

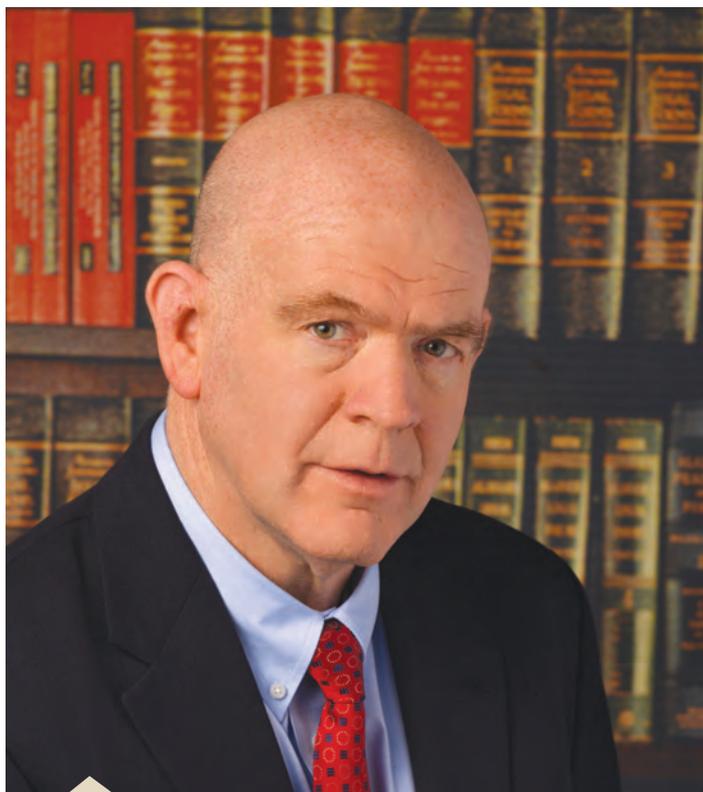


# WHITE COLLAR

Work Connects Us All!

Winter 2016 Issue

## Richard Lanigan Appointed OPEIU President



President Richard Lanigan.

The OPEIU Executive Board has appointed Local 153 Secretary-Treasurer Richard Lanigan to serve as OPEIU president, effective Dec. 15, 2015, following the resignation of Michael Goodwin.

The appointment was made at the Executive Board’s meeting in New York City. Lanigan has served as secretary-treasurer of Local 153 and as an International vice president for Region II since 1994. He will continue to serve as the Local Union’s secretary-treasurer.

After serving for 21 years, Goodwin felt the time was right to resign as International president and dedicate all of his time to his role as business manager of Local 153.

“Richard is the fifth person to occupy the position of OPEIU president, and the board could not have made a better choice,” Goodwin said. “I know he will do a great job for the members of the union.”

“I would like to thank the Executive Board for its decision to appoint me as president,” Lanigan said. “I’ve dedicated my life to OPEIU and its members, and I’m excited to embark on this next phase of service to the working people of this union.”

### *A Lifetime of Dedication to Working Families*

Lanigan has spent his career in the labor movement striving to improve the lives and working conditions of his fellow union members. After working his way through college as a union member, Lanigan joined Local 153 as an organizer in 1980. Soon he was promoted to the role of business representative, in which he gained experience negotiating contracts. In 1987, Lanigan enrolled in law school as an evening student and, upon admission to the bar, served for a time as an assistant to the OPEIU general counsel.

As secretary-treasurer of Local 153 for the past 20 years, Lanigan has managed the day-to-day affairs of OPEIU’s largest Local Union. As International vice president, he worked with Local Unions facilitating mergers, conducting hearings, filing unfair labor practice charges, and assisting with affiliations, strikes, contract campaigns and grievances. He has chaired the Constitution and Laws Committee at seven OPEIU conventions, and has taught at OPEIU educational conferences and

conventions. For 20 years he has negotiated on behalf of several OPEIU Local Unions under a master agreement in the maritime industry. Representing OPEIU Local Unions in jurisdictional disputes under Articles XX

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# The Danger of Taking Things for Granted

By Richard Lanigan, President

In Frank Capra's classic holiday movie "It's a Wonderful Life," when James Stewart's character, George Bailey, considers doing

away with himself, God assigns Bailey a guardian angel to help him through his life crisis. In order to provide Bailey with perspective, the angel, Clarence, decides to show Bailey how life in his hometown would be if he were never born.

Bailey operates a small-town savings and loan company that provides low-cost mortgages to the people of Bedford Falls, enabling them to purchase homes for their families. To show Bailey the significance of his life, Clarence creates a vision of Bedford Falls with poverty and vice, where the people live a harsh lifestyle and can't afford their own homes. That's because without Bailey there is no savings and loan company to finance their homes and help small businesses.

The contrast between life with and without Bailey is stark. With Bailey, you see Bedford Falls as a community where there are rows of houses and people have an opportunity to raise their families in security. Without Bailey, the town becomes "Pottersville," where there is no sense of community or economic security, and people struggle to survive.

Before meeting Clarence, Bailey took life for granted, lost perspective and thus lost hope. After seeing how his hometown could have been if he had never been born, Bailey comes to see why his life is relevant and how his work touches many people, making him appreciate his life.

In the United States in 2016, many union members live a Bedford Falls

lifestyle of financial security and dignity because of their union contracts. Some, however, have the perspective that Bailey had before he met Clarence. They take their union for granted and don't realize what life would be like without unions. The average union worker makes a higher salary, receives more paid time off, and has more generous health and retirement plans than does the average nonunion worker. This is in addition to job security. This is what I mean by a Bedford Falls lifestyle.

Life before unions included standard 60-hour workweeks; children working at blue-collar jobs; many families crowded into one house or apartment; millions of people unable to retire because they had no pension, Social Security or Medicare; workers without job security; highly dangerous workplaces; no unemployment insurance; thousands more people working swing shifts; no protection from workplace harassment or discrimination; little or no sick time; limited vacations, if any; few holidays; no disability insurance; no workers' compensation; few apprenticeship training programs; no voice at work at all; no seniority protection; and the list goes on and on. Sounds a lot like Pottersville.

