



WHITE COLLAR

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

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OPEIU and Hawai'i Nurses' Association Win Article XX Case!

OPEIU and the Hawai'i Nurses' Association (HNA), affiliated as OPEIU Local 50, have won a huge victory as the AFL-CIO Executive Council Article XX Appeals Committee affirmed the earlier Impartial Umpire's determination, ruling that the affiliation between OPEIU and HNA's approximately 4,100 members did not violate Article XX of the AFL-CIO Constitution.

"We affirm the Impartial Umpire's determination and conclude that the affiliation between HNA and UAN/NNU did not comply with the Fourth Condition, so OPEIU did not violate Article XX Section 2," the Appeals Committee ruled.

"This is an enormous victory for HNA and OPEIU," said International President Michael Goodwin. "It means that the approximately 4,100 HNA nurses are now fully integrated and part of the OPEIU and AFL-CIO family of unions."

"We extend our sincere appreciation and gratitude to everyone who contributed to the success of this case, including OPEIU General Counsel Melvin Schwarzwald and Region II Vice President Richard Lanigan, who spent an inordinate amount of hours in preparing for the hearing before the Impartial Umpire and the Appeals Committee," Goodwin continued. "We also appreciate the contributions of HNA and its staff, including Joan Craft and Patt Gibbs for their work and participation in this strenuous process." Goodwin also acknowledged the great work of Director of Organization and Field Services Kevin Kistler and Region V Vice President Walter Allen Jr., whose response to the request for help from HNA was acted upon with speed and efficiency. This now permits OPEIU to concentrate on organizing nurses throughout the United States who need the protection of collective bargaining.

OPEIU Delivers Access to Health Care for Small Businesses and Workers in Las Vegas!

To build on the success organizing taxi and limousine drivers in Las Vegas through the Alliance using the Membership Benefits Program, OPEIU is offering all small businesses and workers in Las Vegas access to health care, discount prescription drugs and a host of other benefits normally only available to OPEIU members!

For the first time, OPEIU is reaching out to small businesses and workers who don't work at unionized companies, but need the many benefits that come from membership, including access to health care, discounted prescription drugs, reduced prices for consumer goods, towing services, and other benefits. OPEIU is offering Associate Memberships

(Continued on page 3)



Hundreds of taxi and limousine drivers, as well as small business owners and employees who joined OPEIU as associate members, gather at an industry meeting at the Riviera Hotel on December 16, 2010.

INSIDE



3
5

American Labor Museum Honors Captain John H. Prater
Legislative Watch

6
11

Local Union News
Notice to Employees

Editorial



The Fight is On!

By Michael Goodwin, International President

In the last edition of *White Collar*, I cautioned “Be Careful What You Wish For!” Apparently, voters didn’t get the message and elected 63 Republicans in the House and six in the Senate. The Democrats lost control of the House and Representative John Boehner (R-OH) has become Speaker, replacing Nancy Pelosi (D-CA). The turnover in the House is record setting and includes members with very extreme philosophies.

The Tea Party was formed on February 27, 2009 and was influential in the 2010 elections, sending more than 30 of its candidates to the 112th Congress. Most notable are Senators Marco Rubio (R-FL), Rand Paul (R-KY) and Mike Lee (R-UT). The Tea Party-supported legislators will surely have enough muscle to make their voices heard by Capitol Hill leaders. Colin Hanna, president of the Tea Party support group “Let Freedom Ring” said, “you can’t necessarily set the positive agenda that we want across the board, but you can stop a lot of bad things from happening, and that’s a step forward.”

The problem with Mr. Hanna’s statement is his definition of what are the “bad things” he wants to stop. For example, he believes that health care reform is a “bad thing,” and supports defunding, repealing and replacing the recently passed health care reform legislation – but there is more.

The 112th Congress includes supporters of the new “Contract from America;” however, the contract is not so new! You may recall the “Contract with America” in 1995, referenced in my last column, and here we go again!

The “Contract from America” calls upon public officials to “sign on to a commitment to support each of the following agenda items, work to bring each agenda item to a vote in the first year, and pledge to advo-

cate on behalf of individual liberty, limited government and economic freedom.”

