



# WHITE COLLAR

Work Connects Us All!

Spring 2015 Issue

## Vote NO! on Fast Track

OPEIU is joining with the AFL-CIO and its other affiliated unions to freeze all political action committee (PAC) contributions to federal candidates until further notice to instead concentrate all efforts and resources on a historic legislative battle to defeat the fast-tracking of the Trans-Pacific Partnership (TPP) trade deal.

Fast track would give President Barack Obama unlimited authority to secretly negotiate so-called "free trade" pacts with other nations – notably 11 others in the Pacific Ocean region. He could then push these pacts through Congress with no labor rights or worker protections on up-or-down

votes (a direct vote on an amendment or bill without any debate).

Organized labor is leading a huge campaign against fast track, originally called Trade Promotion Authority, as it would prove to be disastrous for America's workers and for the nation. Big business, Obama and most congressional Republicans are pushing for it, while labor cites past trade pacts going back to NAFTA as strong evidence that the kinds of pacts that fast-track would allow with Asia, Europe, and covering services and government procurement, would cost the United States tens of thousands of jobs that would be sent overseas.

**“** During the next election, organized labor will remember who voted against working people when they voted for fast track. **”**

International President  
Michael Goodwin

“If we're looking for a surefire way to further shrink the middle class by sending more jobs overseas, then fast-tracking this legislation is the way to do it,” said International President Michael Goodwin.

*Continued on page 5*

## Kaiser Coalition Opens Bargaining for 100,000 members



Members of the Coalition of Kaiser Permanente Unions gather to identify, discuss and ratify bargaining interests for the national agreement.

OPEIU Local Unions 2, 29, 30 and 50 met in San Jose, California, to prepare for bargaining for the upcoming Coalition of Kaiser Permanente Unions (CKPU) national agreement. The CKPU represents more than 100,000 members who are represented by 32 different local unions throughout the United States. OPEIU represents more than 11,000 members in the coalition.

“This is the largest private-sector bargaining in the country, and the goal is to set the bar for all unions,” said International Vice President and Local 29 President Tamara R. Rubyn. “The bargaining process is not traditional, as it is an interest-based model and not based on exchanging proposals but instead on having a conversation about interests and the reasons behind them.”

Bargaining is expected to conclude in the summer months, and updates will be provided in future issues of *White Collar*.

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By Michael Goodwin, International President

For decades, Republicans have argued that tax relief is the surest way to stimulate the economy, create jobs and put more money in Americans' pockets. And for decades, we've watched these policies fail miserably while the nation has faced wage stagnation and an ever-shrinking middle class.

For this edition of *White Collar*, I'm turning my column over to Lawrence Mishel, the president of the Economic Policy Institute, who argues for a better solution, the same one that OPEIU and the labor movement have been advocating for years – give America a raise.

An increase in the minimum wage, coupled with a strengthened right to form a union and collectively bargain, is the answer to a stronger middle class and the end of wage stagnation. Let's give America a raise!

## Even Better Than a Tax Cut

By Lawrence Mishel

With the early stages of the 2016 presidential campaign underway and millions of Americans still hurting financially, both parties are looking for ways to address wage stagnation. That's the good news. The bad news is that both parties are offering tax cuts as a solution. What has hurt workers' paychecks is not what the government takes out, but what their employers no longer put in – a dynamic that tax cuts cannot eliminate.

Wage stagnation is a decades-long phenomenon. Between 1979 and 2014, while the gross domestic product grew 150 percent and productivity grew 75 percent, the inflation-adjusted hourly wage of the median worker rose just 5.6 percent – less than 0.2 percent a year. And since 2002, the bottom 80 percent of wage earners, including both male and female college graduates, have actually seen their wages stagnate or fall.

At the same time, taxation does not explain why middle-income families are having a harder time making ends meet, even as they increase their education and become ever more productive. According to the latest Congressional Budget Office data, the middle 60 percent of families paid just 3.2 percent of their income in federal income taxes in 2011, less than half what they paid in 1979.

Yes, a one-time reduction in taxes through, say, expanded child care credits or a secondary earner tax break, as Democrats propose, could help families. But as wages continue to stagnate, it is impossible to continuously cut taxes and still pay for things like education and social programs for the growing population of older Americans.

Republican tax proposals, like the reforms put forward by Representative Paul D. Ryan of Wisconsin, focus on lowering individual and corporate tax rates alongside revenue-saving efforts to simplify the tax code. But this same approach has been tried for decades – the same decades in which wages have continued to stagnate. Instead, these cuts have helped corporations, shareholders and the top 1 percent capture a larger share of economic growth.

Similarly, President George W. Bush's 2001 and 2003 tax cuts, which likewise promised to increase middle-class income, were followed by slower productivity and wage stagnation. The latest proposed Republican cuts won't even provide much short-term relief, as they tend to be targeted at the highest-income households. For example, under a much-touted proposal by Representative Dave Camp of Michigan, the middle fifth would gain

just \$279 in tax relief a year, according to the Tax Policy Center, while the top 0.1 percent would garner the largest rate cut, valued at \$248,000.

Obtaining better economic growth, another goal of these cuts, is certainly worthwhile, but it establishes only the potential for broad-based wage growth – it's no guarantee. Again, we have seen plenty of growth since 1979, but this expansion has not "trickled down" to middle-wage workers.

The challenge is to ensure that a typical worker's wages grow along with profits and productivity. There is no silver bullet, but the key is to make raising wages the central focus of economic policy making and to reverse decades of decisions that have undercut wage growth.

