agreement with Minor League Baseball.

"It is exciting to have such a good contract," said Shaun Francis, AMLU president. "In this deal we have more money and a better overall contract than what we were able to get last time. It's clear to me that this union's solidarity and determination in 2006 was one of the driving forces behind getting a deal done this time around. And our affiliation with OPEIU gave us the strength and the resources we needed to get

a deal done."

AMLU became an affiliated Guild of OPEIU in 2010. OPEIU Director of Organization and Field Services Kevin Kistler served as the lead negotiator for the union. "We're very pleased that we were able to secure a contract that provides for improved working conditions and benefits for these hardworking umpires," said Kistler.

"I cannot thank OPEIU, Kevin Kistler, and International President Michael Goodwin enough for the resources and support they put behind AMLU and the Minor League Umpires. Now it is time to take a breath and then get ready for negotiating the next deal in 2016," said Francis.



**AMLU/OPEIU Guild 322 President Shaun Francis behind home plate!**

## Emergency Medical Service (EMS) Pilots at Air Methods Corporation Ratify Agreement

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ratified by a wide margin. The secret ballot ratification vote was conducted by Ballot Point.

The new agreement provides for wage increases, lump sum payments, wage progression increases based on length of service, and cost of living increases based on work location that provide area wage adjustments.

"I'm pleased with the results and look forward to working cooperatively with the company. This agreement demonstrates an

improved cooperative relationship between the company and the union," said Local 109 President Dan McDade. AMC recently acquired Omniflight, which employs more than 300 helicopter pilots. Discussions on the conditions of their inclusion in the AMC bargaining unit will commence soon.

Local 109 is affiliated with the Professional Helicopter Pilots Association (PHPA), a council within OPEIU, bringing together all of its 3,000 helicopter pilots

with one voice to improve air safety and protect the interests of commercial helicopter pilots.

**CORRECTION:** The article "Wisconsin Governor Recall Effort Begins!" in Issue 3, Fall 2011, incorrectly identified the date Wisconsin Governor Scott Walker took office as January 3, 2010. Walker took office January 3, 2011.

# Special Political Report

## Buffett Says “Let Everyone Pay”

**Submitted by Walter Allen Jr., OPEIU Region V Vice President and Local 30 Executive Director and Chief Financial Officer**

If Warren Buffett wants to pay more taxes, let him. And all the other Americans in his income bracket too. Here’s why:

According to Buffett’s 2010 tax returns, his total income for that year was more than \$62,000,000. Of that amount, roughly \$39,800,000 was earned income, the amount on which his federal income taxes were based. The remaining unearned income was taxed at the capital gains rate of just 15 percent. Buffett paid nearly \$6,800,000 in income taxes after all his deductions. Good for him!

These are big numbers, and a little hard for most of us to grasp, so let’s bring it down to our level:

- Buffett earned \$765,385 **per week**.
- Based on a regular 40-hour workweek, Warren earned \$19,135 **per hour**.

- Buffett earned the median U.S. income before lunch on the first day of the year.

- And he paid the maximum Social Security tax on his income by 2 p.m. that same day.

Buffett’s tax liability for 2010 was 17 percent. An average working family with average income, home mortgage and other deductions would have paid much more.

Buffett believes wealthy people should pay their fair share, just like the rest of us. It’s not difficult to understand why most rich people think they should pay less, but what is difficult to understand is why any working person would support such an idea.

Good for Warren Buffett. If he wants to pay more, we should probably let him.



Young activist members of Local 153 in New York, New York, attend a special training session with labor specialist Paul McCarthy at the Local Union headquarters. Local 153 hosted the Union Leader seminar in August 2011, which was designed specifically to engage and activate members that have shown special interest in gaining a more developed sense of union values. These new leaders are committing time in an effort to build the future of the union. And in return, Local 153 hired McCarthy, a renowned organizer and union consultant, to provide a dynamic and educational presentation. The initial training is scheduled to be followed by more advanced conceptual and skill-building seminars. Local 153 thanks all of the new leaders that emerged from this groundbreaking event. Pictured left to right are (front row) Bessie Buffaloe, Melanie Fairfax, Karen Henderson-Richardson, Natarena Parham-Cofield, (back row) Alicia Bruce, Arnaldo ‘Tito’ Duran, Tolbert Lapomarel, Paul McCarthy, Jason Rodgers and Rodney James.