1. Defund, Repeal, & Replace Government-run Health Care—Defund, repeal and replace the recently passed government-run health care with a system that actually makes health care and insurance more affordable by enabling a competitive, open, and transparent free-market health care and health insurance system that isn’t restricted by state boundaries.

2. Stop the Tax Hikes—Permanently repeal all tax hikes, including those to the income, capital gains, and death taxes, currently scheduled to begin in 2011.

3. Enact Fundamental Tax Reform—Adopt a simple and fair single-rate tax system by scrapping the internal revenue code and replacing it with one that is no longer than 4,543 words—the length of the original Constitution.

4. Demand a Balanced Budget—Begin the Constitutional amendment process to require a balanced budget with a two-thirds majority needed for any tax hike.

5. End Runaway Government Spending—Impose a statutory cap limiting the annual growth in total federal spending to the sum of the inflation rate plus the percentage of population growth.

6. Reject Cap & Trade—Stop costly new regulations that would increase unemployment, raise consumer prices, and weaken the nation’s global competitiveness with virtually no impact on global temperatures.

7. Protect the Constitution—Require each bill to identify the specific provision of the Constitution that gives Congress the power to do what the bill does.

8. Restore Fiscal Responsibility & Constitutionally Limited Government in Washington—Create a Blue Ribbon task-force that engages in a complete audit of

federal agencies and programs, assessing their Constitutionality, and identifying duplication, waste, ineffectiveness, and agencies and programs better left for the states or local authorities, or ripe for wholesale reform or elimination due to our efforts to restore limited government consistent with the U.S. Constitution’s meaning.

9. Pass an ‘All-of-the-Above’ Energy Policy—Authorize the exploration of proven energy reserves to reduce our dependence on foreign energy sources from unstable countries and reduce regulatory barriers to all other forms of energy creation, lowering prices and creating competition and jobs.

10. Stop the Pork—Place a moratorium on all earmarks until the budget is balanced, and then require a two-thirds majority to pass any earmark.

Are you ready to call upon public officials to sign on to the above? Is this the way you want your government to function? Do you really want to repeal health care reform legislation that provides health care coverage for 32 million additional Americans? You be the judge!

OPEIU strongly disagrees with much of the above and will do everything in its power to fight against these objectionable proposals. We now need to re-group and mobilize to make sure that the objectionable “Contract from America” proposals do not become law and that the Republicans with extreme philosophies do not prevail in their agenda. We need to make sure that legislators who support working families are communicated with, so that they know that there are millions of working families in America who totally disagree with extremist views.

We need to support President Obama in his fight to make sure that the so-called “bad things” are not stopped, but in fact good things happen for the American people.

American Labor Museum Honors Captain John H. Prater

The American Labor Museum/Botto House National Landmark honored Captain John H. Prater, president of the Air Line Pilots Association International, at the 28th Annual Sol Stetin Awards Gala on November 18, 2010 at the Tides Estate in North Haledon, New Jersey. OPEIU International President Michael Goodwin serves as museum president. In attendance were President Goodwin, Secretary-Treasurer Mary Mahoney, Director of Organization and Field Services Kevin Kistler, and a number of pilots of the OPEIU Council, Professional Helicopter Pilots Association (PHPA).

Also honored were James D. Sinegal, president and CEO of Costco, and Alex Bores, president of the United Students Against Sweatshops. The awards have been presented annually since 1982, and honor outstanding individuals for their contributions to working people.

“Captain Prater has exemplified himself in the airline industry, representing commercial airline pilots, negotiating and servicing ALPA members, and is recognized by his peers and colleagues for his great work,” said Goodwin. “James Sinegal has distinguished himself as one of the rare business leaders who respects his employees and considers their needs a top priority. And Alex Bores has led student campaigns that take on corporate titans and win, protecting service workers on campuses throughout the country. We’re proud to honor them all for their tremen-

dous dedication to improving the lives of working people.”

The American Labor Museum is a private, non-profit organization dedicated to perpetuating the history of the labor movement, as well as the culture and ethnicity of working people in the United States. The museum operates at the historic Botto House, a property listed on the state and national registries of historic places.