We need to start with monetary policy. In the next few years, the most important decisions being made about wages are those of the Federal Reserve Board as it determines the scale and pace at which it raises interest rates – and thereby slows job growth. Before raising rates, it is essential we achieve a robust recovery, with roughly 3.5 to 4 percent annual wage growth. This will ensure that wage growth matches productivity growth and that everyone can benefit from the rebounding economy.

Another short- to medium-term policy decision affecting wage growth is to avoid trade deals, such as the proposed Trans-Pacific Partnership, that would further erode Americans' wages and send jobs overseas.

And there are several things we can do to bolster the labor standards and institutions that support wage growth. Raising the minimum wage to \$12.50 an hour by 2020 would ensure that the minimum wage equals more than half the average wage, as it did in the late 1960s. And it has been too long since we have raised the salary threshold for overtime pay; raising it to \$50,000, so that anyone making below that would get overtime, would move us closer to what prevailed in the 1970s, when about two-thirds of salaried workers received overtime pay.

Protecting and expanding workers' right to unionize and bargain collectively is also essential; the erosion of collective bargaining is the single largest factor suppressing wage growth for middle-wage workers over the last few decades. And we need to modernize our New Deal-era labor standards to include earned sick leave and paid family leave so workers can balance work and family.

Finally, stronger laws and enforcement to deter and remedy wage theft and the illegal treatment of employees as independent contractors could put tens of billions of dollars into workers' pockets.

**“Protecting and expanding workers' right to unionize and bargain collectively is also essential; the erosion of collective bargaining is the single largest factor suppressing wage growth for middle-wage workers over the last few decades.”**

Contrary to conventional wisdom, wage stagnation is not a result of forces beyond our control. It is a result of a policy regime that has undercut the individual and collective bargaining power of most workers. Because wage stagnation was caused by policy, it can be reversed by policy, too.

Lawrence Mishel is the president of the Economic Policy Institute and co-chairman of Americans for Tax Fairness.

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## Cougar Settlement Means Big Payout for OPEIU Helicopter Pilots

OPEIU has won a victory for its DAG 110 members employed at Cougar Helicopters Inc. that means these helicopter pilots will receive more than \$59,000 in vacation pay owed for overtime work completed in 2012.

“As soon as OPEIU realized that Cougar was omitting money paid for overtime work when calculating vacation pay owed to its pilots, the union filed an Unfair Labor Practice (ULP) with the Canadian Industrial Relations Board alleging Cougar was in violation of the Canada Labour Code,” said DAG 110 President Paul Traversy.

**“We're pleased OPEIU was able to correct this situation and secure the money owed to these pilots.”**

PHPA President Steve Rush

A hearing was scheduled for late March 2015, but the company and DAG 110 were able to reach a settlement that meant payments to those pilots who had received lower rates of vacation pay due to Cougar's method of calculation.

“The matter has been remedied on a go-forward basis, so Cougar is now including money paid for overtime work in its calculation of vacation pay owed to the pilots,” said Steve Rush, president of the Professional Helicopter Pilots Association International (PHPA), an OPEIU council.

“We're pleased OPEIU was able to correct this situation and secure the money owed to these pilots,” said Rush, noting that the union sent the payment checks to the members in late March.

“I want to thank PHPA President Steve Rush and DAG 110 President Paul Traversy for their efforts in making this settlement come about,” said International President Michael Goodwin.

Cougar Helicopters is a St. John's-based commercial helicopter company that services offshore oil and gas fields off the coast of Newfoundland and Nova Scotia.



Left:  
DAG 110  
President Paul  
Traversy.

Right:  
PHPA  
President  
Steve Rush.

## Scholarship Appreciation

Dear Secretary-Treasurer Mahoney:

As a proud member of Local 30 who is truly grateful for the many benefits of membership, please accept my sincere thank-you for helping me achieve my educational goals of pursuing a degree in labor studies. I endeavor to use the information that I learn to benefit the OPEIU membership and all of the labor movement.

Thank you,  
Dustin Teske  
Local 30  
San Diego, California

Dear President Goodwin and Secretary-Treasurer Mahoney:

I received the letter this morning in my mailbox stating I was awarded the John Kelly Labor Studies Scholarship in the amount of \$3,250. Thank you! I cannot express how grateful I am to you. This means a lot to me, as this award helps me achieve my bachelor's degree.

In unity,  
Kelley Allen  
Local 251  
Albuquerque, New Mexico

## Supporting Labor in Puerto Rico

Dear Brother Goodwin:

On behalf of the entire Puerto Rico Federation of Labor and myself, I would like to convey my sincere gratitude for your generous donation to our organization. We strive to provide unsurpassed support and assistance to all of our affiliates with their particular needs and any situation they may be enduring. Rest assured that your donation will be well invested in our continued struggle to bring labor, social and economic justice to the working families of Puerto Rico.

José Rodríguez Báez  
President  
Puerto Rico Federation of Labor, AFL-CIO  
San Juan, Puerto Rico

## Si Se Puede!

Dear Brother Goodwin:

Thank you for your generous Gold Eagle Sponsorship of the NYC UFW Luncheon. We appreciate OPEIU for always setting the standard for strong solidarity with the UFW. It was a wonderful event. Everyone enjoyed hearing about the first

UFW contract that was typed by OPEIU members. We know that farm workers can always count on you, Mike, and your wonderful leadership team.

The UFW is in a critical struggle for a first contract with Gerawan Farming in Fresno, California. More than 5,000 farm workers work picking peaches and table grapes under Gerawan's Prima label. Right now, a hearing is taking place in front of an administrative law judge. Dozens of farm workers are testifying on alleged flagrant labor law violations committed by Gerawan. Prima brand peaches and table grapes are sold throughout the New York metro area.

The UFW will be working with labor and community leaders to ask the New York City Council to pass a resolution telling Gerawan to obey the law and implement the UFW contract ordered by the California State Mediator.

