



WHITE COLLAR

Work Connects Us All!

Spring 2014 Issue

UIET Unanimously Ratifies New Contract



UIET President Edward Sánchez Gautier (seated, second from left) and Claro President Enrique Ortíz de Montellano (seated, second from right) sign the new agreement. Also pictured are UIET Vice President José Acosta (seated, left), Claro Director of Human Resources José Pulido Fregoso, (back row, left to right) UIET attorney Nino Martínez, OPEIU International Representative and Organizer Josué Montijo, OPEIU Senior International Representative and Organizer Iram Ramírez, UIET Secretary of Records Nyvia Rivera, UIET General Representative Víctor Santiago, UIET West Area Representative Josué Nadal, UIET Sergeant at Arms Gloria Casanova, UIET East Area Representative José Juan Gómez, UIET South Area Representative Alexis Rodríguez, UIET Metro Area Representative José I. García, UIET Negotiating Committee Member Ernesto Santana, and Claro attorneys Sonia Cruz, Zoraida Báez, Juan Carlos Pérez Otero and Rosa Méndez.

The membership of the Unión Independiente de Empleados Telefónicos (UIET)/OPEIU Local 1971 in Puerto Rico unanimously ratified its new collective bargaining agreement with Claro Puerto Rico on January 31, 2014, nearly four years after bargaining began between the union and the telecommunications company. UIET, which represents nearly 1,900 workers, affiliated with OPEIU in August 2013.

“UIET, which has represented telephone employees since 1971, is an organization with a great history of defending the rights of its members and of Puerto Rican patrimony,” said International President Michael Goodwin. “Its determination and perseverance has now guaranteed a dignified livelihood for these telephone workers. Not only did they secure an agreement, but they also demonstrated to all workers and to future generations the value of collective bargaining, unity and perseverance in the face of a dispute with an employer.”

The three-year contract is the result of a great deal of effort by the UIET’s board of directors, its bargaining committee and members. The board also believes its affiliation with OPEIU was vital to ensuring that it had both the economic resources and counsel necessary to bargain effectively. “We had the energy and the capability to bargain in the best way possible,” said UIET President Edward Sánchez Gautier. “We wanted to bargain a fair agreement for our membership, but we did not have the necessary resources to face such a large and rich company as Claro. OPEIU was a key element because it gave us those valuable resources. With OPEIU we grew stronger, and the contract is proof of that.”

At OPEIU’s Convention in June 2013, UIET Secretary of Records Nyvia Rivera and Vice President José Acosta spoke of their desire to affiliate with OPEIU and how that affiliation would be a useful tool in their negotiations with Claro and in building unity among the membership.

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Congress Must Extend Unemployment Benefits

By Michael Goodwin, International President

After a long hard winter, there are finally signs of spring approaching. Unfortunately, many of our sisters, brothers and neighbors may not be enjoying this time of year because they may be among the millions of unemployed workers whose unemployment insurance has expired. Congress failed to consider proposals to extend federal unemployment insurance for another three months when they left for the holidays in December.

As this issue went to press, the Senate appeared to have reached a bipartisan agreement to renew unemployment benefits for the long-term jobless, with an expectation that the legislation would pass the Senate in early spring. Its chances in the House remained unclear.

But why did Congress allow the benefits to expire in the first place? When I refer to Congress, I am really referring to the Republicans as the culprits, who believe that extending unemployment benefits somehow makes a person lazy, dependent and unwilling to look for work. This is absolute nonsense and is a made-up cover story, because many Republicans believe in the “survival of the fittest” theory that government should not provide anything to anybody. Of course, they don’t complain when their mothers and fathers receive Medicare or Social Security checks!

The truth is, government is very much needed in order to provide job opportunities and growth in our economy. The reason why workers are on unemployment is because there is only one job for every three unemployed workers. So it’s not that the unemployed are lazy, dependent and unwilling to look for work, it’s simply the fact that there are not enough jobs for everyone to fill. Out of every 100 unemployed workers who apply for available jobs, only 33 are going to get hired.

The Republican theory is also debunked because they fail to recognize that by paying benefits to unemployed workers, the money will immediately create new jobs as it is spent right away on basic necessities. They also fail to recognize that workers pay contributions into the unemployment insurance fund when they are working so they can receive benefits when they are not working – it’s their money!

It has been reported that failure to extend unemployment insurance benefits will create the loss of 240,000 jobs in 2014, because when people can’t pay the bills or buy basic necessities, local businesses also suffer. By the end of 2014, 3.6 million additional people will have their benefits taken away if Congress fails to act. In fact, 1.3 million people had their unemployment benefits taken away at the end of 2013 because Congress failed to act. In 1964, President Lyndon B. Johnson declared a “war on poverty” in America and much success has been achieved in winning that war, but much more needs to be done. Since 2008, it is estimated that unemployment insurance has kept 11 million people out of poverty, including 600,000 children in 2012 alone. Medicare and Medicaid have kept additional millions of seniors and poor people out of poverty since the war on poverty began.

President Obama has said that unemployment benefits are a lifeline during a job search. He noted a woman from California who was laid off 13 months previously. During her job search she has volunteered, sent out resumes, and took seasonal work and online courses to gain new skills. The job search would have been next to impossible without the jobless benefits that enabled her to pay her car and phone bills.

“This is not an abstraction, these are not just statistics,” said Obama. “These are your neighbors, your friends, your family members that could at some point be any of us.”