American Labor Museum/Botto House National Landmark President Michael Goodwin (back row) and Museum Executive Director Angelica Santomauro, Ed.D., are pictured with honorees (from left) United Students Against Sweatshops President Alex Bores, Costco President and CEO James D. Sinegal, and Air Line Pilots Association International President Captain John H. Prater.

OPEIU Delivers Access to Health Care for Small Businesses and Workers in Las Vegas!

(Continued from page 1)

to workers employed by small businesses, as well as to small business owners and their employees, for as little as \$1 a week!

OPEIU hit the streets on December 15-17 to spread the word about the program, visiting with local small businesses and their employees and sharing details of the membership benefits available to them through an associate membership. “This was one of the largest organizing efforts conducted over a three-day period,” said International President Michael Goodwin. “And it was a very successful part of OPEIU’s efforts to use membership benefits — benefits that are only available to workers through the union — to organize the unorganized workers throughout the nation.”

This associate membership offer was of particular interest to Las Vegas’s small businesses.

“With health care reform scheduled in 2014 to require employers with 50 employees or more to provide health insurance or pay penalties, this benefit package interests small businesses seeking ways to attract and retain workers,” said Goodwin. “OPEIU is offering these small businesses a way to compete against larger employers that may offer health insurance to their employees.

“OPEIU is also delivering a way for workers in Las Vegas to have access to health care, including discount prescription drugs for themselves and their families. There is no other program in Las Vegas that is available to workers at such a low cost.”

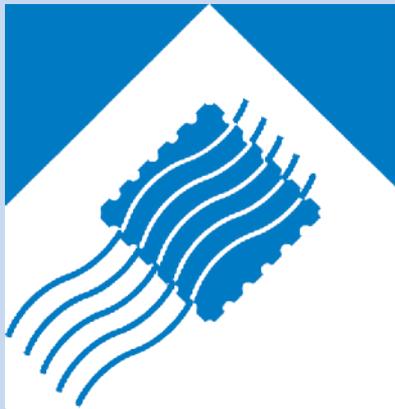
On December 16, the Alliance — a partnership between the

Industrial Technical and Professional Employees/OPEIU and the United Steelworkers — hosted an industry meeting for members and new associate members at the Riviera Hotel to learn more about their membership benefits program. Hundreds of workers attended.



Pictured left to right are OPEIU Assistant to the President Paul Huertes, ITPE Representative Tom Krueger, WellDyneRx’s Executive Vice President Doug Taylor, USW Local 711-A Vice President and Organizing Chairman Art Reynolds, USW Local 711-A President Hussein Abdelgillil, Nevada State AFL-CIO Executive Secretary-Treasurer Danny Thompson, International President Michael Goodwin, Nation Safe Drivers’ Senior Account Manager Jeff Rosenbaum, PerksGroup President Bob Dow, ITPE Business Representative T. Ruthie Jones, ITPE/OPEIU Local 4873 President John F. Conley and Secretary-Treasurer Dennis Arrington, and Competitive Health President and Founder Kimberly Darling.

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.

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Dear President Goodwin:

Just thought I would give you some feedback on the new towing benefit you have provided for us. It works great!

My son locked his keys in the car and was stuck at work, running behind. When he realized his mistake, he called to see if I was in the area to hopefully help him out. He has AAA, but because they have a limit of three calls per person in one year he could not call them (he used the calls for other things already).

So, I called Nation Safe Drivers and the

woman on the phone took the info, checked my membership, had all the correct information on her screen and help was on the way within five or six minutes. The guy showed up and unlocked the car not ten minutes later, and my son was on his way. They provided great service, fast. The experience could not have been better.

Thanks again for adding such a great benefit for all OPEIU members.

Walter Allen Jr.

International Vice President
Region V

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Correction

On page 19 of *White Collar* Summer/Fall 2010 issue, the editors incorrectly identified the location of Local 5. Local 5 is located in Colorado, not California. We apologize for the error.



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LEGISLATIVE WATCH

What Lies Ahead in 2011 and Beyond?