Finally, the long struggle to legalize immigrant workers took a historic first step when President Obama took executive action. Now, more than 250,000 farm workers can avoid deportation! More than 70 percent of the nation's farm worker workforce is undocumented. It was an honor for the UFW to join the president in Nevada to rally for immigration reform.

In solidarity – Si Se Puede! (It Can Be Done!)  
Arturo S. Rodriguez  
President  
United Farm Workers, Keene, California

## Workers' Voice Mobilizes Workers

Dear Brother Goodwin:

I want to send you my personal thanks for your much-needed contribution of release staff to Workers' Voice. As you know, any staff and rank-and-file members we were able to put on the ground in targeted states allowed Workers' Voice to continue mobilizing workers – not just union members but all working people – in the mid-term elections. I know we fell short of our goal on Election Day, but we still won some important battles and will continue our fight to make this country better for all workers and their families.

Again, I'm grateful for your continued support for mobilizing workers and for your investment in the Workers' Voice program.

Sincerely,  
Elizabeth Shuler  
Treasurer  
Workers' Voice, Washington, D.C.

*Editor's Note: Workers' Voice is a political action committee that was established to represent working families, union and non-union, in political and legislative campaigns. To learn more, visit [workersvoice.org](http://workersvoice.org). In addition to her role at Workers' Voice, Liz Shuler also serves as secretary-treasurer of the AFL-CIO.*

Continued from page 1

“Fast track is wrong and undemocratic, it’s a rotten process, and the American labor movement intends to kill it,” said AFL-CIO President Richard Trumka.

“Today, the trade policies of the United States are undermining the interests of working people,” reads a statement adopted by the AFL-CIO Executive Council, calling for trade policy making that is “transparent, democratic and participatory,” and holding elected representatives accountable for their trade policy positions and votes.

“When decisions about economic policy are made behind closed doors, those decisions tend to advance the policy preferences of political and economic elites, not the broad interests of the populace at large. U.S. trade policy decisions have been made this way for years, and America’s workers, small farmers, small businesses and domestic producers have paid the price,” continues the statement.

“It means lost jobs and lower wages.”

AFL-CIO President Richard Trumka

In a video posted on the AFL-CIO website, Trumka explained that while proponents of fast track say the issue is complicated, it’s actually quite simple. “The people who want fast track – that is no debate – they want to tell you how complicated it is,” said Trumka. “They want to tell you that globalization and tariffs and market share are so complicated, you can’t understand it. “I understand it,” he continued. “Let me tell you, here’s what it means: It means lost jobs and lower wages. That’s it.”

The decision to withhold PAC contributions is particularly important because organized labor’s voluntary political contributions comprise a huge share of the funds available to progressive political candidates.

“Defeating this legislation is a top priority for all working Americans,” said Goodwin. “OPEIU urges all members to contact their representatives in Congress and tell them to oppose any effort to pass fast track trade promotion authority.

“During the next election, organized labor will remember who voted against working people when they voted for fast track.”

## OPEIU Commemorates Historic March on Selma

An OPEIU delegation that included International Vice President Green P. Lewis II joined the march from Selma to Montgomery, Alabama, to commemorate the 50th anniversary of Bloody Sunday, an event that shocked the nation and led to the passage of the landmark Voting Rights Act of 1965. The commemoration included an address by President Barack Obama, a bridge crossing and rally, and workshops focused on the labor movement’s fight for a just society and an economy that works for all people.

Photo credit: Glynn Wilson



**WHITE COLLAR**

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**MICHAEL GOODWIN**  
President

**MARY MAHONEY**  
Secretary-Treasurer

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# SPEAK OUT *for* SAFE JOBS

## PROTECT WORKERS NOW!

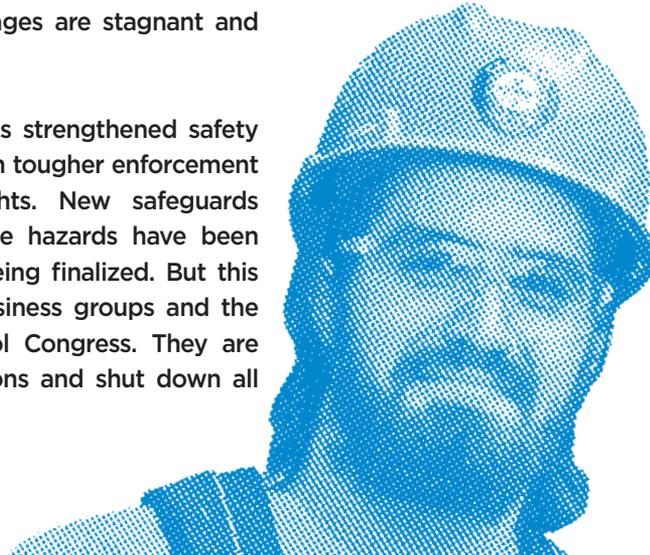
Four decades ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer and saved workers' lives.

But our work is not done. Each year thousands of workers are killed and millions more injured or diseased because of their jobs. Many job hazards are unregulated and uncontrolled. Workers who report hazards or injuries are fired or disciplined. Employers contract out dangerous work to try to avoid responsibility. At the same time, good jobs are disappearing, workers' wages are stagnant and inequality is growing.

The Obama administration has strengthened safety and health protections through tougher enforcement and expanded workers' rights. New safeguards on silica and other workplace hazards have been proposed and are close to being finalized. But this progress is threatened by business groups and the Republicans who now control Congress. They are trying to stop these protections and shut down all future regulations.

We cannot let them succeed—workers' lives are at stake.