According to the Economic Policy Institute, Congress has never before allowed unemployment insurance extensions to expire with long-term unemployment as high as it is now.

All working people need to support the extension of unemployment insurance benefits. Many of us are lucky enough to have a job to pay our bills, but we would be hard pressed if we lost that job and had to spend week after week and month after month looking for a new job that just doesn’t exist. Most hardworking Americans such as hotel workers, office and professional workers, teachers, cashiers, bus drivers, news reporters, janitors, construction workers and police officers, almost all of us are one layoff, one downturn, one bad moment away from possibly losing our job and being forced into economic disaster.

The millions of people who do not have a job today are a direct result of a recession created by Wall Street that seems to go on and on with no end. It’s up to us, the working people of America, to help make the hard times of the unemployed a little easier by supporting the unemployment insurance benefits extension. It will be good for them, and it will be good for our economy.

Only with our help and the strong support from workers everywhere will a just society prevail!

Continued from cover

UIET Unanimously Ratifies New Contract

The contract is a great victory for the telephone workers who, among many other things, now have guaranteed wage increases, and also were able to preserve the strength of their pension plan and access to quality health insurance. "It was a great battle," Sánchez Gautier said, "but we came out of it stronger and convinced that

our affiliation with OPEIU and this agreement is a good beginning for the future of telephone workers who are members of UIET.

"We want to thank all those who worked closely with us, especially International President Michael Goodwin, Secretary-Treasurer Mary Mahoney, Director

of Organization and Field Services Kevin Kistler, Senior International Representative and Organizer Iram Ramírez and International Representative and Organizer Josué Montijo, who made available OPEIU's assistance every time I requested it," Sánchez Gautier continued.



UIET Vice President José Acosta, UIET Secretary of Records Nyvia Rivera and OPEIU Director of Organization and Field Services Kevin Kistler join OPEIU International Representative and Organizer Josué Montijo and Senior International Representative and Organizer Iram Ramírez on their weekly radio program, "Enfoque laboral" on station 740 AM following the signing of the agreement.

UIET ratifica nuevo convenio unánimemente

Los miembros de la Unión Independiente de Empleados Telefónicos (UIET)/OPEIU Local 1971 en Puerto Rico ratificaron unánimemente su nuevo convenio colectivo con Claro Puerto Rico el 31 de enero de 2014, casi cuatro años después de que comenzó la negociación entre la unión y la compañía de telecomunicaciones. La UIET, la cual representa casi 1,900 empleados, se afilió a la OPEIU en agosto de 2013.

"La UIET, la cual ha representado a empleados telefónicos desde 1971, es una organización con una gran historia de defender los derechos de sus miembros así como el patrimonio puertorriqueño", dijo el Presidente Internacional, Michael Goodwin. "Ahora su determinación y perseverancia han garantizado una vida digna para estos trabajadores telefónicos. No solo aseguraron un convenio, sino que además demostraron a todos los trabajadores y generaciones futuras el valor de la negociación colectiva, la unidad y la perseverancia ante una disputa con un patrono."

El convenio que estará vigente durante tres años es el resultado de un gran esfuerzo y compromiso de la junta de directores de la UIET, su comité negociador y sus miembros. La junta entiende que su afiliación con la OPEIU también fue vital para asegurar que tuvieran los recursos económicos y la asesoría necesaria para negociar efectivamente. "Teníamos la energía y el compromiso para negociar de la mejor forma posible", dijo el presidente de la UIET, Edward Sánchez Gautier. "Queríamos negociar un convenio justo para nuestros miembros, pero no teníamos los recursos necesarios para enfrentar a una compañía tan grande y rica como Claro. La OPEIU fue un elemento clave porque nos dio esos valiosos recursos. Con la OPEIU, nos hicimos más fuertes y el convenio es muestra de ello."

En la Convención de la OPEIU en junio de 2013, la Secretaria de Actas de la UIET, Nyvia Rivera y el Vicepresidente, José Acosta hablaron de su deseo de afiliarse a la OPEIU, y sobre cómo esa afiliación sería una herramienta útil en sus negociaciones con Claro, y en

la construcción de la unidad entre la matrícula.

El convenio es una gran victoria para los trabajadores telefónicos quienes, entre muchas otras cosas, ahora tienen aumentos de salario garantizados, y que también pudieron preservar la fortaleza de su plan de pensiones y acceso a un plan médico de calidad. "Fue una gran batalla", dijo Sánchez Gautier, "pero salimos más fuertes y convencidos de que nuestra afiliación con OPEIU y este acuerdo son un buen comienzo para el futuro de los trabajadores telefónicos miembros de la UIET.

"Queremos agradecer a todos aquellos que trabajaron estrechamente con nosotros, en especial al Presidente Internacional, Michael Goodwin, la Secretaria-Tesorerera, Mary Mahoney, el Director de Organización y Servicios de Campo, Kevin Kistler, el Representante Internacional Senior y Organizador, Iram Ramírez, y el Representante Internacional y Organizador, Josué Montijo, quienes nos dieron la ayuda de la OPEIU cada vez que la solicitamos", dijo Sánchez Gautier.