# Special Political Report

## A Story about the Middle

**Submitted by OPEIU Organizer Susan French**

The beginning is now history. A stroke of Ohio Governor Kasich's pen signed into law Senate Bill 5 and eliminated collective bargaining rights for Ohio's unionized public sector workers.

The end is history too. Ohio voters, by a 61 to 39 percent margin, resoundingly rejected the law designed to break the back of organized labor and make silent the workers' voice. Ohio, the "birthplace of flight," became on November 8, the "birthplace of flight."

This is a story about the space between the beginning and the end – the middle. This is a story about the middle class fighting back. This is a story about people from middle-size towns in middle America standing up for themselves and for each other.

I was assigned to Mansfield, Ohio, for the "No on Issue 2" campaign. Labor's strategy was brilliant in its simplicity. It was a campaign of Labor to Labor, Labor to Neighbor, and Neighbor to Neighbor. It was a union organizing effort of epic proportion. Its success depended entirely on one to one conversations — hundreds of thousands of them. Conversations between ordinary middle class working people — educating, personalizing and persuading. Its success depended upon recruiting volunteers in massive numbers to start these conversations. Its success depended upon convincing union members and middle class workers to abandon their comfort zones and forgo their evenings and weekends. Its success depended upon firefighters, teachers, laborers, police officers, health care workers, prison guards, and building trades workers placing differences aside and speaking with one unified voice. Its success depended upon me and all

union staff across the state — organizing, strategizing, recruiting, and convincing.

By October, union relief and volunteer staff were occupying the entirety of Mansfield's Laborer's Hall Local 1216. Phone banks were filled all day, every day. Neighborhoods were canvassed, and then canvassed again. Food was prepared by union leaders and members for sustenance through long days and evenings.

On November 8, all eyes were on Ohio. It was labor's ground zero, and the very survival of the middle class was at stake. Those of us who had seen the campaign from start to finish were full of confidence. Ours were the voices that had spoken out and we knew that our message had resonated in many hearts. Ours were the feet that had trod from block to block and found respite in many

kind homes. Ours were the hands that had reached out and felt the welcoming clasp of hands reaching out in return. We harbored no doubt. We had felt the amazing, uplifting resolve of a people who would not countenance the silencing of the worker voice. It was the dawn of a new era, and those of us who experienced it firsthand understood how very privileged we were to be in this place, in this time, making this history.

This is a story about the middle, but it is also the story about a new beginning. The moral of this story is that our proud heritage is ours to reclaim. The lesson of this story is that the monumental task before us demands participation from all of us, not just some of us. After all, this is my story — and this is your story too.



**On election night, David Scott of We Are Ohio, OPEIU Organizer Susan French, Erin Lamb Black of Local 19, and Region VII International Vice President and Local 2002 Labor Representative Aaron Sanders.**

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

## Apply Now for 2012 OPEIU Scholarships!

Now is the time to apply for 2012 OPEIU scholarships, specifically the Howard Coughlin Memorial Scholarship Fund, the John Kelly Labor Studies Scholarship Fund (U.S.), and the Romeo Corbeil/Gilles Beaugard Memorial Scholarship Fund.

The deadlines for the Howard Coughlin and John Kelly Scholarships are March 31, 2012, and the Romeo Corbeil/Gilles Beaugard Scholarship deadline is June

15, 2012.

The OPEIU Romeo Corbeil/Gilles Beaugard Memorial Fund offers an opportunity for children of OPEIU members to attend a summer camp and learn how a union works and why being in a union will provide them with better wages and benefits. They will also learn about issues such as gender discrimination (why women are often paid less for the same job) and racism, all while enjoying fun activities such as arts

and crafts, basketball, canoeing, softball, swimming and volleyball. The camp is offered to children between the ages of 13 and 16. There are only 20 spaces available and applications are selected on a first come, first served basis.

The OPEIU Scholarships are a great benefit for OPEIU members and their families. Further information and applications can be obtained from our website at [opeiu.org](http://opeiu.org). Click on Member Resources/Union Scholarships.