Submitted by Glen Rosselli, OPEIU Policy and Government Affairs Consultant

November's historic midterm election produced a sea change in the House of Representatives. But the Republican net gain of more than 60 seats—the largest midterm pickup of House seats since 1948—doesn't change the tough times facing millions of middle class and working Americans who are struggling with joblessness and how to take care of their families.

Congress's struggle to extend middle-class tax cuts and unemployment insurance benefits during the post-election "lame duck" session indicates that achieving progress over the next two years may be difficult.

When the 112th Congress convenes in January, it is not clear how they will organize their long to-do list. One thing is certain: renewed pressure to contain federal expenditures will shape their work. Some are pushing plans to slash hundreds of billions of dollars from the federal budget, which could have devastating effects on education, job training,

housing and other important programs.

Regardless of efforts to cut the deficit, the next Congress and the Obama administration need to focus on how best to help build an economy that works for everyone. What real efforts will they undertake to help create quality, sustainable jobs and build a government that supports its citizens?

Will the president renew his call for a \$50 billion fund to modernize roads, highways and airports?

Will Congress support investments to improve early-childhood education programs including: Head Start, the Child Care and Development Block Grant, and the \$300 million Early Learning Challenge bill?

As more students return to school to boost their skills during the economic downturn, how will Congress deal with the more than \$5.5 billion shortfall in the Pell Grant program, which helps low-income students attend college?

Will they support improving the nutritional quality of food in schools by reauthorizing the \$4.5 billion Healthy, Hunger-Free Kids Act?

What about controlling the cost and improving the quality of our health care? Since the election, members of the House Republican leadership have reiterated their intention to repeal the health care reform bill passed in 2010. While some leading Democrats have indicated they may be open to modifications, how far is the president willing to go and at what cost to consumer protection?

You can help the union movement continue to build a country that supports working families. If you haven't already, please consider signing up for the J.B. Moss VOTE Fund check-off and help in the fight to restore bargaining and organizing rights, and create secure, sustainable, quality jobs that lead to a higher standard of living and real retirement security.

Work and Health

Cancer – Slow and Steady Progress

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

Each year, the American Cancer Society estimates the number of new cancer cases and deaths expected in the United States in the present year and collects important data relating to the progress we have made in treatment and survival. A total of more than 1.5 million new cancer cases will be reported this year with almost 570,000 deaths from this dreaded disease. That is the bad news.

The good news is that overall cancer incidence rates have decreased in the most recent time period in both men (1.3 percent per year from 2000 to 2006) and women (0.5 percent per year from 1998 to 2006), largely due to decreases in the three major cancers in men (lung, prostate, and colon-rectum) and two major cancer sites in women (breast and colon-rectum). This decrease occurred in all racial/ethnic groups in both men and women

with the exception of American Indian/Alaska Native women, in whom rates were stable. Among men, death rates for all races combined decreased by 21 percent between 1990 and 2006, with decreases in lung, prostate and colon-rectum cancer rates accounting for nearly 80 percent of the total decrease. Among women, overall cancer death rates between 1991 and 2006 decreased by 12.3 percent, with decreases in breast and colon-rectum cancer rates accounting for 60 percent of the total decrease.

The reduction in the overall cancer death rates translates to avoidance of approximately 767,000 deaths from cancer over the 16-year period. Although progress has been made in reducing the incidence and mortality rates and improving survival, cancer still accounts for more deaths than heart

disease in persons younger than 85 years. Further progress can be accelerated by applying existing cancer control knowledge across all segments of the population and by supporting new discoveries in cancer prevention, early detection, and treatment.

Early detection remains our most potent weapon in decreasing the number of deaths from cancer. The responsibility for obtaining the colonoscopy, mammography, prostate exam and cessation of smoking is shared between physicians and their patients. For any individual's risk of dying from cancer to decrease, they, and you, must be proactive in obtaining those tests and changing behavior. That is the take away message of this article.

Jeffrey S. Freed, M.D., P.C. specializes in general surgery/proctology. He can be reached via email at jsfmd@aol.com.

Local Union News

AMLU Guild 322 Elects New Officers and Awards Scholarships

The Association of Minor League Umpires (AMLU)/OPEIU Guild 322 recently held elections for the Executive Board position of Recording Secretary and for three positions on the Board of Trustees.