Gratitude for Contract Help

On behalf of the Ornge AME union members, I would like to express our heartfelt thanks and gratitude to OPEIU for all its dedication and hard work in helping us organize and bring home our first collective bargaining agreement. This long and difficult journey was made easier by the tireless dedication of Senior International Representative Paul Bohelski. His skill as a tough negotiator and his ability to keep our objectives in focus were exemplary. Furthermore, special mention should be made of Paul's success with several grievances during our CBA negotiations: not an easy task, under the circumstances.

In unison,

Dave Hartzenberg
AME Supervisory Chair
DAG 9002
Ontario, Canada



The Ornge negotiating committee (left to right) Rob Lindsay, Angus Gauld, OPEIU Director of Organization and Field Services Kevin Kistler, Brad Woodrow, Bruce Wade, Dave Hartzenberg, OPEIU Senior International Representative Paul Bohelski and Matt Bennett.

AFL-CIO Labor 2013

On behalf of the Virginia AFL-CIO, we take this opportunity to thank OPEIU for all your support and dedication in Labor 2013. The resources that OPEIU provided displayed your solidarity in electing candidates who support worker issues.

This election was truly amazing, and the Labor 2013 program once again proved to make the difference in electing Terry McAuliffe as governor of Virginia and Senator Mark Herring as attorney general. This is the first time in 25 years we have elected a Democratic attorney general.

We broke two records as well. The first was the fact that for over 40 years Virginia has always elected a governor from the opposite party that is in the White House. The second record was the fact that it has been 40 years since Democrats have held the three statewide offices and U.S. Senate seats!

The success was because of the 1,747 union volunteer shifts, the 359 distinct union volunteers, the 69,416 live phone calls and knocking on doors. There were over 182,330 worksite leaflets and local union mail pieces.

Again, we are so proud and grateful for OPEIU's support during this election cycle and simply cannot thank you enough for all that you have done. The Virginia AFL-CIO looks forward to working with you in the future as we continue to fight to make life better for every family across Virginia.

In solidarity,

Doris Crouse-Mays
President
C. Ray Davenport
Secretary-Treasurer
Virginia AFL-CIO

Abercrombie Recognizes OPEIU's Fight for Justice

Many thanks for your kind and generous letter regarding S.B.1 on marriage equity [in Hawaii]. As always, OPEIU is in the forefront on justice and fairness for all.

Aloha,

Neil Abercrombie
Governor
Honolulu, Hawaii

Virginia Governor Appreciates Support

Michael [Goodwin], thank you for your congratulations and for making the trip down to Richmond on a rainy but energizing Inauguration Day.

As you heard, the vision for my administration is one that focuses on bipartisan solutions to the major challenges facing the Commonwealth. We will only move forward when we can ensure greater economic opportunity, better access to education and quality healthcare for all Virginians. That is why your support, and your advocacy on behalf of millions of working families, is especially meaningful.

Thank you again for braving the weather to join us in celebration. Now, with your help, the real work begins!

Sincerely,

Terence R. McAuliffe
Governor
Richmond, Virginia

An Inspiring Read!

I received the *White Collar* today and want to congratulate you and your staff on all the accomplishments listed in it. I'm always inspired when reading the *White Collar*. Thank you.

Fraternally,

Lena Bailey
 Director of Field Operations/Representative
 ITPEU, OPEIU Local 4873
 San Antonio, Texas

Thanks for the memories!

Thank you for giving me the opportunity to attend [the Romeo Corbeil/Gilles Beauregard Scholarship Fund summer camp] such a wonderful camp. I never had the opportunity to go to a camp that was outside my city, let alone stay overnight. The camp was great and I would personally recommend it to others.

Thank you so much!

Evan Hardy
 Son of MAGE 2002 member Elliot Hardy
 Ann Arbor, Michigan

Organizing Women Workers

The Coalition of Labor Union Women (CLUW) is deeply grateful for OPEIU's very generous contribution that helped support our 17th Biennial Convention program (Moving the Working Women's Agenda Forward) held in November 2013 in Reno, Nevada. Your assistance will help us in our efforts to organize and empower unorganized workers, advance the economic needs of working women, address the concerns of young women workers and strengthen labor's voice in the legislative and political arena.

CLUW is the only grassroots labor organization dedicated specifically to organizing nonunion women workers, engaging in political action and developing programs to address the needs and concerns of America's working women and their families. Your support in these difficult economic times is very much appreciated.

In solidarity,

Connie A. Leak
 President
 CLUW

FNA Local 713 Ratifies Contract with Wuesthoff Medical Center

Employees represented by the Florida Nurses Association (FNA), OPEIU Local 713 in Rockledge, Florida, voted on February 3, 2014, to ratify its new contract with Health Management Associates (HMA)/Wuesthoff Medical Center that includes an across-the-board salary increase in the first year of the contract. FNA affiliated with OPEIU in September 2013.

Although there were some concessions, the bargaining team was able to make some significant gains, according to FNA's Director of Labor Relations Jeanie M. Demshar, Esq. "In addition to the salary increase, the team was able to secure increases in shift premiums, an increase in charge nurse differentials, increases in the midpoint and maximum wage scale, performance pay increases in the second and third years of the contract and better on-call and callback language, among several other improvements," said Demshar. The team also retained existing float language and shift differential pay for holiday time used.



HMA is in the process of being acquired by Community Health Systems (CHS), a notoriously antiunion organization. With the looming transition, the team was able to fight back against some of the worst of the proposed concessions and negotiate better terms. The team was also able to secure a three-year contract and successor language binding CHS to the agreement.