## Union Plus Scholarship Winners Announced

Two OPEIU members are among the winners of the 2011 Union Plus Scholarship Program. Yesenia Barragan of Jersey City, N.J., whose father Luis Barragan is a member of Local 32, has been awarded a \$2,000 scholarship. Dayna Kasprowitz of Staten Island, N.Y., whose mother Diana Lagomarsino is a

member of Local 153, has been awarded a \$500 scholarship.

Two-time scholarship winner Yesenia Barragan is a graduate student in history, and her family's own history has had a significant role in shaping her view of the world. Her aunt in Colombia is a community leader and longtime union organizer for coffee workers, and her father is a member of OPEIU. "From Hackensack, New Jersey to Viterbo, Colombia, my experiences taught me that the labor movement is central to the universal struggle for community and social justice," Barragan said. She is keeping the family tradition alive as an organizer and activist.

"I'm too busy," is not an excuse that Dayna Kasprowitz uses. She has worked since she was 15 years old, sometimes at two jobs, while earning top grades in high school and college and still finding time to be captain of the volleyball team and volunteer in her community. Her mother, who is not only an OPEIU member but also an activist, provides a model for Dayna's willingness to go the extra mile. And Dayna knows she has been a beneficiary of all those union activities. "Her salary increases have helped pay for my college tuition, and thanks to the union, I am entitled to medical care," she said.

Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school or a recognized technical or trade school. For applications and benefit eligibility, visit [UnionPlus.org/Education](http://UnionPlus.org/Education).

Also available from Union Plus are College Savings Grants that provide \$500 to union members and retirees who open a

new 529 college savings plan or pre-paid tuition account for their young children or grandchildren. The 529 account must have a balance of at least \$1,000 and the beneficiary must be 12 years old or younger at the time the 529 account is opened.

Local 277 member Gary Rothman of Laguna Niguel, California, is a happy recipient of the Union Plus \$500 grant that he received by opening a 529 savings account. "It was good to learn this program was out there; extra money for college with no strings attached," said Rothman. "The \$500 education grant is just one more way my union is helping my family."

More information is also available at [UnionPlus.org/Education](http://UnionPlus.org/Education).



**Dayna Kasprowitz**



**Yesenia Barragan**



**Local 277 member Gary Rothman received a \$500 Union Plus College Savings Grant that helped him save for son Jason's future.**

## OPEIU Joins San Fra

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and lies that we all are hearing from the Tea Party and the Right Wing press,” said International President Michael Goodwin.

OPEIU members carried signs that read “Expand Social Security!” and “No Cuts to Medicaid” and “Medicare for All,” as well as “Jobs for All and Economic Fairness!” The rally of approximately 400 people began at the Federal Building at 7th and Mission, followed by a march down Market Street. The marchers stopped at a Wells Fargo Bank

on Market Street for another brief rally and then stopped at the Hyatt Hotel, where members of UNITE HERE Local 2 are embroiled in a bitter contract fight. Others joined during the course of the march, boosting the number of participants closer to 750.

From the hotel, they marched to Justin Herman Plaza, site of Occupy San Francisco, where a huge flatbed truck provided by Teamsters Joint Council 7 served as a stage for musical performances by David Rovick, the Rockin’ Solidarity Labor

Chorus and others. There were no arrests or incidents involving the police.

“It was a very proud moment for me to have OPEIU officers and members from throughout the West/Northwest region join and march with us,” said Local 3 Secretary-Treasurer Conny Ford.

The West/Northwest Area Educational Conference for Regions V and VI was held December 1-4, and stressed the use of technology and social media to organize new members, promote Local Union activities,



International President Michael Goodwin leads OPEIU conference participants in the Day of Action in San Francisco march.



Local 3 Secretary-Treasurer Conny Ford addresses the Day of Action rally.



At the West/Northwest Area Educational Conference, members of Locals 3 and 29 relay their experiences from the AFL-CIO’s Next Up Youth Initiative Summit held in Minneapolis, Minnesota, September 28-October 2. They were among the 75 members under age 35 who were sent to the Summit by the International. Pictured left to right are Local 3 members Jocelyn Olick, Natalie Naylor and Kelci Bauffman. At the podium is Local 29’s Javier Jaurequi.