Incumbent Recording Secretary Tom Clarke was re-elected for a three-year term expiring on December 31, 2013. Clarke has been on the AMLU Executive Board since 2007. Joe Hannigan, Charles Billigton and Chris Segal were elected for one year as AMLU trustees, effective January 1, 2011.

AMLU conducts their elections electronically on their website, since their members live nationwide. Voting took place from Monday, November 15, 2010 through Friday, November 19, 2010.

AMLU Guild 322 (3 balls, 2 strikes, 2 outs!) affiliated with OPEIU in January 2010. They represent more than 200 minor

league umpires working in the 16 domestic professional minor leagues.

“Just as in past elections, it was great to see that all the offices that were up for election were contested,” said AMLU President Shaun Francis. “I’m happy to see my members, umpires by trade, take ownership in their union and run for elected offices. We had a great ballot full of quality candidates, all wanting to do what they could to help be a voice in our union. I am sure that the new changes with our affiliation with OPEIU have helped to fuel that interest. Also, we had as high a turnout in number of ballots cast as we had in any recent election.”

AMLU Awards Scholarships

AMLU/OPEIU Guild 322 also awarded its second scholarship on December 1,

2010 and, for the first time, it was awarded to a dependent child of an AMLU member, Brittney Thigpen, daughter of Art Thigpen, a Triple-A umpire.

Thanks to the funds that AMLU receives from OPEIU according to the affiliation agreement, AMLU is able to award a \$1,250 scholarship twice a year to either their members or their dependent children. In early 2010, the first AMLU scholarship was given to Mark Lollo, a Triple-A level umpire in the International League.

“The AMLU would like to thank President Goodwin and OPEIU for helping us grant these much needed scholarships,” AMLU President Shaun Francis said. “We wish Brittney, who is currently attending Florida State University, the best of luck!”

For more information about the AMLU scholarship program, please contact AMLU at (212) 675-3210.

OPEIU Files Wage Violation Notice with Massachusetts Attorney General’s Office

Representatives of Local 6 in Boston, Massachusetts, brought and filed more than 2,500 wage violation forms with Attorney General Martha Coakley’s office, asking “in her role of enforcing the wage and hour laws of Massachusetts, to open an investigation as to whether the Chief Justice of

Administration and Management of the Trial Court is in violation of the appropriate wage and hour laws.” The delivery of the seven boxes of violation forms and accompanying materials were covered by the local media, including television station WBZ.

“Many thanks to all of the members who

returned their forms, helped us gather the forms and to those who participated in the efforts,” said Local 6 Acting Business Manager and Secretary-Treasurer Donna Barrette. “While we do not know the outcome of this initiative yet, we will keep fighting for our members at every step of the way.”

Local 9 Executive Board



The newly elected Local 9 Executive Board, pictured from left to right (back row) Laurie Schmidt, President Candy Johnson, Ann Minor, Recording Secretary Alice Zyniecki, Dawn Schroeder, Vice President Pat Diamond, (front row) Business Agent Dawn Martin, Gail Bruell, Beth Miszewski, Marilinda Johnson, and Maryann Mikorski-Lawson. Not pictured are Cathy Stachura, Jennifer Day and Jackie Podjaski.

Local Union News

Attack on the Public Sector is an Attack on the Middle Class

According to Region III Vice President and Local 100 President Greg Blackman, Local 100 is currently combating an onslaught of misinformation in Miami-Dade County, Florida, aimed at convincing the public that loyal and hardworking public employees are not deserving of the benefits and working conditions that Local 100 has negotiated for its members.

“The South Florida media has been relentless in their misrepresentation of good faith negotiations with Miami-Dade County and has asserted that a 14 percent property tax increase, which netted \$50 million less than the previous year’s tax roll, was levied just to pay for ‘union raises and benefits,’” said Blackman. “The truth is that Local 100, as well as our sisters and brothers in other county unions, took a 5 percent reduction in wages to pay for health care and froze several premium pays for one year to fill a budget gap of \$225 million.”