The bargaining team was composed of President Marcia Stroud RN; Recording Chair Judy Weaver RN; Membership Chair Rodger Osterhuber RN; Matthew Price RN; Shirlene Joiner RN; FNA Director of Labor Relations Jeanie Demshar, Esq.; and FNA Labor Counsel Don Slesnick, Esq.

WHITE COLLAR

Official Organ of
**OFFICE AND PROFESSIONAL EMPLOYEES
 INTERNATIONAL UNION**
 affiliated with the AFL-CIO, CLC
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MICHAEL GOODWIN **MARY MAHONEY**
President *Secretary-Treasurer*

CALM
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Apply Now for OPEIU Summer Camp!

The deadline for the 2014 Romeo Corbeil/Gilles Beaugard Memorial Scholarship Fund's summer camp is June 15, 2014, so apply today.

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

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

The summer camp and all of the OPEIU scholarships are great benefits for OPEIU members and their families. Further information and applications can be found at OPEIU's website, opeiu.org. Click on Member Resources/Union Scholarships.



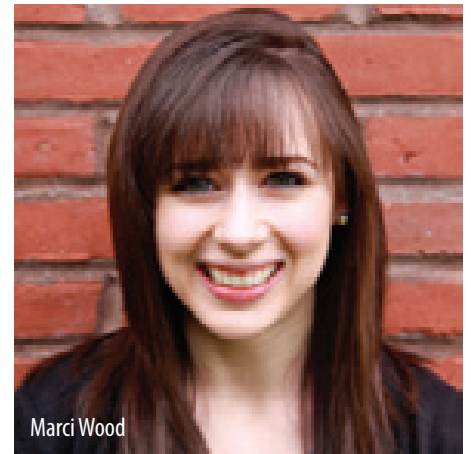
OPEIU Family Member Awarded 2013 Union Plus Scholarship

Marci Wood of Chateaugay, New York, whose mother Brenda Whalen-Wood is a member of Local 153, has been awarded a \$3,000 scholarship as part of the 2013 Union Plus Scholarship Program.

Wood has found a way to combine two of her passions. By becoming a pharmacist, she will fulfill her love of the sciences and a drive to serve others. Even before starting college, she found ways of putting both these passions to work: She worked in a research lab and job-shadowed retail pharmacists while they worked, and she volunteered as a college tour guide and a peer tutor.

Valarie Peaphon of Local 8 in Seattle, Washington, is also the recipient of a \$1,000 Union Plus LaborCorps Education Grant, a program that assists young labor activists with their student loan debt.

Congratulations to Marci and Valarie. For more information about Union Plus scholarship programs, visit UnionPlus.org/Education for applications and benefit eligibility.



Marci Wood

OPEIU Gets in the Ring!

OPEIU's support of professional boxers went 12 rounds during a fight broadcast on ESPN 2 on January 31, 2014, with a corner-ring advertisement showing support of the Boxers Organizing Committee (BOC) and its work on behalf of fighters who work in a very dangerous profession without the benefit of union representation.

More than 1 million viewers watched the Friday night broadcast and subsequent rebroadcasts in more than 100 countries worldwide.

OPEIU and the BOC are working to organize professional fighters, to give them the protections that all workers should have, including a collective voice and fair treatment on the job, as well as the establishment of rules and regulations that will benefit both the fighters and everyone involved in the sport, including the fans.



OPEIU Attends White House Youth Summit

OPEIU received an exclusive invitation to participate in the White House Youth Summit held December 4, 2013, at the White House to discuss a number of issues affecting young people, particularly how the Affordable Care Act (ACA) provides access to healthcare for young people who otherwise couldn't afford it.

The Summit featured an appearance by President Barack Obama, who explained why it is so important that young Americans sign up to make the program a success, stating that healthcare coverage is now within reach for the more than 19 million young adults who lacked basic coverage before the ACA became law. He also pointed out that



17 of these 19 million uninsured could be eligible for free or reduced coverage through expanded Medicaid and tax credits made possible by the law.

"People call it Obamacare," said the president. "That's okay with me, because I do care."

OPEIU Nurses Council Tackles Safe Staffing Levels



Members of the OPEIU Nurses Council at its meeting on January 17, 2014.

The OPEIU Nurses Council (ONC) met on January 17, 2014, in Orlando, Florida, to discuss a number of issues facing the industry and to elect officers to lead the council for the next two years.

Council members participated in HIPAA compliance training and gained a deeper understanding of best past practices. The council also commissioned the production of a video, to be posted online, calling for legislation to regulate staffing levels to protect both healthcare professionals in the often dangerous work they do every day, as well as the interests of patients.

ONC Chair Paige Yates RN, Vice Chair Joan Craft RN and Secretary-Treasurer Dina Carlisle RN were also reelected to serve until March 2016. The next ONC meeting is scheduled for June 2014 in Las Vegas, Nevada.

The ONC represents the interests of more than 12,000 nursing members of OPEIU. A recent Gallop Poll revealed that Americans rate nurses as having the most honest and ethical standards of any profession, with 82 percent rating them as "very high" or "high."

What You Need to Know About the Affordable Care Act

As of March 31, 2014, all Americans must be enrolled in a health insurance plan or incur a penalty. As a member of OPEIU, most are fortunate to have employer-provided healthcare, but many of our family, friends and neighbors are not as fortunate and have had to pay a high price for coverage or, in some cases, go without.