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 jobs in this country that keep workers safe and healthy, and pay fair wages.** 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 bargain for respect and a better future. Please join us. Speak out for safe jobs.



**OBSERVE  
WORKERS  
MEMORIAL  
DAY.  
APRIL 28.  
AFL-CIO**

## AFL-CIO Executive Council Issues Statement in Support of OPEIU Podiatrists

At its February 25, 2015, meeting in Atlanta, Georgia, the AFL-CIO Executive Council adopted a statement in support of OPEIU's doctors of podiatric medicine, calling on Congress to enact legislation amending Title XIX of the Social Security Act governing Medicaid to recognize DPMs as "physicians" in the same manner in which they are recognized in Title XVIII governing Medicare.

"With the weight of OPEIU and the entire AFL-CIO behind it, we will see this amendment passed to ensure that doctors of podiatry are properly recognized as physicians under Medicaid, just as they are under Medicare, thus correcting an injustice that has been on the books for decades," said International President Michael Goodwin. OPEIU represents approximately 4,000 doctors of podiatry in its First National Guild for Health Care Providers of the Lower Extremity, Guild 45.

Below is the full AFL-CIO Executive Council Statement:



Senator Charles Schumer of New York meets with Guild 45 members to discuss Title XIX legislation, including Guild 45 President John Mattiacci, DPM, seated to Schumer's left, and International President Michael Goodwin. Also pictured are APMA Board Member Seth A. Rubenstein, DPM, standing, left; Robin Ross, DPM; and Frank Spinoso, DPM, APMA immediate past president.

### Prevent Discrimination Against Doctors of Podiatric Medicine

*AFL-CIO Executive Council Statement  
Atlanta, Georgia  
February 2015*

The AFL-CIO's affiliate, the Office and Professional Employees International Union (OPEIU), represents over one-third of the licensed doctors of podiatric medicine (DPMs) who practice in the United States.

DPMs are specialists who treat medical and surgical conditions of the foot and ankle and manifestations of systemic diseases in the foot and ankle. DPMs are defined as "physicians," along with medical doctors (MDs) and doctors of osteopathy (DOs), in Title XVIII of the Social Security Act governing Medicare, but DPMs are not similarly defined as "physicians" in Title XIX of the Social Security Act governing Medicaid.

Failure to recognize DPMs as "physicians" in Title XIX allows a state to eliminate podiatrists from the state Medicaid program as an "optional" service. This optional elimination prevents podiatrists from treating patients under Medicaid, thereby causing unnecessary interruption of ongoing care provided by podiatrists and resulting in potential harm and

injury to patients. In 2009, there were only two states in which the state Medicaid program eliminated podiatry as an option. In 2015, that number of states has grown to eight, including Alabama, Alaska, Arizona, California, Nevada, Kansas, South Carolina and Wyoming.

The ability of a state to eliminate the services of a DPM as an option constitutes discrimination in that the medical services that treat the foot and ankle under Medicaid are not eliminated, but instead just the services of one class of provider is eliminated. This causes all foot and ankle care to be provided by other, often less qualified, providers. The transfer of those patients from DPMs to other medical providers potentially increases the cost of treatment and decreases a patient's access to critically needed medical or surgical care. This discrimination eliminates the sole unionized providers of these medical services from a government-created, -supported and -financed national medical program servicing the underprivileged populations of the United States. This elimination and de facto discrimination prevents Medicaid patients, many of whom

are victims of diabetes, from gaining access to DPMs who are union members.

The Centers for Medicare and Medicaid Services (CMS) further discriminates against DPMs by failing to recognize the independent ability of DPMs to certify the Medicare beneficiary's need for durable medical equipment under Title XVIII of the Social Security Act governing Medicare. The elimination of this discrimination does not expand any current entitlement to durable medical equipment under Medicare.

These discriminations can be abolished by the Congress of the United States by enacting legislation amending Title XIX of the Social Security Act governing Medicaid to recognize DPMs as "physicians" in the same manner in which they are recognized in Title XVIII governing Medicare, and amending Title XVIII of the Social Security Act governing Medicare to recognize the ability of DPMs to independently certify the need for and prescribe appropriate durable medical equipment within their scope of practice. The AFL-CIO urges Congress to enact such an amendment.

# OPEIU's Rising Stars Shine at Next Up Summit

## *Summit Prepares Young Workers to Become Tomorrow's Leaders*

More than 50 young members of OPEIU represented the union at the AFL-CIO's Next Up Young Worker Summit held in Chicago, Illinois, on March 19-22, 2015, the largest gathering of young workers ever held in the United States.



The OPEIU Rising Stars bus makes a stop in Chicago, helping to transport participants to and from the summit.

With the theme Educate, Aspire, Organize! and aimed at building young worker power for economic and social justice from the ground up, the summit brought together more than 1,000 young union members, activists and students from throughout the United States to share their knowledge and experience, and to map out strategies to create an economy that works for young people, including tackling crippling student debt, low and stagnant wages and discrimination in the workplace.

Conference participants also heard from leaders throughout the labor and progressive movement, including actor Danny Glover, Representative Keith Ellison of Minnesota, MSNBC contributor Dorian Warren, and AFL-CIO President Richard Trumka and Secretary-Treasurer Liz Shuler.

OPEIU's emerging leaders, known as Rising Stars, participated in a number of training and strategy sessions and had more than 80 workshops to choose



More than 50 OPEIU young members traveled to Chicago to participate in training and strategy sessions aimed at raising wages for all workers, particularly young people.

from that discussed topics as varied as organizing and worker mobilization in the new economy, building leadership teams and starting young worker groups at the local level, using social media to change minds, and ultimately, how young workers fit into the global labor movement.