United Farm Workers President Arturo Rodriguez addresses the conference and receives a check in support of UFW’s efforts from International Vice President for Region V and Local 175 Business Representative Christine Page.



## San Francisco Day of Action!

and connect with members. “The key to social media is to listen, engage, and build genuine relationships with both members and potential members,” said presenter Jason Harlow, president of Harlow Media.

In addition to the march, participants heard from Local Union members who have been participating in the Occupy Movement demonstrations in the northwest region. They also heard from young OPEIU members who attended the AFL-CIO’s Next Up Summit in Minneapolis, Minnesota, in September.

Local 95 President Jeff Jester gave a comprehensive report on the attacks on collective bargaining rights for public employees in Wisconsin and the effort to recall the governor, Scott Walker. A recall election could happen as early as this spring.

Participants also toured the Rosie the Riveter WWII/Home Front National Historical Park, located in the wartime boomtown of Richmond, California, and were privileged to meet a few of the women who were part of the nation’s home front

response to World War II, including 90-year-old Betty Soskin who served as tour guide for the group. Through generous support of Local Unions in Region V and VI, with a matching donation from the International, OPEIU was proud to present a \$10,000 donation to support the expansion of the park to even better tell the stories of those unsung heroes of the labor movement who supported our nation during the war by building ships and other necessary equipment.



Members of Local 3 discuss their experiences at Occupy San Francisco demonstrations. After their presentation, conference participants joined the Day of Action in San Francisco. Pictured left to right are Michelle Puckett, who works at Independent Living Resource Center, Kelci Bauffman-McDowell, who works at the University of San Francisco, Kim Zundel, who works at Carpenters Funds Administrative Office of Northern California, and Rosemarie Boothe-Bey, who works at the California Labor Federation.



Local 95 President Jeff Jester joins conference participants to update them on the attacks on collective bargaining in Wisconsin and the efforts to recall Governor Scott Walker. Also pictured is OPEIU Director of Organization and Field Services Kevin Kistler, who reported on the successful repeal of SB 5 in Ohio.



OPEIU International Vice President for Region VI and Local 8 Business Manager Suzanne Mode shares stories from Occupy Seattle.



Park Ranger and original “Rosie the Riveter,” Betty Soskin (in hat), shows conferees the Rosie the Riveter WWII/Home Front National Historical Park.



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## 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 non-members 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 coworkers, 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
- 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 2012, and continuing until a new percentage is issued, is 11.55%. 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 location, 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

*(Continued on page 14)*

## Local Union News

### Employees at DC Circulator Vote to Join Local 2

Road Supervisors, dispatchers, maintenance technicians, administrative payroll clerks, central traffic control supervisors, and office managers and customer service clerks employed at DC Circulator voted overwhelmingly to join Local 2 in a Labor Board-supervised election on Friday, November 4, 2011.

“We are happy because the union will give us real respect,” said Viola Medley, a road supervisor at the 17th St. NE garage. “It’s about time this happened.”

The DC Circulator is a circulator bus system in Washington, D.C., owned by a partnership among the District of Columbia Department of Transportation, the Washington Metropolitan Area Transit Authority (which also operates the Metrobus system in the capital and its suburbs), and DC Surface Transit, Inc., operated by First Transit.

This win brings to three the recent wins for workers in the metro Washington transportation system. In September, workers at Fairfax Connector and Metro Access voted for Local 2 representation. In addition, Local 2 represents more than 700 employees of WMATA.

Several employees of the Circulator met with Local 2 organizers in mid-September seeking a way to ensure that they are all

treated fairly and with respect. The individuals stood up and stood together for good jobs and safe, reliable public transportation in our communities.

Local 2 represents more than 6,000 members in the Washington and Baltimore metropolitan regions, with Washington Area Metro Authority, Maryland Mass Transit & ADT Security among its agreements.

In more Local 2 organizing news, two additional work groups at Kaiser Permanente have joined Local 2, the material coordinators and medical coders. An overwhelming majority of the 45 workers voted yes to join the union. They will be covered under the current agreement between Kaiser and the Coalition of Kaiser Labor Unions, of which Local 2 is a member.



Road supervisors, dispatchers and classroom trainers at Metro Access and the Fairfax Connector choose Local 2 in September 2011!