The Affordable Care Act (ACA) has changed all that, and it has made it easier to get affordable insurance so everyone gets the care they need when they are sick, as well as no-cost coverage of preventive services they need to stay healthy. The law holds insurance companies accountable, gets rid of the worst insurance industry practices and puts patients first.

The ACA, also known as "Obamacare," may seem complicated, but the benefits are pretty straightforward. Here are a few basic points that make it easier to understand the law.

Your ACA Top Five Talking Points

- Expands access to coverage
- Makes coverage more affordable
- Protects consumers and patients
- Improves quality of care
- Improves public health through prevention

For more information, visit aficio.org/Issues and click on the Health Care tab.

Local Unions Support Malawi Charity



Industrial, Technical and Professional Employees (ITPEU), Local 4873 President Dennis R. Arrington (right) and Secretary-Treasurer/Representative Dennis Conley present a \$2,500 contribution to K.I.N.D. to OPEIU Secretary-Treasurer Mary Mahoney.

Due to the generosity of Local Unions, OPEIU was able to make a contribution totaling \$22,338 to Kids in Need of Desks (K.I.N.D.) in 2013 and early 2014. The program, which is sponsored by UNICEF and MSNBC's *The Last Word with Lawrence O'Donnell*, provides desks to children and teachers in Malawi, literally getting them off the ground and on the path to a better education and brighter future.

Many thanks to the following Local Unions that have contributed thus far:

Local 6, Boston, Massachusetts	Local 277, Fort Worth, Texas
Local 12, Roseville, Minnesota	Local 320, Kansas City, Missouri
Local 29, Oakland, California	Local 391, Chicago, Illinois
Local 30, San Diego, California	Local 453, South Boston, Massachusetts
Local 100, Miramar, Florida	Local 537, Pasadena, California
Local 153, New York, New York	Local 2001, Knoxville, Tennessee
Local 251, Albuquerque, New Mexico	Local 4873, Savannah, Georgia

OPEIU encourages all Local Unions to consider making a contribution to K.I.N.D. in 2014. Contributions should be sent to:

OPEIU
K.I.N.D. Contribution
80 Eighth Avenue, 20th Floor
New York, NY 10011

Checks should be made out to the **U.S. Fund for UNICEF**.

OPEIU is also proud to support the efforts of Save the Children U.S.

Rising Stars Continue to Shine

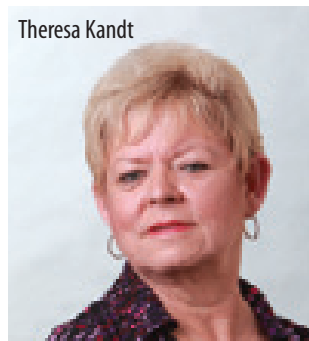


OPEIU's Rising Stars youth initiative has picked up steam and is spreading to Local Unions throughout the country. Local Unions everywhere are realizing the importance of involving young members and getting them excited about their union. The Rising Stars program was established to get members under the age of 35 involved and to take a more active role in their union and community activities.

If you are a member under 35, do you know about the Rising Stars program? Have you contacted your Local Union to see if it already has a Rising Stars chapter? If not, could you start one in your area? Get involved today and make a difference in your Local Union. For more information, check out opeiu.org or email frontdesk@opeiu.org.

Kandt Reelected as CLUW Vice President

Theresa Kandt



OPEIU's Representative on Women's Issues, Theresa Kandt, has been reelected a national vice president of the Coalition of Labor Union Women (CLUW). Kandt served as a vice president on the OPEIU Executive Board until June 2013.

CLUW was founded in 1974 and is the national women's organization within the labor movement leading the effort to empower women in the workplace, advance women in their unions, encourage political and legislative involvement, organize women workers into unions and promote policies that support women and working families.



Summit Medical Center Inpatient Pharmacy Techs Have First Contract



Summit inpatient pharmacy technicians Melvin Fabian, Rita Singh, Dulce Madrigal and Patricia Foutz. Singh and Foutz served as members of the negotiating committee.

After months of negotiations, the Summit inpatient pharmacy technicians reached a tentative agreement, and members voted to accept their first contract that includes wage increases of 4.5 percent over the term of the agreement. The technicians are members of Local 29 in Oakland, California.

The contract provides rights and protections such as seniority, just cause, grievance and arbitration, reduced weekend work required for more senior employees, severance pay, education leave, tuition reimbursement, expanded bereavement leave and shop steward recognition.

Congratulations to the negotiating committee and to all the employees who stood strong during this long fight for a first contract.

GSAF Local 100 County Supervisors Get a 5% Raise

Members of GSAF Local 100 in Miami-Dade, Florida, have won back 5 percent of their salaries after city commissioners voted to eliminate the contribution from base pay to group health insurance, retroactive to January 1, 2014.

The pay restoration is a huge victory for Local 100's county professionals

and supervisors in the aviation and sanitation departments. Late last year, commissioners did away with the contribution for rank-and-file workers in those departments but not for supervisors. Local 100 held strong as it pursued parity for its members, turning down other contract offers that didn't include retroactivity to January 1.