It is not only Miami-Dade County and the State of Florida that has seen these unfair attacks on public sector employees. California, New Jersey, Oregon, Illinois, Indiana, and New York have experienced extreme public sector employee bashing by governmental candidates. The truth is that public employees are paid 3.75 percent less

than similar workers in the private sector, according to Rutgers University professor Jeffrey Keefe. “In many communities, public employees are the last bastion of the middle class. Unemployment and under-employment are driving down wages and benefits in the private sector and creating an atmosphere of have and have not’s that are shrinking the backbone of America, the middle class,” said Blackman.

In Miami-Dade County, there was even an effort to gather signatures for a recall election for the mayor and commissioners who voted in favor of the latest property tax-funded budget. Local 100 has joined a coalition to campaign against these recall election initiatives. “If the anti-public employee sentiment in the electorate continues, we will be sure to experience a ‘reset,’ meaning that social services are defunded, as well as the wages and benefits of public sector workers in Miami-Dade County,” said Blackman.

Blackman says it’s imperative to get out the message that public sector employees are the professionals that provide services such as safe and reliable drinking water and sewage removal, timely waste disposal, and a plethora of other services that our constituents take for granted as always available. “We must not let unscrupulous

politicians frame the issue by disparaging our loyal and hardworking employees by demonizing the wages and benefits that we have given up so much to receive. Our message should be that everyone in the community deserves competitive wages and benefits to build a strong and vibrant middle class to drive our economic recovery,” said Blackman.



International Vice President and Local 100 President Greg Blackman joins the rally in support of Miami-Dade County Mayor Carlos Alvarez and public sector workers in Miami-Dade County.

Local 8 Adopts New Governance Structure



Local 8 recently adopted a new governance structure to enhance democracy and representation. “Our second Assembly, this time in Eastern Washington, was again a huge success with nearly 100 members participating from all over our state,” said Region VI Vice President and Local 8 Business Manager Suzanne Mode.

Local Union News

GHC Workers in Spokane Say Union YES!

Local 8 has represented members at Group Health Cooperative (GHC) in the Seattle area for many years, and now their counterparts in Eastern Washington will have the same opportunity for a voice on the job and the protections a union provides. About 80 patient registrars, health information specialists, transcriptionists and other employees voted by a large majority on September 22 to join with their union co-workers.

This was a hard fought victory. Earlier in the year, workers lost their election by four votes as a result of employer threats to withhold a long overdue pay raise. "I'm so proud of all my coworkers, we fought a long hard battle to which end we will now have a much stronger voice, security, protection and equality," said organizing committee member Linda Annis. "It is a privilege to be a part of the Local 8 family." The National Labor Relations Board (NLRB) held a two-day hearing, in which seven members of the organizing committee testified to the employer's objectionable conduct. The NLRB found in favor of Local 8 and ordered a new election to be held to enable employees to make their decision freely, without employer interference.

The union organizing committee dedicated themselves for months to educating their coworkers about why a union would be beneficial, especially during these uncertain times. Their perse-

verance made the difference, as well as support from the GHC members in Western Washington. "I am thrilled to be bargaining for us to be represented by a union so we can have a voice and representation for work issues. It was a hard fought battle for us, but it was well worth the fight," said committee member Stacy Hernandez.



The union organizing committee, pictured from left to right, are Lucy Jackowich, Terry Grizzell, Linda Annis, Dayna Satcher, Stacy Hernandez and Shannan Cole.

Union Workers Support Fellow Union Workers!

Union members have a constitutional right to honor any lawful picket line, and the Local 29 Clinical Laboratory Scientists at Children's Hospital Oakland recently showed that solidarity by walking the line in sympathy with the California Nurses Association.

Eight hundred Registered Nurses from Children's Hospital Oakland hit the picket line to launch a three-day strike over management's efforts to slash the health care benefits that nurses receive. The nurses have been working without a contract since July 13. Benefits and contract provisions that have been won by one union are a fight for all unions, and Local 29 will likely see similar takeaways in future contract negotiations.



Local 29 members walk the picket line in sympathy with Registered Nurses at Children's Hospital Oakland. Pictured left to right are Fey Saeteurn, Paddy Berne, Nancy Llyod, Virginia Horgan, Delight Damole, Pat Giuntini, Meenu Goel, Diane Remondakis, Minal Patel and Ivylene Garcia.