A number of workshops were also dedicated to political and social issues of importance to young people, demonstrating that today's labor movement is concerned about every aspect of working people's lives and fighting not just for rights in the workplace, but for social justice and equality for people of all genders, races and sexual orientations.

“ The 2015 Next Up Summit was a life-changing event. As a young leader, it provided me with the tools necessary to engage young workers. I am proud to be a Local 153 member and a Rising Star! ”

*Alicia Bruce  
Chief Shop Steward  
Local 153, New York, N.Y.*

OPEIU's Rising Stars Chair Caniesha Seldon of Local 2 in Washington, D.C., led three of the workshops, including one titled A Young Worker's Guide to the Galaxy, which gave young union activists an overview of the structure of the AFL-CIO on the national, state and local levels, and discussed the best ways for them to achieve success. She was also invited to join Secretary-Treasurer Shuler and other seasoned labor leaders in a plenary discussion of how they've been inspired by young activists and what they've learned from working with young people.

“As I journey home from the AFL-CIO Next Up Summit, I feel so full – full of hope, full of determination, full of pride, and full of the relationships that were made with my OPEIU brothers and sisters,” said Seldon. “The Rising Stars of this union aren't just winners – they're champions with the superpowers to change the world!”

“ OPEIU was extremely well represented and VERY visually present. You couldn't walk into a plenary or a workshop without seeing the blue shirts. ”

*Tyler Turner  
Recording Secretary  
Local 277, Fort Worth, Texas*



OPEIU members participate in a number of rallies and protests throughout the Chicago area, including a demonstration outside a McDonald's calling for a \$15 minimum wage. Top: Local 29 member Elisha Dupart, left, and Business Representative Nekisha Goodwin. Bottom: Local 2 Shop Steward Ian Stublarec.

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## OPEIU's Rising Stars Shine at Next Up Summit

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“ Seeing young workers from different trades, backgrounds and states reminds me that it is our responsibility to keep fighting so all workers are represented and treated fairly. ”

*Jenn Paez  
Business Representative  
Local 153, New York, N.Y.*



Rising Stars Chair Caniesha Seldon, second from left, participates in a plenary discussion with AFL-CIO Secretary-Treasurer Liz Shuler.

“ Knowing that I can marry my two passions (labor and technology) to a cause really resonates with me. I plan to take this back with me and continue to champion this cause. ”

*Jason Burnett  
Local 2, Washington, D.C.*

“ One of my biggest takeaways from the summit was a sigh of relief because I could see that this next generation had so much enthusiasm and willingness to learn and keep the labor movement going...I have to say, we sure have some go-getters in that group! ”

*Kris Bucci  
President  
Local 494, Detroit, Mich.*



Top: Local 2 members Erin Farmer and Ashley Newkirk at the Fight for \$15 rally at McDonald's. Bottom: An OPEIU group discussion on Saturday night included a visit from New Jersey State AFL-CIO President Charles Wowkanech and Secretary-Treasurer Laurel Brennan.



OPEIU Rising Stars, ready to share their experiences.

“ Being in Chicago with more than 1,000 young activists for this year’s Next Up Summit was exhilarating...As for me in Washington, we have a game plan going forward to make sure we take part in elections and actions and become more of a cohesive network that is not only more active but also, more importantly, more informed. ”

*Ian Stublarec  
Shop Steward  
Local 2, Washington, D.C.*

“ We share the same experiences and stories, on different levels and, therefore, I am not alone in my struggles. There is a large community of people ready to give the support I need to build power within my union. ”

*Naterena A. Parham-Cofield  
Executive Board Member  
and Chief Shop Steward  
Local 153, New York, N.Y.*

“ To look around and see more than 1,000 other excited, energetic, young UNION brothers and sisters made me feel proud of the work that I do on a day-to-day basis. It helped me realize that there is a generation ready to take up the mantle when our current leaders start retiring. Even though it was a long trip home, I am still fired up! ”

*Matt Smith  
Legislative Director  
Ohio AFL-CIO  
Local 98, Cincinnati, Ohio*

*Continued on page 12*

## OPEIU's Rising Stars Shine at Next Up Summit

Continued from page 11

“ I am so very inspired...by all the amazing young activists I met who are so brilliant and dedicated and make it seem actually possible that we can do this. ”

*Corinne Cosentino  
Organizer  
Local 8, Seattle, Wash.*

“ As I sat down at the first plenary session, I thought, ‘This is it.’ I finally found that sense of community I have been yearning for since high school...Being in a room with 1,000 people who share many of your beliefs is overwhelming. I would be lying if I said it was hard not to cry happy tears throughout the entire summit. ”

*Ashley Newkirk  
Local 2, Washington, D.C.*

“ My experience was superb. Learned a lot of information and got pumped up... ”

*David Le  
Local 30, San Diego, Calif.*





Here's one more thing  
union families can share.

**Save with AT&T Wireless** and Union Plus. Just because you're union, you can save 15% on select wireless service from AT&T, the only national wireless provider that's union—like you. You can save whether you're already an AT&T customer, or switching to all-union AT&T. Plus, if you use a Union Plus Credit Card on qualifying purchases, you're eligible for up to \$250 in rebates. For union members, this is an easy call.



**Save the Union Way at [UnionPlus.org/ATT](http://UnionPlus.org/ATT)**

All program plans for new and existing customers may require a new two-year contract. This offer cannot be combined with any other discounts. Qualifying monthly data plan required.



## Hawai'i Nurses Elect New Leaders

The members of the Hawai'i Nurses Association (HNA)/OPEIU Local 50 have elected new officers for the next three years. Maureen Meehan-Golonka, RN, was elected president of the union, and in her opening remarks at its board meeting in January, she offered optimism and change.