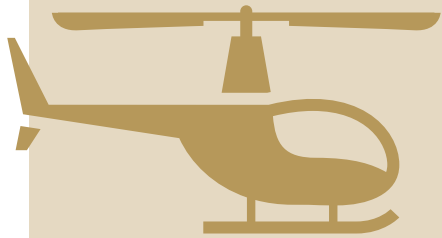
Local 101 Elects New Board

The General Association of Miramar Employees (G.A.M.E.) Local 101 has elected a new executive board. Jeremiah D. Edmond will continue to serve as president along with Vice President Roy Virgin, Secretary Anel Hevia, Treasurer Mark Williams, and Negotiators Chris McDowell, Janine Alleyne and Melissa Raynor. Best wishes to the new officers.



Check out opeiu.org for more information about your union





PHPA Mourns Loss of Two Pilots

The Professional Helicopter Pilots Association (PHPA), an OPEIU council, recently lost two member pilots in an accident that underscores the very real dangers of the profession.

Local 2007A's Chairperson Bruce Wade reported that Captain Don Filieter, First Officer Jacques Dupuy and flight paramedics Dustin Dagenais and Chris Snowball, who were members of CAW Local 2002, were killed when their Ornge air ambulance S76 helicopter went down en route from Moosonee to Attawapiskat in Northern Ontario.

"The accident shows the dangers that even experienced helicopter pilots like Don and Jacques face every day in the service of others," said PHPA President Steven Rush. "PHPA offers our deepest condolences to the families of these very brave and selfless members who gave their lives while trying to save others."

OPEIU represents helicopter pilots, fixed-wing EMS pilots, aircraft maintenance engineers and mechanics. The pilots are members of the PHPA, an OPEIU council dedicated to improving air safety and protecting the interests of commercial helicopter pilots.

The engineers and mechanics are in the process of forming their own council.

Local 32's KB Barnes Shares Knowledge at AFL-CIO Organizing Institute

OPEIU members attended the AFL-CIO Organizing Institute's Organizing Skills Training in Washington, D.C., December 6-8, 2013, where Local 32's Business Representative Karevin "KB" Barnes served as a teaching fellow.

"Being a teaching fellow for the first time was a great opportunity for me," said Barnes. "I was able to share my knowledge in organizing, and through rich dialogue with the other participants, I was also able to learn quite a lot. I strongly feel this program, by allowing new and experienced labor organizers to come together, will have a positive impact on the future of the labor movement."

The purpose of the Organizing Institute is to train young member activists and member organizers in basic organizing skills such as one-on-one communication, leadership development, motivating workers to take action and internal/external organizing campaign techniques.



OPEIU participants at the AFL-CIO Organizing Institute's Organizing Skills Training. From left to right: Local 2's Frank Pratka, Deddeh Tuley and Todd Reynolds, OPEIU Project Organizer Ileana Olavarria, OPEIU International Representative Zoraida Sequinot-Cruz, OPEIU Project Organizer Nicole Diaz-Gonzalez, OPEIU Director of Organization and Field Services Kevin Kistler, OPEIU Project Organizer Mario Seneca, Local 32 Business Representative Karevin "KB" Barnes, OPEIU Project Organizer Green Lewis III, Local 2's Michael Spiller and OPEIU Project Organizer Andom Kabsay.



Local 30 Toy Drive Success

Each year, Local 30 officers and stewards collect toys from members and coworkers to support the San Diego and Imperial Counties Labor Council's Community Services program that provides food and toys for families in need during the holiday season. And as it is each year, Local 30 was by far the program's largest contributor of toys in 2013, as the union loaded hundreds of toys and gifts into the Labor Council's truck for distribution.

"We first started collecting toys from our stewards and officers and then would donate them to the Labor Council to be given out as they saw fit," reported Local 30 Vice President Cathy Young, who runs the toy drive each year. "Our stewards were really enthusiastic about the chance to help in the community and began asking members for toys as well. Then the boxes and toy barrels were set up at workplaces, and the rest is history."

Local 30 collects new, unwrapped toys at their office from around Thanksgiving

through the week before Christmas. The Labor Council workers then handle the distribution of the food and toys collected from the unions at a stadium in San Diego. Annually, around 400 families are assisted by the generosity of the unions in the area.

"We know we are lucky to be employed in good union jobs, so this is a great thing to be doing at the holidays, something that makes you feel really good about your union," said Local 30 President Marianne Giordano. "Our members are so happy to be able to help this way. It really makes me proud."

The event has grown each year since it began in 2007 with a new record number of toys collected each year. Among the many stuffed animals, games, electronic toys and more are dozens of bikes of all sizes, complete with helmets.

This is just another example of organized labor reaching out and helping when needed.



(Left to right) San Diego and Imperial Counties Labor Council Field Organizer Charles Espinosa, Local 30 Executive Board member Catherine Engler, Administrative Assistant Kim Tyler and Maria Perez, who serves as executive assistant to Local 30's Executive Director/Chief Financial Officer Walter Allen Jr.

Squirewell Celebrates 30 Years of Service with ITPEU

The Industrial, Technical and Professional Employees (ITPEU), OPEIU Local 4873 recently recognized Chief Shop Steward Sandy Squirewell's 30 years of service to the soldiers at Fort Jackson, South Carolina, and membership in the union.

"Not only does Sandy successfully steward the unit of approximately 1,000 Johnson Food Service employees, but she has dedicated herself to the cause of organized labor off the job as well," said ITPEU President Dennis R. Arrington. "She has long been attending AFL-CIO conventions and meetings in South Carolina, stayed active in the Central Labor Councils and has been a faithful delegate at ITPEU Conventions."