## In 2015, the labor movement throughout the United States achieved:

- Increases in the minimum wage in cities across the United States.
- Wage and benefit increases.
- A union for the United Auto Workers at Volkswagen.
- Walmart bowing to labor movement pressure, which increased employees' wages by \$1 per hour.
- New York City car washers organizing a union.
- Excellent contract terms at Kaiser Permanente.
- Favorable changes to overtime rules.
- Improvement in the rules and procedures people use to gain union representation.
- Provision of sick leave by several major cities.
- Ban the Box rules.
- United Auto Workers contract eliminating the two-tier wage rate.
- New coalitions of unions and community and religious organizations.
- Favorable decisions by the National Labor Relations Board.

In order to secure their members' standard of living and the list of accomplishments above, unions are required to use their collective financial resources. Those resources are generated by membership dues. Most people who work under a union contract understand that the dues they pay are a fraction of the value they receive from improvements in their wages, benefits and working conditions.

In 2015, more than 58,000 people in New York state joined unions for the first time. That's 58,000 people who chose to make their lives secure, their working conditions and wages better, and their overall future brighter, and to pay dues to accomplish these long-awaited goals; 58,000 people who want what many union members already have; 58,000 people who stood tall in often difficult circumstances to exercise their right to organize and try to improve their conditions at work. They said, "Union, Yes!" and said "No" to Pottersville.

# Election 2016: It's Our Future

## Get Registered, Get Informed and Get Involved!

The 2016 presidential race is in full swing, and we now find ourselves in the midst of crucial state primaries and caucuses. It's still too early to say who will be the nominee for each party, but it isn't too soon to dedicate our time and resources to ensuring that the right candidate is elected in November — a candidate who is going to put the interests of working families first.

Big money is being poured into political campaigns by corporate entities looking to ensure that their interests are protected. As working people, we need to have our interests protected too. We must have a say when it comes to good pay, retirement security, safe work environments, broad access to quality education for our children and much more.

**“Do you know where the candidates stand on the critical issues facing our nation?”**

Working women and men have strength in numbers. When we join together as union sisters and brothers, our collective voice will be heard loud and clear by our nation's elected leaders. By mobilizing through OPEIU and the labor movement's state and national get-out-the-vote efforts, union members can elect candidates in November who support and will enact an agenda focused on working families.

Each election is important, but this year has a special urgency to it. As we've seen in states such as Wisconsin and Michigan, our right to negotiate together for better wages and benefits can be taken away at any time. In fact, a Supreme Court case called *Friedrichs v. California Teachers Association* threatens to tip the economy even further in favor of corporate CEOs and the rich. A group



## Are you registered to vote?

called the Center for Individual Rights — which has recently been revealed to be funded by the Koch brothers and other right-wing one-percenters — is trying to make it even harder for public service workers such as teachers, nurses, social workers, and administrative and clerical employees to band together at work. This case will have ramifications for the entire labor movement and could seriously impact our ability to represent all working people. (For a glimpse of how the lives of workers might be affected by this case, see President Lanigan's column on page 2.)

There are also some changes coming to Congress, as 34 of the 100 Senate seats are being contested and 39 representatives will be leaving their seats in the House. Gubernatorial elections will also be held in 12 states and two U.S. territories.

Now is the time to get informed and get involved. Ask yourself some crucial questions: Am I registered to vote? Do I know where the candidates stand on the critical issues facing our nation, particularly those that affect us as working people? Am I participating in the J.B. Moss Voice of the Electorate (VOTE) Fund, a political action fund established by OPEIU to ensure we have the resources necessary to support pro-worker candidates and to push for legislation that matters to us as working people? It doesn't take a large financial commitment — just \$1 per paycheck can make a huge difference.

So, get registered to vote, get informed on the issues and get involved! And tell your neighbors, friends and fellow OPEIU members to vote for the candidate who is going to put working families first.

## Think Your Vote Doesn't Count?

*Consider this:*

Union membership in Gov. Scott Walker's Wisconsin is down significantly.

According to federal numbers and a Milwaukee Journal-Sentinel report, 8.3 percent of Wisconsin workers were in unions in 2015.

In 2014, 11.7 percent of Wisconsin's workers were in unions.

And under Walker, Wisconsin job growth and average weekly wage change have lagged significantly behind the national average. It's clear that electing the right people can make a significant difference in workers' lives.



Source: Workers Independent News (WINs); Bureau of Labor Statistics

## Supporting Our Veterans

Thank you very much for the union's continued support for the Union Veterans Council. Because of you and our other affiliates, we'll continue to grow and work to improve the lives of veterans and working families.

Fraternally,

Will Fischer  
Executive Director  
Union Veterans Council, AFL-CIO  
Washington, D.C.

## Presidential Candidate Visits AFL-CIO Executive Council Meeting

I was so delighted to meet with you and your fellow members of the AFL-CIO Executive Council in Washington, D.C. Thank you for your gracious welcome and for the opportunity to have a conversation about the issues facing our country and impacting your members.

As we discussed, raising incomes for hardworking Americans is the defining economic challenge of our time. As president, I'll fight to raise the minimum wage and make new investments in infrastructure, innovation, education and clean energy that will create the next generation of high-paying jobs. I'll also stand for fair pay and fair scheduling, paid family leave and earned sick days, and quality, affordable child care so that more Americans — especially women — can enter and succeed in the workforce. And finally, I'll beat back against the relentless Republican assault on collective bargaining and support a constitutional amendment to overturn Citizens United. The ability of workers to unite and make their voices heard in the workplace helped build America's middle class and is now more essential than ever for renewing that promise.

We can do this. It won't be easy, but together — with your leadership, partnership and support — I know we can forge a better future for your members and for all Americans. Onward!

With solidarity and warm regards, I am

Sincerely yours,

Hillary Rodham Clinton

## Building a Multigenerational and Multiracial Coalition

On behalf of the Asian Pacific American Labor Alliance (APALA), AFL-CIO, thank you for participating in APALA's 13th Biennial Convention, Organizing in Solidarity, Building One Vision Forward, the national gathering of Asian Pacific American workers and community allies.