"I was elected on a pledge to bring greater transparency and inclusion to our union," said Meehan-Golonka. "There is much more we can do for our members in Hawai'i and in OPEIU. Our new board will consider a number of options and I look forward to accomplishing great things together."

Local 50's other new officers are Daniel Ross, RN, as vice president, Marina Robinson as treasurer, and Cheryl Lynn Miller as secretary.

Also elected to the HNA board were Julia Gregory, Terilyn Carvalho Luke, Merita Sao-Auelua, Marika Scalisi, Pamela "Christy" Borton, Jocelyn Abbott, Daryl Hokoana, Wendy Yoshika, Karen Evans, Alexis Watanabe, Susan Chanco, Billy Craft, Tracy Perreira, Carolyn Uehara,

Kathryn Chung, Deborah Swan, Elijah Rasco and Joan Kutzer.

HNA represents more than 4,000 registered nurses and healthcare workers throughout the state in the private sector. HNA affiliated with OPEIU in 2010 and was given its official Local Union number, Local 50, because Hawai'i is the 50th state to join the nation.

President Meehan-Golonka, a longtime union member, works as a registered nurse on the Clinical Decision Unit at Kaiser Permanente Moanalua Medical Center in Honolulu. Ross works on a medical-surgical department at the Queens Medical Center, also in Honolulu.

In her opening remarks, Meehan-Golonka thanked the outgoing officers, including past president Joan Craft and past treasurer Elayne Schwartz, for their commitment and dedication to the HNA and to the profession as a whole. Meehan-Golonka also emphasized her commitment to strengthening Local 50's solidarity and presence throughout the state of Hawai'i.



Local 50 President Maureen Meehan-Golonka, RN, takes the oath of office.

"Working together with the HNA employees, our OPEIU International and the Coalition of Kaiser Permanente Unions, we have a strong arsenal of resources to call upon to advocate for nurses, patients, and the health and welfare of our community. There are endless opportunities for HNA to truly be 'the voice that counts' in healthcare."

## OPEIU Vice Presidents Meet with DOL's Gerton

International Vice President and Local 153 Secretary-Treasurer Richard Lanigan, left, and International Vice President and ITPEU/Local 4873 President Dennis R. Arrington with Teresa Gerton, the U.S. Department of Labor's deputy assistant secretary for policy, at the AFL-CIO Executive Council meetings in Atlanta, Georgia.





## Local 40 Nurse Sally Pacholok's Story Hits the Silver Screen

OPEIU members are doing amazing work, but it's not every day that their story gets the attention of filmmakers. That is the case with Local 40's Sally Pacholok, an ER nurse employed since 1987 at McClaren Macomb in Mt. Clemens, Michigan, whose fight to raise awareness about B12 vitamin deficiencies has saved thousands of lives and has now become a feature film.

The movie, aptly titled "Sally Pacholok," is based on the true story of Pacholok's quest to stand up for her patients' health in the face of tremendous opposition from doctors and hospital administrators.

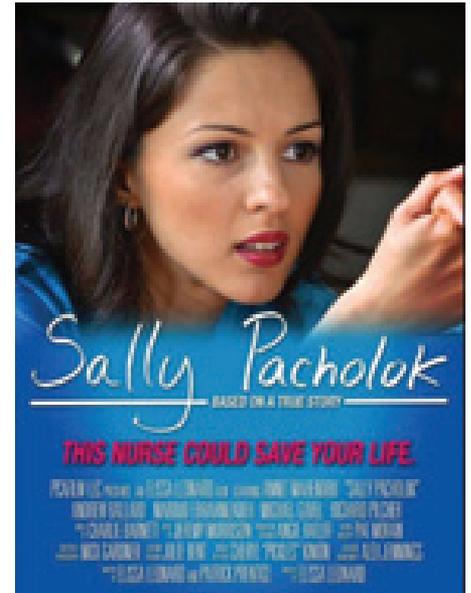
Pacholok's story began in college when she was feeling tired and rundown, and convinced her doctor to test for a vitamin B12 deficiency. Turns out she had a form of anemia, a decrease in healthy red blood cells caused by the body's inability to absorb enough vitamin B12. After a course of B12 injections, her health flourished and Pacholok was set on a lifelong path to correct what she discovered was an epidemic of misdiagnosis throughout the country and eventually the world. Pacholok's experience later informed her work as an ER nurse working in triage where she often encountered patients presenting with the same symptoms of weakness, tiredness and paleness she had endured as a young woman. Despite years of resistance

from the doctors and hospital administration – often putting her own job in jeopardy – Pacholok continued to fight for her patients to be properly diagnosed, even penning several books on the subject, including "Could It Be B12?" with her husband, Dr. Jeff Stuart, who practices at neighboring Crittenton Hospital Medical Center.

Part whistleblower, part activist, but above all a caring, dedicated nurse, Pacholok now has a worldwide following and isn't showing any signs of slowing down.

"Sally is amazing," said Local 40 President Janice Docherty, RN. "I work with her in the ER, and it is a true pleasure. Sally goes the extra mile to educate patients, and she is a wonderful union nurse. I was so happy to take my daughters to see such a positive role model," she said after attending the movie's premiere at the Washington DC Independent Film Festival on February 28, 2015, where it won the top honor of Best Feature Film. The film also participated in the Los Angeles International Women's Film Festival in March and will be part of the 10th-anniversary Women's International Film and Art Festival in Miami in June.

"I'm very proud that one of our members had the guts and fortitude to take on the administration for the health and well-being of her patients," Docherty concluded.



Top: The movie poster, with the tagline "This Nurse Could Save Your Life."

Bottom: Sally Pacholok, right, and Local 40 President Janice Docherty at the movie premiere.