### Local 502 Negotiates New Contract with Oberlin College

Local 502 Oberlin College, in Oberlin, Ohio, has negotiated a new contract upon expiration of their three-year agreement. After many long weeks of talks, demonstrations, negotiations, protests, and much help from local union workers and the students on the Oberlin College campus, an agreement was reached.

Local 502 increased tuition remission benefits for dependent children, expanded language for bereavement eligibility, secured a higher increase in employer contribution to retirement accounts, and cost of living increases for its members.

“It was a difficult battle,” said Local 502 President Suzanne Overstreet. “The International generously donated funds to secure specialist Paul McCarthy prior to opening talks. His knowledge and expertise gave us an excellent start. Local 502 was strongly supported by not only our own members, but other unions on campus and in the community. Oberlin College students freely gave us their time and energy to aid in the struggle. Thanks to all!”



Oberlin College students get involved and show their support for Local 502 workers!

# Local Union News

## Monmouth County Prosecutor's Office Employees Have First Contract!

Clerical and supervisor employees of the Monmouth County Prosecutor's office overwhelmingly ratified their first collective bargaining agreements in July with Local Union 32, marking the first time they have been represented by a union.

"After 18 months of negotiations, the employees secured their first contract and

now have a voice," said Local 32 Assistant Business Manager Sharon Eastwick.

The approximately 100 members represented by both contracts, supervisor and clerical, recognized the value of being represented by a union. "To say it was an eye-opener for the members who sat on the negotiating committee is an understatement,"

said Eastwick. "They are a great, great group of people and supported Local 32 completely. It was amazing to see how involved they were at the table for never having been involved with collective bargaining before. It was my pleasure to work with such an enthusiastic group of people, and I look forward to continuing to represent them."

## Local 494 Fights Layoffs at UAW Headquarters

In December 2011, the United Auto Workers (UAW) laid off 35 members of Local 494. While all the laid-off members and the Local Union are based in Detroit, Michigan, and represent Phase One of the layoffs, Local 494 represents the clerical and maintenance workers at UAW headquarters, Solidarity House, and at all UAW regional and sub-regional offices nationwide. Phase Two will involve regional and sub-region offices.

The layoffs took place despite concessions, including longer hours with no additional pay and fewer sick days. "Local 494 members have made significant financial sacrifices — more than \$4.5 million in concessions from the 2010 reopener alone — even though we are only a small part of the UAW's financial problem," said Kris Buccì, Local 494 president. "We are being asked to bear an especially unequal burden when

compared with others in the organization."

In the summer, while negotiating for UAW members at the Big 3 automakers, UAW president Bob King said, "People don't want a guillotine hanging over their head. They don't want to worry about whether they have a job tomorrow or not or if their pension is secure or if their healthcare is secure."

Local 494 members are predominately female, mothers and heads of their households. Thirty of the 35 laid-off workers are female. "We are the 99 percent," said Buccì. "It is much more difficult for our members to weather the loss of a job compared to higher salaried UAW international representatives and administrators."

Buccì presented layoff alternatives in person to King, including extending the retirement and quit incentive offers; enlarging the retirement-eligible pool by adding service credits; identifying work that OPEIU members can do in UAW organiz-

ing drives; stopping the outsourcing of work that can be done by our members, including grounds maintenance and scanning; and exploring inverse seniority layoffs and more.

International President Michael Goodwin and a host of other labor and community leaders also made contact with the UAW to assist Local 494's efforts against the layoffs, but the UAW went forward with what may only be the first round of cuts. Also in December, the UAW announced that it will close their Region 3 office, which covers Indiana and Kentucky and will affect six OPEIU members directly.

Local 494 has held informational picketing outside Solidarity House. "Our members are angry that the UAW is focusing on them for layoffs when there hasn't been any true equality of sacrifice," said Buccì. "We will continue to fight hard for our members, both the active and laid off. We are proud union members standing up for union principles."

Below are the answers  
to the puzzle on page 15  
For A Healthy Workforce



Local 494 picket signs outside UAW headquarters in Detroit, Michigan.