We are proud to declare that the convention was a resounding success with more than 500 participants in attendance! APALA was able to mobilize a large contingent of young leaders and activists as well as seasoned organizers to establish and build

a multigenerational and multiracial coalition for a sustained Asian Pacific American labor movement.

Your participation and contribution were critical to the overall success of the convention, and we are grateful for your commitment to APALA as well as to the broader Asian Pacific American community. Your involvement bolstered APALA's commitment of organizing the unorganized, building alliances between labor and community alliances across generations, and advocating for worker, immigrant and civil rights.

It is an honor to continue our important work collectively, and we look forward to finding additional ways to collaborate.

In solidarity,

Johanna Puno Hester  
National President

Gregory A. Cendana  
Executive Director  
APALA  
Washington, D.C.

## 50th Anniversary of the A. Philip Randolph Institute

Thank you for the generous contribution of \$5,000 to support the Annual National Education Conference of the A. Philip Randolph Institute, which convened Aug. 12-16, in Savannah, Georgia.

We also want to acknowledge the presence of the OPEIU members who participated in the conference and joined us as we observed the 50th anniversary of the institute.

Your continued support means so much to the productive outcome of these vitally needed labor leadership training and civil rights conferences. We cannot do this alone, and we thank you for your valued partnership in these endeavors.

In unity,

Clayola Brown  
President, A. Philip Randolph Institute  
Washington, D.C.

# Richard Lanigan Appointed OPEIU President

*Continued from page 1*

and XXI of the AFL-CIO Internal Disputes Procedure, he won many decisions, including the Hawai'i Nurses' Association case in 2010, which determined that 4,000 nurses could be members of OPEIU.

He serves as a trustee on several benefit funds, including the OPEIU, Local 153, Emblem Health and Perishable Food Industry pension funds, and was certified in 2013 by the International

Foundation of Employee Benefit Plans under its Trustee Masters Program.

A skilled organizer, Lanigan received OPEIU's highest honor for organizing, the Henderson B. Douglas Award, in both 1998 and 2005. In 2007, he received the OPEIU Silver Organizing Award. He has been honored by the NAACP and the Boy Scouts of America and has received the Ellis Island Medal of Honor.

The 2013 OPEIU Convention recognized his work representing Local Unions

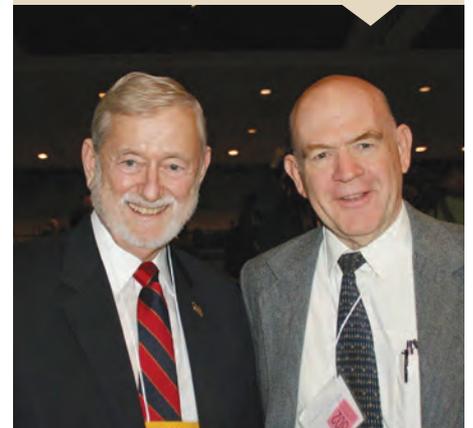
regarding unfair labor practices and Article XX cases. In 2014, the Federation of Catholic Teachers presented him with its Diamond award. During 2013-2014, he represented OPEIU in the inaugural AFL-CIO National Labor Leadership Initiative program.

"Congrats, Richard Lanigan, who was just named the new president of OPEIU!" tweeted AFL-CIO President Richard Trumka after hearing the announcement. "Looking forward to working with you. #1u"



Secretary-Treasurer Mary Mahoney administers the oath of office to new president Richard Lanigan.

President Richard Lanigan and former President Michael Goodwin, who continues to serve as business manager of Local 153 in New York City.



## OPEIU Scholarships Deadline Extended to April 30

This year, OPEIU is giving everyone a little more time to apply for scholarships. The deadline for the Howard Coughlin Memorial Scholarship and the John Kelly Labor Studies Scholarship has been extended to Apr. 30, this year only. The deadline for the Romeo Corbeil/Gilles Beaugard Scholarship summer camp is still May 16.

The **Howard Coughlin Memorial Scholarship** awards 12 full-time higher education scholarships of

\$6,500 and seven part-time scholarships of \$3,250, each awarded on the basis of at least one per region, for OPEIU members and associate members in good standing and their children. Applicants must either be high school seniors or graduates entering or enrolled in a college, university, or recognized technical or vocational school as full- or part-time students.

The **John Kelly Labor Studies Scholarship** awards 10 scholarships of \$3,500 for OPEIU members or associate members who have been members for two or more years and who are pursuing an undergraduate or graduate degree in labor studies, industrial relations, union leadership and administration, and/or a program sponsored by the National Labor College.

The **Romeo Corbeil/Gilles Beaugard Scholarship** summer camp is available to 20 children, between the ages of 13 and 16,

of OPEIU members or associate members.

The one-week camp is held in July each year and teaches children about the labor movement while providing fun summer activities such as camping, boating and swimming.

Applications for the summer camp will be chosen on a first-come, first-served basis. Winners will be selected and notified by mail by May 31. Howard Coughlin and John Kelly scholarships will be entered into a drawing, and winners will be selected by region. Scholarship winners will receive a certificate and forms for completion in the mail. Applicants who have not been selected for an award will be notified by email.

**See applications on pages 6-9.** You can also visit OPEIU's website at [www.opeiu.org](http://www.opeiu.org) for rules, regulations and applications. Click on the Member Resources/OPEIU Membership Benefits link.

*Continued on page 6*

### SEND APPLICATIONS TO:

**Office and Professional Employees  
International Union  
Attention: Scholarships**

**80 Eighth Ave., Suite 610, New York, NY 10011  
Telephone: 212-367-0902 | Fax: 212-727-2087**

## OPEIU Scholarships Deadline Extended to April 30

Continued from page 5

### HOWARD COUGHLIN MEMORIAL SCHOLARSHIP FUND

#### ELIGIBILITY:

**Full-time scholarships:** Twelve full-time scholarships will be awarded on the basis of at least one per region. Applications are open to members and associate members in good standing and their children, all of whom must meet the eligibility requirements and comply with the Rules and Regulations as established by the OPEIU Executive Board. Each scholarship award shall be granted within the first two years of higher education with a payment of \$3,250 the first year and a payment of \$3,250 the second year with a maximum value of \$6,500, pending proof of enrollment.