## Nurses Rated Most Ethical for 13th Straight Year

A Gallup poll confirms what anybody who has ever had a hospital stay or encountered a friendly and helpful nurse at their local doctor's office knows: that nursing tops the list of the most honest and ethical professions in the United States.

The nursing profession has earned this top honor for the past 13 years, and is recognized by Americans as having the

highest honest and ethical standards, surpassing even medical doctors, police officers and, perhaps not surprisingly, members of Congress.

OPEIU represents approximately 10,000 nurses and other healthcare professionals. "We didn't need a poll to tell us that nurses have such high ethical standards. We just had to look at our own members to see that," said OPEIU Nurses Council Chair Paige

Yates, RN, who also serves as president of Local 22 in Little Rock, Arkansas.

Now for the bad news. A recent report from the Journal of the American Medical Association says that even though nine out of 10 nurses are women, male nurses earn higher salaries – typically \$5,000 more even after adjusting for factors such as experience and clinical specialty.



## OPEIU 29 Officers and Executive Board Members Reelected

Local 29 recently elected its officers and board members, including President Tamara R. Rubyn, Secretary-Treasurer Patricia G. Sanchez and Vice President Kelly Gschwend, who were all reelected for a fifth term in their positions in an uncontested election.

In addition to the principal officers, also reelected without opposition were Recording-Secretary Rosanna Wiebe; Trustees Holly Carey, Maya Garcia and Jo Lynn Pascale; and Executive Board members Deborah Krausch, Alice Robinson, Eric Sisneros, Jacqueline Dew, Joyce Lau and Anjanette Keller. Rubyn, Gschwend and Terry Keller were elected as health plan trustees, as was Gschwend as pension trustee. Local 29 also welcomed two newly elected Executive Board members, Pharaoh Lamont Stone and Minnie Chan.

"We also want to recognize Sheila Bradley and Esmeralda Gomez for their dedication and many years of service on the board," said Rubyn.

## Local 502 Mourns Loss of Jean Binford

OPEIU is mourning the loss of Jean Binford, a longtime member, a board member and one of the founders of Oberlin College Office and Professional Employees (OCOPE), who died November 28, 2014, at the age of 83. OCOPE, which was founded in the late 1960s and in 1971 signed its first contract covering administrative assistants at the college in Oberlin, Ohio, affiliated with OPEIU in 1978, becoming Local 502.

"Jean was a strong, independent woman whom I always admired," said retired OCOPE member Sheila Harley. "She always seemed to be in control and yet was very approachable. Jean always spoke her mind, and her words always seemed to be spot on."

"Jean remained an active and vocal member of OCOPE even after she retired," said Diane Lee, a former board member who currently serves as a union steward. "She was a mentor to me for a long time, as both a library employee and an OCOPE board member. She was able to provide perspective and cut through the extraneous to find the core argument... she taught me how standing up for yourself and for your coworkers could help everyone be successful."

Tracy Tucker, also a former board member currently serving as a steward, remembered Binford's indomitable spirit, saying, "Wisdom, strength, leadership, spunk, and yes, even humor, are all things that Jean Binford brought to our union. Jean reminded us, whether we wanted to hear it or not, to be grateful for the benefits our union has fought for and to stand strong. Jean was a true union member with an impeccable wealth of historical knowledge that is still effective today."

Many recognized Binford for the courage it took to organize Oberlin's administrative assistants and form OCOPE. "I've often wondered what it was like to be one of the members who had the courage and vision to organize Oberlin's administrative assistants, but then I remember knowing Jean



Jean Binford, seen here picketing during contract negotiations in 2010, remained involved in the union even after retiring.

Binford," said former OCOPE President Shelby Warrens. "Strength, conviction, visionary and integrity are words that come to mind when I think of Jean... She was a great advocate for OCOPE, but most important she was a great woman and a good friend."

Former international vice president and longtime OCOPE member Julie Weir noted, "Jean didn't stop being a union sister once she retired. She paid her retiree dues so she could continue to belong to and support OCOPE. [The union was] lucky to have such a strong union sister at its inception and for so many more years. Her faith in the union and activism helped make OCOPE strong and enabled us to build a strong contract."

When Binford was nearing retirement, she shared her thoughts in the union's newsletter about the founding of OCOPE and what her many years of service to the union had meant to her. "I feel sadness when I think of not being part of the college and my union anymore," she wrote. "But I know that I have done nothing in my life that was as purely righteous as helping to organize OCOPE. I am so very, very proud of this union and of all of you who work to keep it alive and strong."

A celebration of Binford's life was planned to be held in April 2015, for fellow union members, friends and family to gather to share stories and remember her many contributions to the members at Oberlin College.



## Local 9 Gets Contract with SEIU Health Care Fund

More than a year after voting for Local 9 representation, 42 new members from the SEIU Health Care Fund have a first contract that includes a 3 percent wage increase and a \$1,000 ratification bonus.

The road to the contract began in December 2013, when the group voted 58 percent to 42 percent in favor of Local 9 representation. According to Local 9 President Candy Johnson, it took until May 2014 for negotiations to begin, as the company prolonged accepting guidelines and dates to negotiate the new agreement.

"The first couple of negotiation sessions went nowhere, as the company over and over kept asking the negotiating team why they wanted a union," said Johnson. In July, with new Local 9 Business Manager Dave Rehberg, negotiations finally

started moving forward, but Johnson says the company wasn't finished with its tactics.

In September, the company fired one of the negotiating team members. Multiple Unfair Labor Practice (ULP) charges were filed against the company for the improper termination, failure to notify the union of the termination and finally, changing its past procedures during ongoing negotiations. After almost a month of discussion among the NLRB, Local 9 and the company, they agreed to bring back the terminated employee with all back pay, seniority and health insurance coverage.