# Work and Health

## Cancer: Good News for Some, but Not for All

**Submitted by Jeffrey S. Freed, M.D., Associate Professor of Surgery, The Mount Sinai School of Medicine, NYC, and OPEIU Local 153 Health Fund Medical Director**

Each year, the American Cancer Society estimates the numbers of new cancer cases and deaths expected in the United States in that year and does a summary of what they expect the survival for each of the major cancers to be. A total of 1,596,950 new cancer cases were expected in 2011 and approximately 571,950 people will die from one of these cancers.

Overall cancer incidence rates were stable in men in the most recent time period after previously decreasing almost 2 percent per year from 2001 to 2005; in women, incidence rates have been declining by 0.6 percent annually since 1998.

Overall cancer death rates decreased in all racial/ethnic groups in both men and women

from 1998 through 2007, with the exception of Native Americans in the continental states and Alaska, in whom rates were stable. African American and Hispanic men showed the largest annual decreases in cancer death rates during this time period (i.e. a fall of 2.6 percent and 2.5 percent, respectively).

Lung cancer death rates showed a significant decline in women after continuously increasing since the 1930s. Women finally understood that catching up to the men in the smoking category was just not worth it!!

The reduction in overall cancer death rates since 1990 in men and 1991 in women translates to the avoidance of about 898,000 deaths per year from cancer. This progress, however, has not benefited all segments of the population

equally. Cancer deaths in the least educated (and often the lowest financial status) are more than twice that of those with the most education. The elimination of educational and racial disparities could potentially have avoided about 60,370 deaths from cancer in the last 15 years.

Further progress in improvement in cancer survival can occur more rapidly if existing cancer control knowledge (e.g. signs of cancer, availability of diagnostic techniques and need for screening) is applied more aggressively across all segments of the population with emphasis on those groups in the lowest socioeconomic and educational brackets. Individuals, groups or our country as a whole can accomplish this daunting task. Let the progress continue in the fight against this dread disease.

## OPEIU Backs Legislation Supporting Podiatric Physicians

OPEIU applauds Representatives Lee Terry of Nebraska and Diana DeGette of Colorado for introducing critical bipartisan legislation that would increase access to podiatric care and save billions of dollars in the process. *The Equity and Access for Podiatric Physicians Under Medicaid Act* (HR 3364) would identify podiatrists as physicians under Title XIX (the Medicaid Provision) of the Social Security Act, making it easier for low-income individuals to get the foot care they need.

“Coverage of podiatry under Medicaid would provide easier access to care for patients

while saving the government money,” said International President Michael Goodwin. “The most cost-effective healthcare system is one that helps people stay healthy in the first place and HR 3364 would go a long way to improving access to necessary care for millions of Americans,” Goodwin added.

Representing more than 4,500 podiatrists across the country, OPEIU has joined forces with the American Podiatric Medical Association (APMA) to convince Congress to allow Doctors of Podiatric Medicine (DPM) to be reimbursed equally under Medicaid as

they are under Medicare. HR 3364 is the companion to S 1309 introduced last summer by Senators Charles Schumer and Chuck Grassley.

Two independent studies, one from Thomson Reuters examining podiatrist care and outcomes for patients with diabetes and foot ulcers and a six-year study from Duke University supporting the effectiveness of podiatrists as part of a multidisciplinary care team, indicate that billions in annual savings would result from seeing a podiatrist and the avoidance of unnecessary hospitalization or prevention of lower extremity amputations.

## Notice To Employees Subject To Union Security Clauses

*(Continued from page 11)*

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 chal-

lengers. 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.

## A Credit Union for Members?

OPEIU is considering whether an OPEIU credit union is a good idea for our union. If one were to be established, it would provide banking services to all OPEIU members.

We are advised that the first step in the process is a requirement for OPEIU to survey its members and to provide the results of that survey to credit union regulators.

We, therefore, ask all OPEIU members to take a few moments and fill out the brief seven question survey below and return it by mail, email it to [frontdesk@opeiu.org](mailto:frontdesk@opeiu.org) or fax to 212-727-3466. Thank you in advance for your assistance.