**Part-time scholarships:** Seven part-time scholarships will be awarded on the basis of at least one per region. Part-time scholarships were implemented in order to reach a greater number of members, as full-time scholarships are generally awarded to children of members. Applications are open to members and associate members in good standing and to their children, all of whom must meet the eligibility requirements and comply with the Rules and Regulations as established by the OPEIU Executive Board. Each scholarship award shall be granted within the first two years of higher education with a payment of \$1,325 the first year and a payment of \$1,325 the second year with a maximum value of \$2,650, pending proof of enrollment.

Part-time scholarships are defined as a minimum of three credits and no more than two courses. If a part-time student does not attend a college/university each semester, they have two years maximum to use the part-time scholarship. If the student becomes a full-time student while receiving a part-time student scholarship, the scholarship will be revoked, and he or she will be able to apply for a full-time scholarship. Part-time scholarship awards shall be subject to all other eligibility rules under this scholarship fund.

#### An applicant must be either:

- ✓ A member or an associate member of OPEIU in good standing on the date of award, unless a member loses employment to study on a full-time basis, has retired as a member in good standing, becomes disabled or terminated from employer layoffs or plant closings.
- ✓ The son, daughter, stepchild or legally adopted child of an OPEIU member in good standing or an associate member.
- ✓ A high school senior or high school graduate entering a college, university, or recognized technical or vocational postsecondary school as a full-time or part-time student.
- ✓ Presently in a college, university, or a recognized technical or vocational postsecondary school as a full-time or part-time student.

#### PROCEDURES:

Each applicant must file an official OPEIU scholarship application. Application forms must be endorsed by the Local Union president or secretary-treasurer attesting that the member, a parent or guardian of an applicant, or associate member is in good standing on the date of award. Such endorsement must be obtained **before** the application is submitted. The application form must also be endorsed if a member loses employment to study on a full-time basis, retires, is disabled, or is terminated from employer layoffs or plant closings.

### JOHN KELLY LABOR STUDIES SCHOLARSHIP FUND

#### ELIGIBILITY:

This scholarship is for OPEIU members only, which means dependents of OPEIU members are NOT eligible to apply for this scholarship. A member can receive this scholarship only once while seeking an undergraduate degree and once while seeking a graduate degree.

Ten scholarships per year will be awarded on the basis of at least one per region. Applications are open to members and associate members in good standing for at least two years. All applicants must meet the eligibility requirements and comply with the Rules and Regulations as established by the OPEIU Executive Board. Each scholarship has a total maximum value of \$3,250.

#### The applicant must be:

- ✓ A member or an associate member of OPEIU in good standing; and
- ✓ Either an undergraduate or a graduate student in one of the following areas of study:
  - Labor studies
  - Union leadership and administration
  - Industrial relations
  - A program sponsored by the National Labor College

#### PROCEDURES:

Each applicant must file an official John Kelly Labor Studies Scholarship application. Application forms must be endorsed by the Local Union president or secretary-treasurer attesting that the member or associate member is in good standing. Such endorsement must be obtained **before** the application is submitted.

#### REQUIREMENTS:

- Essay — All applicants shall be required to submit an essay on their union activism and their occupational goals (300 to 500 words). This essay should be double-spaced and typed on 8.5- by 11-inch paper.
- College transcript — If presently enrolled in a college, university, or recognized technical or vocational postsecondary school, the applicant is required to submit a college transcript. It does not have to be an official transcript; copies are acceptable.
- Statement of intent — All applicants shall be required to execute the statement of intent to remain within OPEIU for a period of at least two years.

All applications, college transcripts (if applicable) and essays must be received at the secretary-treasurer's office of the International Union, 80 Eighth Ave., Suite 610, New York, NY 10011, no later than ~~March 31~~ **April 30, 2016**.

### ROMEO CORBEIL/GILLES BEAUREGARD SCHOLARSHIP FUND SUMMER CAMP

Twenty scholarships will be awarded on the basis of at least one per region. Applications are open to children (between ages 13 and 16 only) of OPEIU members and associate members, all of whom must meet the eligibility requirements and comply with the Rules and Regulations as established by the OPEIU Executive Board. Each scholarship has a total maximum value of \$2,000.

#### ELIGIBILITY:

An applicant must be the son, daughter, stepchild, legally adopted child, grandchild, niece, nephew or any other child whom the member is responsible for caring for, including children of domestic partners, (between ages 13 and 16 only) of an OPEIU member or associate member in good standing.

#### PROCEDURES:

Each applicant must file an official OPEIU scholarship application. Application forms must be endorsed by the Local Union president or secretary-treasurer attesting that a parent or guardian of an applicant is a member or an associate member in good standing on the date of award. Such endorsement must be obtained **before** the application is submitted.

#### TIME AND PLACE:

The camp will take place at the University of Missouri Campus, Columbia, Missouri. The dates are July 24 through July 29, 2016.

Visit [opeiu.org](http://opeiu.org) for complete scholarship Rules and Regulations.

# HOWARD COUGHLIN MEMORIAL SCHOLARSHIP FUND

Please note: Must be full-time or part-time — cannot apply for both.

- I am applying for a full-time scholarship.  
 I am applying for a part-time scholarship.

**Application Form | Application Deadline: March 31, 2016 Extended to April 30, 2016**

NAME OF APPLICANT: \_\_\_\_\_  
LAST FIRST MIDDLE

HOME ADDRESS: \_\_\_\_\_  
STREET APARTMENT #

\_\_\_\_\_  
CITY STATE ZIP CODE

\_\_\_\_\_  
EMAIL ADDRESS DATE OF BIRTH SEX:  M  F

\_\_\_\_\_  
SS#/SSI# OR STUDENT ID# TELEPHONE

MEMBER/ASSOCIATE MEMBER NAME: \_\_\_\_\_  
LAST FIRST MIDDLE

MEMBER'S SIGNATURE \_\_\_\_\_

HOME ADDRESS: \_\_\_\_\_  
STREET APARTMENT #

\_\_\_\_\_  
CITY STATE ZIP CODE

MEMBER/ASSOCIATE MEMBER EMPLOYED BY \_\_\_\_\_ OPEIU LOCAL UNION # \_\_\_\_\_

RELATIONSHIP TO MEMBER/ASSOCIATE MEMBER:  SON  DAUGHTER  OTHER: \_\_\_\_\_

NAME OF SCHOOL APPLICANT IS CURRENTLY ATTENDING \_\_\_\_\_ DATE OF GRADUATION \_\_\_\_\_

COLLEGE, UNIVERSITY, TECHNICAL OR VOCATIONAL SCHOOL YOU PLAN TO ATTEND: \_\_\_\_\_

\_\_\_\_\_  
FIRST CHOICE LOCATION

\_\_\_\_\_  
SECOND CHOICE LOCATION

\_\_\_\_\_  
THIRD CHOICE LOCATION

HAS THE APPLICANT BEEN ACCEPTED BY A COLLEGE, UNIVERSITY, TECHNICAL OR VOCATIONAL SCHOOL AS OF THIS DATE?  YES  NO IF SO, WHICH ONE? \_\_\_\_\_