Local Union News

Hollywood Union Continues to Gain Contracts

In spite of some of the most difficult challenges seen in decades facing the American worker, Local 174 has continued to ratify contracts with major film entities in the entertainment industry. In the last month, Local 174 has successfully completed and ratified three contracts: Disney, Warner Brothers Studio Facilities and Deluxe Laboratories. Hundreds of union members have had their pensions and health plans secured with these new agreements in place.

“No union in the entertainment industry is immune to the escalating health care costs, the unknown ramifications of the national health care reform changes and the downturn in production,” said Region V Vice President and Local 174 Business Representative Christine Page. “But we are pleased to announce that we are continuing to secure contracts that protect what we have always fought to maintain: health care and pensions.” Page continued that 2011 will be a pivotal year in dealing with considerable problem solving regarding the overall benefit plans, and that all entertainment unions are working to address the issue. “We are all in agreement that the benefits Hollywood unions have fought to secure for decades deserve nothing less than our continued stewardship for their participants.”

Studios continued to face streamlined

employee numbers, and immense pressure from stockholders to produce more with less. Economists have indicated this is not beneficial to the long-term health of any company for a myriad of reasons, not least of all, productivity. While outsourcing is not far from the thinking of the corporate boardroom, it is clearly now in the forefront of the American mindset as a serious threat, according to Page.

In the upcoming weeks and months, Local 174 will be at the negotiating table

to bring back to their members at the Motion Picture Industry Pension and Health Plans, Technicolor, Universal Studios Hollywood and Local 174 members at the International Cinematographers Guild, the best agreements for protection of their benefits and future.

“Our union continues to survive a very difficult time in Hollywood,” said Local 174 President Manny Ortiz. “The economic downturn, the escalating health care costs, the loss of revenues from piracy and diminished productions have made for uncertain times. But our belief that we are fighting for the right cause and that each of our sisters and brothers deserve to have a paycheck, medical and a pension plan tells us to keep going. And we will.”

The union also must continue to adapt to the many new ways entertainment is delivered to the consumer. “We’ve come from the silent picture era where audiences with packed lunches could watch twelve movies being filmed next to each other. It was no problem because no one could hear anything but the piano player when the film played in the movie theater. Now, it’s the age of digital transmission and incredible sound quality,” said Page. “And, throughout that history, we’ve had unions contribute to that journey. We will continue to work to resolve the difficult issues ahead and get workable contracts.”



Lisa Loy, shop steward at Deluxe Laboratories and Christine Page, Region V Vice President and Local 174 Business Representative, at the ratification of a new contract.

Member Stands Up For Justice and Wins!

Edwin Santiago, a Local 29 member at Kaiser Permanente, was terminated in May 2009 for a disagreement with a coworker. The coworker, a nurse from a different union, did not receive any form of discipline. But Santiago’s union was there to help!

Local 29 filed a grievance on Santiago’s unjust termination. Four days before the scheduled arbitration, the employer conceded that the termination was not warranted. The parties reached a settlement agreement to return Santiago to his former position at Kaiser Permanente with full restoration of all contractual benefits, including loss of wages totaling \$56,651.08.



Local 29 Business Representative Denice L. Washington and member Edwin Santiago.

Local Union News

Local 29 Stewards Leadership Conference

Local 29's two-day Stewards Leadership Conference, held in October 2010, was a home run! Shop Stewards from more than 20 work-sites enhanced their skills and were further empowered as leaders. Shop Stewards are the guardians of Local 29 and the collective bargaining agreements, as is the case at all OPEIU Local Unions.

Local 29 Legal Expert Andrew Baker presented the facts as to what shop stewards must know to successfully comply with the union's duty of fair representation within the grievance process and what necessary information to obtain to process a grievance through to arbitration.