• **Would you be interested in joining a credit union serving OPEIU members?**

Yes \_\_\_\_\_ No \_\_\_\_\_

• **If so, would you be interested in joining a newly chartered credit union offering savings accounts, personal loans, and other limited services in the beginning?**

Yes \_\_\_\_\_ No \_\_\_\_\_

• **What type of future services would you want the proposed credit union to offer?**

\_\_\_\_\_

• **Would you be willing to pledge an initial deposit in the credit union?**

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, how much would you be willing to deposit? \$ \_\_\_\_\_

• **Would you be interested in making regular deposits (such as payroll deduction) in the credit union?**

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, how much would you deposit monthly? \$ \_\_\_\_\_

• **Would you be interested in borrowing money from the proposed credit union?**

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, how much would you borrow? \$ \_\_\_\_\_

• **Would you be interested in becoming a volunteer at the credit union?**

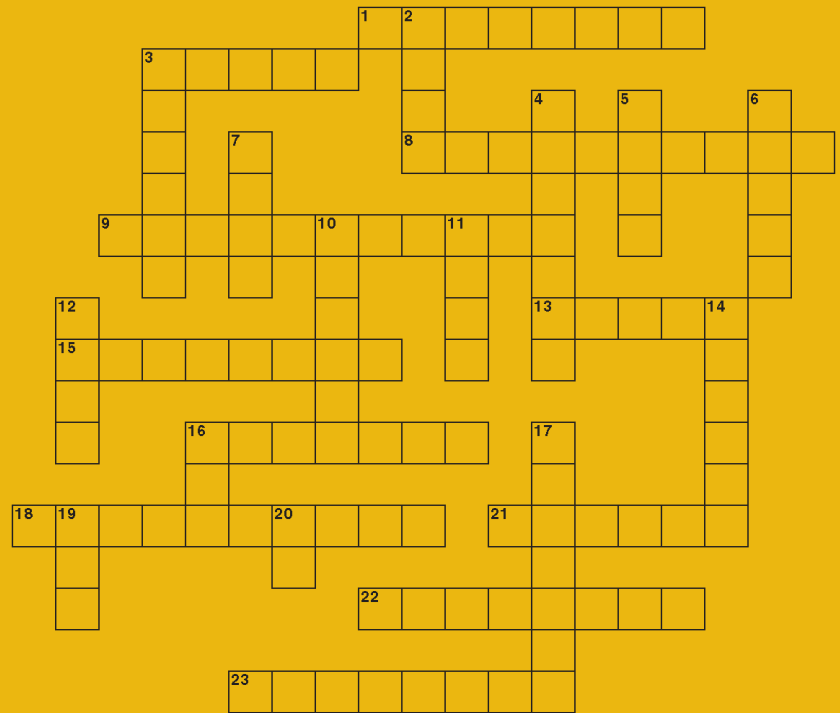
Yes \_\_\_\_\_ No \_\_\_\_\_

Please return this survey to:

**Office and Professional Employees International Union (OPEIU)  
Credit Union Survey  
80 Eighth Avenue, 20th Floor  
New York, NY 10011**

Or email to [frontdesk@opeiu.org](mailto:frontdesk@opeiu.org); or fax to: 212-727-3466. You can also take this survey by visiting [www.opeiu.org](http://www.opeiu.org).

## For A Healthy Workforce



**ACROSS**

- 1 More chicken and fish, less \_\_\_\_\_ (2 words)
- 3 Drink plenty
- 8 Everything in \_\_\_\_\_
- 9 There is good and bad
- 13 Wash them often
- 15 Work safe, avoid workplace \_\_\_\_\_
- 16 Get one every year (2 words)
- 18 Lots of fruits and \_\_\_\_\_
- 21 Lose the excess
- 22 Strenuous and regular
- 23 Supplements

**DOWN**

- 2 Schedule your regular
- 3 It bears watching
- 4 \_\_\_\_\_, wealthy, and wise
- 5 Keep it off the table
- 6 Cover your \_\_\_\_\_
- 7 For moderate exercise, go for one
- 10 Control this at all times
- 11 You need plenty of it
- 12 Along with exercise
- 14 What to take between floors
- 16 Avoid it and stay trim
- 17 Make healthy ones
- 19 Heart test
- 20 110 over 85 is good

### Get the Perks Mobile App Today!

Perks has gone mobile! To make it even easier to enjoy the PerksCard benefits provided to you by OPEIU, download the new PerksConnect application today. PerksConnect offers thousands of valuable savings with the expanded mobile app experience. It helps you find savings in your neighborhood and across the country. The app is free, so go to [www.PerksConnect.com](http://www.PerksConnect.com) today to download to your mobile device.