If selected for this scholarship, I fully agree to adhere to the rules that have been established by the Scholarship Committee of the OPEIU Howard Coughlin Memorial Scholarship Fund.

\_\_\_\_\_  
SIGNATURE OF APPLICANT DATE

Application forms must be endorsed by the Local Union president or secretary-treasurer attesting that the above-named member, a parent or guardian of an applicant, or an associate member is in good standing on the date of award. Such endorsement must be obtained before the application is submitted.

\_\_\_\_\_  
SIGNATURE OF LOCAL UNION PRESIDENT OR SECRETARY-TREASURER DATE

\_\_\_\_\_  
PRINTED NAME AND TITLE OF SIGNING OFFICER OPEIU LOCAL UNION #

# JOHN KELLY LABOR STUDIES SCHOLARSHIP FUND

*Application Form | Application Deadline: March 31, 2016 Extended to April 30, 2016*

NAME OF APPLICANT: \_\_\_\_\_  
LAST FIRST MIDDLE

HOME ADDRESS: \_\_\_\_\_  
STREET APARTMENT #

CITY STATE ZIP CODE

EMAIL ADDRESS \_\_\_\_\_

DATE OF BIRTH SS# / SSI# OR STUDENT ID # SEX:  M  F

APPLICANT EMPLOYED BY \_\_\_\_\_ OPEIU LOCAL UNION # \_\_\_\_\_

**APPLICANT MUST BE A MEMBER (NOT A DEPENDENT OF A MEMBER) OF AN OPEIU LOCAL UNION.**

NAME OF SCHOOL APPLICANT IS CURRENTLY ATTENDING \_\_\_\_\_

STUDENT ID # \_\_\_\_\_ DATE OF GRADUATION \_\_\_\_\_

COLLEGE, UNIVERSITY, TECHNICAL OR VOCATIONAL SCHOOL YOU PLAN TO ATTEND:

FIRST CHOICE \_\_\_\_\_ LOCATION \_\_\_\_\_

SECOND CHOICE \_\_\_\_\_ LOCATION \_\_\_\_\_

THIRD CHOICE \_\_\_\_\_ LOCATION \_\_\_\_\_

HAS THE APPLICANT BEEN ACCEPTED BY A COLLEGE, UNIVERSITY, TECHNICAL OR VOCATIONAL SCHOOL AS OF THIS DATE?  YES  NO IF SO, WHICH ONE? \_\_\_\_\_

**The applicant must be either an undergraduate or a graduate student in one of the following areas of study.**

PLEASE MARK THE AREA OF STUDY:

LABOR STUDIES  INDUSTRIAL RELATIONS  UNION LEADERSHIP & ADMINISTRATION  PROGRAM SPONSORED BY THE NATIONAL LABOR COLLEGE

OTHER RELATED FIELD (DESCRIBE): \_\_\_\_\_

If selected for this scholarship, I fully agree to adhere to the rules that have been established by the Scholarship Committee of the OPEIU John Kelly Labor Studies Scholarship Fund.

SIGNATURE OF APPLICANT \_\_\_\_\_ DATE \_\_\_\_\_

Application forms must be endorsed by the Local Union president or secretary-treasurer attesting that the member or associate member is in good standing on the date of award. Such endorsement must be obtained before the application is submitted.

**\*STATEMENT OF INTENT**

If selected for this scholarship, it is my intent to remain within the OPEIU for a period of at least two years.

SIGNATURE OF APPLICANT \_\_\_\_\_ DATE \_\_\_\_\_

SIGNATURE OF LOCAL UNION PRESIDENT OR SECRETARY-TREASURER \_\_\_\_\_ DATE \_\_\_\_\_

PRINTED NAME AND TITLE OF SIGNING OFFICER \_\_\_\_\_ OPEIU LOCAL UNION # \_\_\_\_\_

## ROMEO CORBEIL/GILLES BEAUREGARD SCHOLARSHIP FUND

*Summer Camp Application Form | Application Deadline: **May 16, 2016***

NAME OF APPLICANT: \_\_\_\_\_  
LAST FIRST MIDDLE

HOME ADDRESS: \_\_\_\_\_  
STREET APARTMENT #

\_\_\_\_\_  
CITY STATE ZIP CODE

DATE OF BIRTH \_\_\_\_\_ SEX:  M  F PLEASE SELECT T-SHIRT SIZE:  M  L  XL

**(MUST BE BETWEEN THE AGES OF 13 AND 16)**

MEMBER/ASSOCIATE MEMBER NAME: \_\_\_\_\_  
LAST FIRST MIDDLE

HOME ADDRESS: \_\_\_\_\_  
STREET APARTMENT #

\_\_\_\_\_  
CITY STATE ZIP CODE

TELEPHONE # \_\_\_\_\_ WORK/CELL # \_\_\_\_\_

EMAIL ADDRESS \_\_\_\_\_ NEARBY AIRPORT \_\_\_\_\_

MEMBER/ASSOCIATE MEMBER EMPLOYED BY \_\_\_\_\_ OPEIU LOCAL UNION # \_\_\_\_\_

RELATIONSHIP TO MEMBER/ASSOCIATE MEMBER:  SON  DAUGHTER  OTHER: \_\_\_\_\_

If my child is selected for this scholarship, I fully agree to adhere to the rules that have been established by the Scholarship Committee.