Employers often decide to move forward with business decisions and work changes without notifying the union. Shop Stewards learned additional skills about how to agree to disagree and stay in the game when changes occur. They learned that once you walk away with anger, the employer has won and it often leads to more problems. A relationship of strong communication, and being able to respectfully disagree, creates a business relationship of trust and honor. A video from the television show, "The View," in which an interview with Bill O'Reilly resulted in Joy Behar and Whoopi Goldberg walking off stage kicked off this interesting discussion.

Local 29 also welcomed International

President Michael Goodwin, whose remarks to the participants reflected the tremendous progress of OPEIU and the Membership Benefits Program that is helping to organize throughout the United States.

Shop Stewards Javier Juaregui and Steven Romero spoke about the pressing need for the Youth Initiative Program at Local 29. They stressed the importance of educating new and younger union members about the history of their union, labor movement and their collective bargaining agreement.

The more education and information you have, the stronger your confidence is in performing the role of a Shop Steward.



Pictured are International President Michael Goodwin with (left to right) Barbara Anglin, Karen Forsen, April Campos and Karen Haris.



Local 29 members at the Shop Stewards Leadership Conference. Region V Vice President and Local 29 President and Business Manager Tamara Rubyn is the next to last person on the right, back row.

Notice to Employees Subject to Union Security Clauses

This Notice is for all employees working in the United States under an OPEIU contract containing a union security clause which requires, as a condition of employment, that an employee pay dues or fees to the Union. The obligation stated in this Notice is the only obligation under such clause regardless of the wording of the clause. Individuals who are members pay dues, while individuals who are nonmembers pay equivalent fees. These dues or fees, which are authorized by law, are your fair share of sustaining your Union's broad range of programs in support of you and your 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 col-

lective 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 J.B. Moss VOTE Fund. Accordingly, the J.B. Moss 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 2011, and continuing until a new percentage is issued, is 14.93%. 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, Sixth Floor, New York, New York 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, Sixth Floor, New York, New York 10011, in writing, of any challenge he or she

(Continued on page 12)



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Local Union News

Local 29 Meets the J.B. Moss VOTE Fund Challenge!

At the 2010 OPEIU Convention, Region IV Vice President and Local 277 President Becky Turner challenged every Local Union to lend even more support to the J.B. Moss Voice of the Electorate (VOTE) Fund. Local 29 accepted the challenge! In the

month of October 2010, Local 29 members contributed more than \$800 and 23 members signed up for J.B. Moss VOTE Fund payroll deductions.

“This is activism that we all should be involved in, and we should all be educating our members as to the importance of

supporting labor-friendly candidates,” said Region V Vice President and Local 29 President and Business Manager Tamara Rubyn. “We need to make sure our members know that member contributions to the J.B. Moss VOTE Fund definitely make a difference.”

Notice to Employees Subject to Union Security Clauses

(Continued from page 11)

wishes to make through this arbitration procedure. Such notification must be received by the Secretary-Treasurer within thirty (30) days of the challenger's receipt of a letter from the Local Union informing the challenger of the amount of the rebate, the basis for the calculation, and the internal procedures for filing a challenge. That challenge should specify which classifications and/or calculations of the International Union and/or Local Union are being challenged.

The Unions shall bear the burden of justifying their classifications and calculations.

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

Once a written challenge is received from an objector, the Local Union will place an amount equal to the challenged portion of the fee into an interest-bearing escrow

account. It shall remain in that account until the arbitrator issues a decision. Should the decision lower the percentage of chargeable expenditures, the appropriate portion of the escrowed fees, plus the interest earned by that portion while in the escrow account, will be refunded to the challenger. All objectors in each Local Union affected by the decision of the arbitrator will then pay the adjusted fee amount determined by the arbitrator. If the arbitrator approves the Unions' classifications and/or calculations, the escrowed money and interest will revert to the Local and International Unions.

OPEIU Headquarters Has Moved!

Please note that the OPEIU President's office has moved. The office is located in the same building, but now can be found on the 20th Floor. As of January 1, the Secretary-Treasurer's office also can be found in the same building in New York on the 6th Floor. Please make a note of these changes:

OPEIU President's Office
80 Eighth Avenue, 20th Floor
New York, NY 10011

OPEIU Secretary-Treasurer's Office
80 Eighth Avenue, 6th Floor
New York, NY 10011

212-675-3210