Printed in USA



# Make Your Voice Heard! Support the J.B. Moss VOTE Fund!

**A**re you participating in the J.B. Moss Voice of the Electorate (VOTE) Fund, a political action fund that ensures OPEIU has the funds necessary to support pro-worker candidates, as well as to make our case on issues of impor-

tance in Washington and in statehouses across the country?

Sign up for the OPEIU J.B. Moss VOTE Fund today! Just \$1 per paycheck can make a huge difference and ensure OPEIU members are heard.

## Notice to All Local Unions Regarding Form 35

**A**ll Local Unions are reminded that they must comply with Article XIX, Section 10 of the OPEIU Constitution regarding procedures for check-off of contributions to the J.B. Moss Voice of the Electorate Fund (VOTE). Section 10 reads:

“Effective July 1, 2010, all Local Unions in the United States shall ascertain whether any employer(s) with which the Local Union has a collective bargaining agreement allows its stockholders, executives, or administrative personnel to contribute to an employer Political Action Committee Fund (PAC) through payroll deduction. Any employer which allows any such payroll deduction must be required to permit employees in the bargaining unit to utilize the same procedures for check-off of contributions to the J.B. Moss Voice of the Electorate Fund.

In all collective bargaining negotiations which begin on or after July 1, 2010, each Local Union in the United States must vigorously pursue agreement with the employer(s) to a provision permitting check-off of contributions to the J.B. Moss Voice of the Electorate Fund.

**All Local Unions in the United States shall be required to use a standard form(s) approved by the International Union Executive Board for check-off of dues, fees and/or J.B. Moss Voice of the Electorate Fund contributions.”**

The International has prepared **Form 35** and made it available to all Local Unions for this purpose. OPEIU also urges all Local Unions to include a discussion of the J.B. Moss VOTE Fund on all membership meeting agendas, and to make Form 35 sign-up cards available at all meetings.

# Resolve



To ring in the New Year with OPEIU member **savings!**

**IT'S RESOLUTION TIME...** the perfect time to take control and get your life into better shape. This year, resolve to take full advantage of your union's benefits. There's no better way to **stretch your hard-earned paycheck** and enrich your life both on and off the job. Check out the special savings and customized services available only to union members. Here are some of the ways your union benefits can help you make a strong start this New Year.

### SHAPE UP your body and mind

- Shed holiday pounds and high rates with union discounts at more than 8,000 **health clubs** nationwide, including Bally Total Fitness and other **top fitness centers**.
- Save up to 40% on **movie tickets**.
- Read about something new. Find great selections and bargain prices at **Powell's Book Store**, the largest unionized Internet bookseller.

### FIX your finances

- **FREE** no-obligation budget and debt counseling.
- A written **action plan** that summarizes your financial situation, provides a budget, creates a spending plan and reviews options to repay debt.
- Customized **debt management plan** if needed.
- Help with creditors to stop collection calls.
- Get the **Union Plus Prepaid VISA debit card** to help keep you and your family on budget and manage your money safely and easily.

### IMPROVE your connections

- Save **15%\*** on AT&T monthly wireless services. 1. At your local **AT&T store**. To find a store near you visit [UnionPlus.org/ATT](http://UnionPlus.org/ATT). Then download the discount coupon and proof of membership form from the website and take both – along with union ID – to your local AT&T store. (Not available at authorized AT&T dealers or kiosks.) 2. **Online at UnionPlus.org/ATT**. Purchase services and find specials on phones. The Union Plus discount FAN# is 3508840.



\*With approval and new two-year service agreement required. Offer cannot be combined with any other discounts. The Plus, additional line for family plan, unlimited plan and City Plan are not eligible. Data services, the Datapix 200MB plan and data plans on secondary lines are not discounted. Other conditions and restrictions apply. Offer available to union members, retired union members, Union Plus credit cardholders, and Working America members only. For more information, visit [UnionPlus.org/ATT](http://UnionPlus.org/ATT). ATT, ATTU is a registered trademark of AT&T Intellectual Property.

Union Plus is a registered trademark of Union Privilege.

To learn more about the **benefits**, and **savings** available to you visit,

**UnionPlus.org**