\_\_\_\_\_  
SIGNATURE OF PARENT/GUARDIAN OF APPLICANT DATE

Application forms must be endorsed by the Local Union president or secretary-treasurer attesting that the above-named member, a parent or guardian of an applicant, or an associate member is in good standing on the date of award. Such endorsement must be obtained before the application is submitted.

\_\_\_\_\_  
SIGNATURE OF LOCAL UNION PRESIDENT OR SECRETARY-TREASURER DATE

\_\_\_\_\_  
PRINTED NAME AND TITLE OF SIGNING OFFICER OPEIU LOCAL UNION #

***The summer camp dates are July 24 through July 29, 2016.  
 There are only 20 spaces available, and applications are selected on a first-come, first-served basis.***

# OPEIU Recognizes the Legacy of Dr. King



Left to right, Local 153 Vice President Gwendolyn Rushing, Local 153 Senior Business Representative Myra Hepburn, and International Vice President and Local 32 President Mary Short at the 2016 MLK Jr. Civil and Human Rights Conference.

“The ultimate measure of a man is not where he stands in moments of convenience and comfort, but where he stands at times of challenge and controversy.”

– Dr. Martin Luther King Jr.

OPEIU members throughout the country recognized the legacy of civil rights leader Dr. Martin Luther King Jr. in January, with several attending the 2016 AFL-CIO MLK Jr. Civil and Human Rights Conference in Washington, D.C., Jan. 15-18.

OPEIU representatives joined more than 1,000 labor and community activists at one of the largest MLK conferences ever hosted by the AFL-CIO, and heard from various labor leaders, young workers and worker center activists on the theme “Change the Rules, Be the Power.”

## CLUW Convention Tackles the ‘War on Women’

Delegates to the Coalition of Labor Union Women’s 18th Biennial Convention, including 12 representing OPEIU, adopted a policy to put words into action to fight the “war on women” that has left women still earning significantly less than their male counterparts.

“It was said at the first convention, ‘We didn’t come here to swap recipes!’ I say today, we are here to get prepared for the duties and work that need to be done,” said CLUW President Connie Leak. “We are at war! We must be armed and equipped for the battles that lie ahead that women constantly face,” she

continued, encouraging women in the labor movement to band together and fight against gender discrimination and injustice.

Local 8 member Verlene Jones-Davis was recognized for her work on behalf of women in the labor movement with the Clara Day Award, given to someone who has “inspired and educated women to increase participation within their unions, with CLUW and within the labor movement.” Congratulations to Sister Jones-Davis!

The convention also focused on the issue of women’s health, including heart disease and mental health. Learn more about CLUW’s Spread the Word campaign for women’s heart health at [GoSpreadtheWord.com/union](http://GoSpreadtheWord.com/union).

## DID YOU KNOW...? Working Women and Unions

- Women make up about 45 percent of all union members and are projected to be the majority by 2025.<sup>1</sup>
- Women represented by labor unions — working full time, ages 16 and older — earn an average of 30.9 percent more per week than do nonunion women.<sup>2</sup>
- Approximately 74 percent of female union members have a pension plan, compared with only 42 percent of their nonunion counterparts.<sup>3</sup>
- Women in unions are 21 percent more likely to have paid sick leave.<sup>4</sup>
- Raising the federal minimum wage to \$12 by 2020 would boost wages for more than 19 million working women.<sup>5</sup>

<sup>1</sup>[cepr.net/documents/women-union-2014-06.pdf](http://cepr.net/documents/women-union-2014-06.pdf)

<sup>2</sup>[iwpr.org/press-room/press-releases/unionized-women-earn-more-than-nonunionized-women-in-every-u.s.-state](http://iwpr.org/press-room/press-releases/unionized-women-earn-more-than-nonunionized-women-in-every-u.s.-state)

<sup>3</sup>ibid

<sup>4</sup>[cepr.net/documents/women-union-2014-06.pdf](http://cepr.net/documents/women-union-2014-06.pdf)

<sup>5</sup>[epi.org/publication/raising-the-minimum-wage-to-12-by-2020-would-lift-wages-for-35-million-american-workers](http://epi.org/publication/raising-the-minimum-wage-to-12-by-2020-would-lift-wages-for-35-million-american-workers)





## Local 494 Secures Retiree Insurance Funding from UAW

Local 494, which represents clerical and maintenance employees for the United Auto Workers (UAW) international union, recently negotiated the creation of a VEBA (voluntary employees' beneficiary association) to provide insurance coverage for current and future eligible Local 494 and UAW retirees and long-term funding for the VEBA. The VEBA is an independent trust, similar to those recently created for retirees in the auto and steel industries. The U.S. District Court in Detroit recently approved the settlement.

In the settlement, which also covers individuals represented by other unions and unrepresented individuals, the UAW agreed to contribute approximately \$354.5 million to the VEBA, with an initial contribution of \$243 million and the rest to come over 15 years. That amount, based on reasonable assumptions, is expected to be able to fund lifetime benefits for retirees at current benefit levels.

Prior to the settlement, retirees' health care benefits, which were provided on a pay-as-you-go basis, depended on the long-term financial health of the UAW. The significant decline in the UAW's membership in recent years has been of great concern. Further financial difficulties could have put the retirees' benefits at substantial risk of being reduced or even terminated. Unlike pension benefits, there is no prefunding requirement — and no government backstop — for retiree health care benefits.

"The new VEBA will better protect the retirees' benefit security," said Local 494 President Kris Bucci. "The benefits will be prefunded and will no longer depend on the UAW's financial situation." The VEBA will be governed by an independent committee; Karen Dunning is Local 494's representative on that committee.

The settlement was the result of extended negotiations and a class-action lawsuit in which Local 494 served as the lead plaintiff. Those negotiations included a thorough analysis of the UAW's financial condition and retiree benefit obligations.

The settlement was overwhelmingly ratified by the membership. Local 494's VEBA bargaining committee was led by Bucci and included Karen Dunning, Kathy Nestor and former Retiree Chapter President Kathie O'Kray.