"The ability to keep a unit of 1,000 employees unified and informed is no easy task, but Sandy makes it look that way," said ITPEU Assistant to the President and Representative John Brenton IV, who currently represents the unit at Fort Jackson. "With her as chief

shop steward and our two valued shop stewards Mary Homes and Ruth Brown working together, there is nothing that can't be handled at the site. There is no doubt in my mind that Sandy wholeheartedly trusts the leadership of the ITPEU and shares our commitment to the membership."

Squirewell is also vice chair of the South Carolina Working Families Party, a delegate to the ITPEU's 2014 Convention, and was recently elected by unanimous acclamation to the executive board of the South Carolina AFL-CIO.

"We are very proud to count Sandy Squirewell as a member and friend to the ITPEU," said Arrington.



Johnson Food Service shop stewards (left to right) Mary Homes, Sandy Squirewell, Andora Mitchell, who served as a steward until her recent retirement, and Ruth Brown. Squirewell serves as chief shop steward.

The Most Urgent Fact Jolie Left Out (Part II)

Guest Columnist – Jane McAlevey

In the last issue of *White Collar*, union activist Jane McAlevey shared her very personal family struggles with breast cancer and the BRCA1 gene. Having lost both her mother and sister to breast cancer, and recently diagnosed with the BRCA1 gene herself, McAlevey faced a number of decisions about her own healthcare.

I remember that all through the initial intensive testing, what mattered to me was that the medical team would assure me I was clean as a whistle when it came to ovarian cancer. Like most women, I had been incorrectly interpreting the pink ribbon awareness messaging that if breast cancer was caught early, it was treatable. But the sound of the two words “ovarian cancer” terrified me. With the worst survival odds, just 5 percent, who wouldn’t be scared of ovarian cancer?

The mother of one of my best friends, someone who was fit and in excellent health, had recently died young from ovarian cancer. And at the exact time this was all going on, a sister-like childhood friend, another really physically strong, athletic woman who ate healthily, was losing her valiant fight against ovarian cancer. She, too, was BRCA1 positive. “As long as it’s not ovarian, I will be fine,” was sort of my mantra.

The head of my medical team told me, in our very first meeting, “Too bad you’re already 44. I wish I had met you in your late 30s, as that’s when this gene seems to trigger.” Within days, a series of ultrasounds began to show something in my left ovary. While I delayed the breast decisions, the ultrasounds speeded up my “yes” to move ahead with their first recommendation, the oophorectomy (removing the ovaries and the

fallopian tubes). I signed what felt like a tree’s worth of legal paperwork saying they could keep me under anesthesia while they performed a mini-biopsy, and if they found the cancer and had any concern it was migrating out, they could remove almost anything they wanted in the lower half of my body.

When I came to in the recovery room, still bloated and groggy from hours of being knocked out, the only thing I wanted to know was did they find any ovarian cancer? “No!” Phew. Okay then, I thought, the coast is clear. All I have to deal with now is surgically induced menopause 10 years ahead of schedule (ask my ex-boyfriend about experiencing surgically induced menopause).

“**But the sound of the two words ‘ovarian cancer’ terrified me. With the worst survival odds, just 5 percent, who wouldn’t be scared of ovarian cancer?”**

Ten days later, the phone call I didn’t want came from Memorial Sloan Kettering Cancer Center. It was my oophorectomy surgeon. I knew enough to know he never called with good news. The full biopsy, the more extensive one they do post-surgery when they examine every slice rather than the quick-and-dirty mid-operation mini-biopsy, revealed early-stage ovarian cancer in my left ovary. The BRCA1 gene was already producing cancer in my body; my doctor had been right. The fuse was lit and burning early in my 40s. Just like my mother. Just like my sister. We weren’t dealing with a prophylactic or



theoretical discussion anymore. I am not easily scared, but suddenly I was shaking. I went from macho to moosh ball, from contesting Western medical theories to asking how quickly they could schedule my bilateral mastectomy.

The doctors wanted me to wait several months to let my insides heal. But despite a good union healthcare plan, I had a problem. I had quit my job and the COBRA extension was running out. When I explained my predicament – that I would soon rejoin the ranks of many Americans and have no healthcare coverage – they agreed to speed things along. Weeks later, as I was being wheeled into the operating room for what would be a very long day under the knife, I remember asking, “Isn’t there anything else you can take out just to be sure? Like, most of my body?”

My BRCA1 sister didn’t get the same advice I did, and now she’s dead. She was counseled to take the more traditional route of a lumpectomy plus lots of radiation, chemo and the endless, daily Tamoxifen. She had regular checkups. We celebrated her five-year survival anniversary. Two years later, she was diagnosed with

Stage IV triple-negative breast cancer. It ripped through her body so fast it surpassed even the terrifyingly grim odds she had been given. I spent the first few months of 2013 bathing her, rubbing her feet and holding her hands as she was dying, not celebrating my own five-year milestone.