## OPEIU Endorses AMLU's Shaun Francis for New York State Senate

OPEIU is pleased to endorse Association of Minor League Umpires (AMLU)/OPEIU Local 322 Executive Director Shaun Francis for the New York State Senate, 43rd District.

"Shaun has dedicated his post-baseball career to serving the needs of working people," said President Richard Lanigan. "He has the experience and proven dedication that make him the right candidate to represent working families in New York and ensure their interests are protected in Albany." Lanigan pledged that OPEIU will mobilize its members in the

43rd District to help ensure Francis is elected.

Lanigan also encouraged all OPEIU members to think about how they can get involved in their local and state governments.

"I am so proud to accept the endorsement of OPEIU, a group that shares my vision for the future of working families in New York," said Francis. "We need to elect honest, responsible legislators who want to move our state forward, legislators who understand that we can — and we must — embrace both economic and social justice."

A former Minor League Baseball umpire, Francis was AMLU president and now serves as its executive director. In 2012, Francis became a representative for OPEIU, organizing nursing-home aides, hospital nurses, aircraft machinists and pilots, and other workers throughout the country.



International Representative Shaun Francis and President Richard Lanigan at Francis' official announcement of his New York State Senate bid. Also at the announcement were former President Michael Goodwin and the Organization of NYS Management Confidential Employees (OMCE)/OPEIU Local 153 Executive Director Joseph Sano.

## FNA/Local 713 Member Named Nurse of the Year

OPEIU members throughout the country are doing great work every day, and none more so than the approximately 10,000 OPEIU nurses who work in hospitals and health care facilities throughout the country.

Take for example Matt Price, RN, BSN, CCRN. Price, a member of the Florida Nurses Association (FNA)/OPEIU Local 713, has received the Critical Care Nurse of the Year Award from the Brevard County Chapter of the American Association of Critical Care Nurses.

Price has been employed at Wuesthoff Medical Center for six years and has been a critical care nurse for 19 years, and he says he loves working with the intensive care unit team.

"The people I work with make me a better nurse and make my job more enjoyable. We have a great team," he says.

Price's co-workers seem to agree. According to them, Price is well-respected by the ICU staff, who describe him as always helpful and supportive, and a "wonderful resource person for the department, [who] does a great job when he is the charge nurse." In fact, Price often receives letters thanking him for the wonderful care and concern he provides to his patients and their families.



Matt Price, RN, BSN, CCRN.

"Matt is a shining example of the kind of caring and compassionate nurses who are represented by OPEIU."

"Matt is a shining example of the kind of caring and compassionate nurses who are represented by OPEIU," said OPEIU Nurses Council (ONC) Chair Paige Yates, RN. "We're fortunate and proud to have him serve on the ONC, and we congratulate him on this recognition."

## ITPEU Officers Sworn In to Office



OPEIU President Richard Lanigan swears in the recently elected officers of the Industrial, Technical and Professional Employees Union (ITPEU)/OPEIU Local 4873. Pictured are, left to right, executive board members T. "Ruthie" Jones and Lena Bailey, Secretary-Treasurer Dennis M. Conley, President Dennis R. Arrington, Vice President Cindy Diehm, and board members Wilma "Coco" Zimmerman and Joe Serrano Jr.

## ITPEU Cuts Ribbon on New Headquarters



Incoming International President Richard Lanigan joins ITPEU/OPEIU Local 4873 President Dennis R. Arrington in cutting the ceremonial ribbon on the ITPEU's new headquarters in Savannah, Georgia, on Dec. 8. Also there to mark the occasion were then International President Michael Goodwin, ITPEU Secretary-Treasurer Dennis M. Conley, and the ITPEU officers and executive board members.



## Local 153 Members Approve ULLICO Contract



ULLICO negotiating committee members and stewards are, left to right, seated, Erika Briscoe and Assistant Chief Steward Dianne Winder, and standing, Chief Steward John Jones and Taurin Carraway.

Local 153 members employed by the Union Labor Life Insurance Co. (ULLICO) overwhelmingly approved a three-year agreement with the company that provides for a 2.5 percent cost-of-living increase each year and a 2.5 percent wage increase in both minimum and maximum pay rates.

Local 153 members also successfully fought to preserve low-premium-share health care rates and will receive increased annual pension contributions to the Local 153 Pension Fund. Additionally, Local 153 forced ULLICO to withdraw proposals to eliminate wage progression and 401(k) matching contributions.

“We are extremely satisfied with our collective bargaining agreement and thank Local 153 for providing strong support during contract negotiations,” said Chief Steward John Jones.

The negotiating committee included Jones, Erika Briscoe, Taurin Carraway and Assistant Chief Steward Dianne Winder. Local 153 Senior Business Representative Seth Goldstein credited the negotiating committee and the members for successfully standing together to demand a fair and equitable agreement.

## Local 153 Members Benefit from Child Care Subsidy

Local 153 has collaborated with the New York Union Child Care Coalition (NYUCCC) to support union members dealing with the staggering cost of child care and the struggles of being a working parent in New York City.

The NYUCCC connects workers to a state-funded grant program that seeks to subsidize the cost of many child care and after-school programs in the city. Although efforts are underway to expand the program to other jurisdictions, the subsidy is typically available to families living and working in specific New York City ZIP codes.

Because Local 153 strongly supports working families and access to affordable child care, it has signed on to a union partnership that is currently advocating for paid family leave in New York state. Although there is a waiting list for current applications, the benefits

offered by this program have been expedited exclusively for Local 153 members. This means that Local 153 members go to the front of the line because of their union membership. In addition, Local 153 is particularly proud to announce that the subsidies are already changing members' lives. Recently, Yomayra Caraballo, a Local 153 member employed by General Vision Services, was approved for more than \$16,000 in subsidies after completing an application at the group's September membership meeting. Another member received \$9,000 in subsidies.



Local 153 members, left to right, Keila Vasquez, Francine Suarez and Yomayra Caraballo, who all received significant child care subsidies from the New York Union Child Care Coalition.

## OPEIU Attends First Young Workers Conference Held in NYC



Local 153 young members socialize at the first Young Workers conference held in New York City.

Local 153 members participated in the first Young Workers conference held in New York City in October. In tandem with the New York City Central Labor Council, OPEIU members took part in planning and organizing the event,

which was held at the headquarters of the International Alliance of Theatrical Stage Employees, Local 52, in Astoria, Queens. Specially planned for a Friday night, the event and seminar were attended by more than 170 workers

and allies from various New York City labor unions and social justice groups.

One of the primary purposes for the gathering was to connect young workers to the greater labor movement in New York City, and to forge contacts and networks among area activists. Evening workshops focused on issues such as organizing young workers and building organizational power, and several attendees were later asked to provide worker testimonials on their individual experiences in today's labor movement. By 9 p.m., the conference portion of the event was adjourned, and most of the participants remained to enjoy the night's social functions featuring live music and refreshments.

"Due to the overwhelming success of the October conference, organizers already are preparing for the next Young Workers event in NYC," said Local 153 Director of Organizing Nick Galipeau. "Local 153 strongly encourages its members to participate in order to better connect our union to the greater labor movement."

### Local 129 Contract with Carter Federal Credit Means 4 Percent Increase

Local 129 President Sherry Patton reports that a "very good agreement" that contains no givebacks and a 4 percent wage increase in January has been ratified by the membership at Carter Federal Credit Union (CFCU) in Shreveport, Louisiana, and other branches.

"We feel very fortunate that we were able to keep the agreement in place, as we don't have 51 percent of the unit," Patton said. An internal organizing campaign at CFCU has begun to increase the unit's size.

Patton also thanked International Representative Shelia Peacock for her assistance during bargaining. "And thanks to OPEIU for the support and all the assistance to Local 129," she added.



Local 494 members donate 100 cases of water to day care centers, schools and others in need in Flint, Michigan. Pictured, left to right, are Dovey Richter, Carol Baggett, Catrina Huntley and Debra Socier.

## OPEIU Members Help During the Flint Water Crisis

Most of us have heard or read about the water crisis in Flint, Michigan, the handling of which The New York Times called a “depraved indifference toward Flint.” But many of our OPEIU sisters and brothers are living through it — and are doing their part to help those in their community.

According to Kris Bucci, president of Local 494 in Detroit, the water crisis is “poisoning and killing a once viable and great city and its residents.” Lead affects children’s brain development, resulting in lower IQ, shorter attention span and increased antisocial behavior. It can also cause anemia, hypertension, renal impairment and toxicity to the reproductive organs. Unfortunately, the effects of lead poisoning are irreversible.

While Gov. Rick Snyder has come under assault for his handling of the crisis and the city of Flint is now under investigation

by the U.S. attorney’s office, Local Unions 494, 393 and others are doing what they can to help the city and its children. For example, Local 494 has donated 100 cases of water to day care centers, charter schools and community centers in Flint. “Those involved — who would not drink or bathe in the water themselves — must be held accountable for their actions in the poisoning of children,” Bucci said.

**“ Those involved must be held accountable for their actions. ”**

The International Union also has made donations to our members in Flint and encourages everyone to help however they can. Donations can be made by check to the United Way of Genesee County, P.O. Box 949, Flint, MI 48501. On the memo line, please note Water Fund. Union donations should be addressed to the attention of Cindy Cromwell so your union’s activity is properly documented.

## Local 100 Puts Steward Training First



GSAF/OPEIU Local 100 stewards and board members attend a daylong training session where they learned more about how to investigate and process disciplinary grievances on behalf of their members.

Before his appointment as OPEIU president in December, Local 153 Secretary-Treasurer Richard Lanigan shared his knowledge of and experience in investigating and processing disciplinary cases, at a daylong training session for new union stewards hosted by the Government Supervisors Association of Florida (GSAF)/OPEIU Local 100. The session, which was also attended by GSAF's board of directors, provided

an opportunity for the Local Union to solicit and then select individuals to serve as stewards, thus "enhancing the capacity and reach of the organization to better represent our members," said International Vice President and Local 100 President Greg Blackman.

In attendance were Sonya Breland, Sandra Brown, Chaplain Lazaro Cabrera, Bryant Capley, Eddie Carranza, Rick Cutshaw, Earl Davis, Asad Gilani, Angela Houston, Leslie Miranda,

Heriberto Rivera; board members Mike Cole, Ralston Coombs, Angela McCoy, Luiz Morizot-Leite and Sandra Smith; Treasurer Walter Clarit; First Vice President Otto Castillo; and Blackman.

Local 100 represents supervisory and professional bargaining units in Miami-Dade County, the City of Miami Beach, Broward County, the City of Naples and the City of Port Saint Lucie, and at Jackson Memorial Hospital.



Senior International Representative Iram Ramirez.

## International Representative Elected Secretary-Treasurer of Puerto Rico Federation of Labor

Senior International Representative Iram Ramirez has been elected to serve as secretary-treasurer of the Puerto Rico Federation of Labor. He is the fourth OPEIU member to be elected to serve as secretary-treasurer of a state body, after James Andrews of the South Carolina AFL-CIO, Jessica Akers of the Arkansas AFL-CIO and Crystal McDaniel of the Arkansas Jefferson County Labor Council.



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

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

- Vote on the terms of your contract;
- Participate in strike votes;
- Participate in the development of contract proposals;
- Nominate, vote for, or serve as an officer of your Local Union or the International 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 that 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 ("VOTE") fund, 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 2016, and continuing until a new percentage is issued, is 12.38%. 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, Suite 610, 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, Suite 610, New York, NY 10011, in writing, of any challenge he or she wishes to make through this arbitration procedure. Such notification must be received by the secretary-treasurer within thirty (30) days of the challenger's receipt of a letter from the Local Union informing the challenger of the amount of the rebate, the basis for the calculation and the internal procedures for filing a challenge. That challenge should specify which classifications and/or calculations of the International Union and/or Local Union are being challenged.

The Unions shall bear the burden of justifying their classifications and calculations. If a hearing at which the parties or witnesses may be present is held by the arbitrator, it will be held at a location most convenient to the largest number of involved challengers. The cost of any arbitration

proceedings will be paid for by the Unions. However, a challenger will have to pay his or her own lost time and travel expenses, and the fees, costs and expenses of any persons they involve in the proceedings.

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



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[UnionPlus.org](http://UnionPlus.org)



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