I am angry, and I'm not having any parties; I am doubling down in the fight to fix our rather pathetic healthcare "system." Women shouldn't panic after reading Angelina Jolie's op-ed in *The New York Times*, my family's story or the ones being shared by other BRCA-positive women. We should be getting pissed off that hardly any of the pink ribbon money has gone toward researching how to prevent breast cancer. As Barbara Ehrenreich points out in *Bright-Sided: How Positive Thinking Is Undermining America*, fear is a disempowering emotion used as a tool to distract us from channeling collective anger at the root causes of many breast cancers and other cancers. Anger,

when properly channeled, can topple even the biggest obstacles, like getting profiteering corporations out of the way of sound, fair and just healthcare decision making.

Angelina Jolie created an opening; what we do with it individually and as a society is up to us. But Jolie's star power matters: Just as she focused millions on BRCA1 and in one fell swoop removed the stigma of mastectomies, we need her to add momentum to the movement for a just healthcare system. The first step is to demand that Myriad* drop its patent immediately and provide the test at cost. The second step is to get big corporations, in this case healthcare corporations, out of our political system by making it illegal for corporations to donate to politics. Patients should have the freedom to do what needs to be done to live, regardless of their economic circumstances. Making money off illness is sickening. Depriving the needy of lifesaving healthcare should be a criminal offense.

***EDITOR'S NOTE:**

Myriad Genetics made headlines in recent months after the Supreme Court ruled unanimously that human genes may not be patented, freeing up other companies and university labs to begin offering genetic testing in the field of breast cancer. The high price of the test, often more than \$3,000, was partly due to Myriad's patent. The price is now expected to drop significantly.

Jane McAleve is a union and community organizer, educator and author who was among the speakers at the OPEIU 2010 Convention in Washington, D.C. She is the executive director of SEIU Local 707 in Nevada and author of pro-union pieces for The Nation such as Labor's Last Stand and Making Unions Matter Again, as well as contributor to the New Labor Forum and AlterNet. She is the author of the book Raising Expectations and Raising Hell: My Decade Fighting for the Labor Movement!

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;
- Nominate, vote for, or serve as a delegate to the International Convention; and

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

Individuals who are employed by public employers in the states of New Jersey and Minnesota are covered by the demand and return system applicable to them and are not covered by this procedure. Other individuals who elect to be nonmembers may object to funding expenditures which are not germane to the collective bargaining process. Expenditures germane to the collective bargaining process ("chargeable" expenditures) represent that portion of the Union's expenditures devoted to collective bargaining, contract administration, grievances, arbitration, and other matters affecting wages, hours and other conditions of employment. Examples of "chargeable" expenditures include: the costs of

Continued on page 14

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negotiations with employers; contract administration expenses; communication with employers in regard to work-related issues; handling employees' work-related problems through the grievance and arbitration procedure; and Union administration.

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

Individuals who choose to file an objection will receive a rebate of their fees equal to the percentage of the Local Union's expenditures that is spent on non-chargeable expenses. The Local Union's expenditures include those amounts it remits to the International Union as per capita payments. In determining the Local Union's percentage of non-chargeable expenses, the percentage of non-chargeable expenses of the International Union is applied only to the Local Union's per capita payments to the International Union. The percentage of non-chargeable expenses of the International Union, which will be effective starting with the month of January 2014, and continuing until a new percentage is issued, is 12.53%. The major portion of a Local Union's expenditures is for items other than per capita to the OPEIU. Studies show that the final percentage of rebate for non-chargeable Local Union expenditures ranges between 0% and 8%.

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

In order for an objection to be recognized at this time, it must be postmarked during the month of June, except that new hires who choose not to join the union may also submit their objection postmarked within thirty (30) days of being compelled to pay dues or fees to the Union or within thirty (30) days of the new hire's receipt of a new employee letter from a Local Union, and except that newly resigned members may also submit their objections postmarked within thirty

(30) days from the receipt by the Union of the resigning member's letter of resignation. All objections will be effective on the first day of the month following the month in which the objection was received by the Union.

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

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

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

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

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WHITE COLLAR

OPEIU Remembers MLK



OPEIU members throughout the country participated in events commemorating the life and service of Dr. Martin Luther King Jr., including the MLK March in San Antonio, Texas, held January 20, 2014. Local 153 Business Representative Myra Hepburn (left), Local 42 President Lisa Blake (center) and Recording Secretary Kimberly Johnson attended the march, as well as educational, inspirational and celebratory events held that weekend.



FOUR DECADES AGO, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer, saved thousands of lives and prevented millions of workplace injuries and illnesses.

focus on workers' rights. Much-needed safeguards on silica and other workplace hazards, stalled for several years due to fierce business and Republican opposition, have finally started to move forward.

We must redouble our efforts to make sure these safeguards are finalized and put in place.

But our work is not done. Many job hazards are unregulated and uncontrolled. Some employers cut corners and violate the law, putting workers in serious danger and costing lives. Workers who report job hazards or job injuries are fired or disciplined. Employers contract out dangerous work to try to avoid responsibility. As a result, each year thousands of workers are killed and millions more injured or diseased because of their jobs.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe workplaces. This year we will come together to call for **good jobs** in this country for all workers. We will seek **stronger safeguards** to prevent injuries and save lives. We will stand for the right of all workers to raise **job safety concerns** without fear of retaliation, and for the freedom to form unions and speak out and bargain for respect and a **better future**. Please join us and make your voice heard.

The Obama administration has strengthened protections with tougher enforcement and a

OBSERVE WORKERS MEMORIAL DAY. APRIL 28. AFL-CIO

America Needs a Raise
Raise the Federal Minimum Wage to \$10.10 an Hour