Negotiations continued to be difficult, with the company making proposals that even non-union individuals wouldn't agree to. Then, in December 2014, the trustees of the Health Care

Fund insisted that their attorney take over the negotiations. By the end of December all non-economic issues were resolved, and in late January 2015 the economic issues were agreed upon with the \$1,000 ratification bonus, a 3 percent wage increase on employees' anniversary dates, Flex Time and inclement weather language, to name just a few of the benefits of the new agreement. The company insisted on a quick turnaround for ratification and on February 5, 2015, the membership voted by 95 percent to accept the agreement.

"Without the dedication and persistence of the four stewards, William O'Connor, Leticia Resto, Duanii Toran and Robbin Westrich, the membership would never have stayed together and ratified the new agreement," said Johnson.



New Local 9 members from the SEIU Health Care Fund, front row, left to right: Rhoda Taylor, navigator; Elsa Galingan, claims; Leticia Resto, steward/member services; Lewis Hamer, member services; Ruth Morin, member services; Giselle Rogers, claims; Angie Gonzalez, member services; back row, Ken Marshall, pension; Sherman Esper, claims; Mary Bonner, member services; Duanii Toran, steward/finance; Mario Romero, claims; William O'Connor, steward/navigator; and Lisa Foreman, navigator.

# Two Cases Could Determine Future of MAGE Employees

The Michigan Supreme Court has heard oral arguments on two monumental cases affecting Michigan Association of Governmental Employees (MAGE)/OPEIU Local 2002 employees and all unions in the state of Michigan.

The first case concerns an amendment to the public act that regulates public employment. The amendment prescribed that the government may no longer require governmental employees to join a union or to pay union dues, fees or other expenses as a condition of obtaining or continuing public employment. Unions questioned the legislature's constitutional authority to pass PA 349 with respect to classified state civil service employees. They argued that it is only within the province of the Civil Service Commission to make such changes. They also argued that the state has the authority to collect agency fees from union-eligible employees who opt out of union membership.

The second case also impacts MAGE Local 2002 members. Those members hired before April 1, 1997, who had maintained membership in the state pension system were forced to choose either to contribute 4 percent of their income to that plan



MAGE/OPEIU Local 2002 Legal Counsel Brandon Zuk, left, is pictured with Second Vice President Brant Wimbush, Labor Relations Director John DeTizio and President Al Quattrin.

or to switch to a 401(k) plan. Also challenged was the change in the way overtime is applied to the calculation of "final average compensation." Once again the unions, including MAGE, argue that the legislature overstepped its authority, because only the commission has plenary authority over the compensation and working conditions of state classified employees.

Brandon Zuk, MAGE's legal counsel, anticipates a ruling this year and expects that the Supreme Court

then will hear another lawsuit filed by MAGE in response to the state renegeing on a MAGE-negotiated agreement for a 3 percent raise and a 2 percent lump sum payment.

That case has bounced between the various lower courts and the Michigan Supreme Court, and Zuk indicates that "if the Supreme Court affirms the lower court holding that the state breached its agreement with MAGE," he then will seek damages from the Court of Claims.

## Local 19 Accepts Toledo Edison Safety Award

Local 19 Executive Board members accept the Toledo Edison Safety Award, the company's highest award, for the unit's record of 15 years without an OSHA recordable accident. Left to right are First Vice President Julian Ortiz, Secretary-Treasurer Cindy Morse, Trustee John McMahon, Toledo Edison President Linda Moss and Local 19 President Carolyn Stafford. The award was one of several received by Local 19 members for their outstanding record of safety.





## Locals 153 and 32 Members Get WILD!

Local 153 and Local 32 members joined nearly 250 union women of all ethnic backgrounds and age groups and from all sectors of the labor movement at the 12th Annual Women in Leadership Development (WILD) Conference, held March 6-7, 2015, in East Brunswick, New Jersey.

The conference, with the theme Forging Economic Prosperity through Union Solidarity, was designed to empower union women and provide them with the chance to develop strategies and tactics to fight back against today's unprecedented attacks on workers and their unions. This year saw record participation from young union sisters as part of WILD's commitment to include and inspire the next generation of workers.



Top: Local 32 President Mary Short teams up with Local 32 Executive Board member Marilyn Dawson at the WILD Conference. Bottom: At the conference, left to right, front row, Shop Steward Stephania Gilbert, New Jersey State AFL-CIO Secretary-Treasurer Laurel Brennan, Chief Shop Steward and Local 153 Executive Board member Martha Alvarez, Chief Shop Steward and Local 153 Executive Board member Alicia Bruce, and Shop Steward Mabel Wong; back row, Local 153 Shop Steward Nakeia Grier, Business Representative Myra Hepburn, Chief Shop Steward and Local 153 Executive Board member Brenda Knight and Assistant Chief Shop Steward Grace Adams-Cunningham.

## Local 35 at Northwestern Mutual Life Insurance Ratifies New Contract

Local 35 members in Milwaukee voted by 95 percent to approve a new three-year contract with Northwestern Mutual Life Insurance Company, effective April 1, 2015, that includes a merit pool increase of 3 percent for each year of the contract and several other significant improvements for the building services employees.

“The Northwestern bargaining team did an outstanding job and achieved long-sought changes for the building services union members,” said Local 35 President Alesha Monk.

“A fair and competitive agreement was reached in record time and ratified by the membership one month before the expiration date of March 31, and was possible because of the many

collaborative achievements made by the parties in the 2013 agreement,” said International Representative Patt A. Gibbs. “Northwestern is an open shop unit, and these gains are evidence of what belonging to a union can mean for people and the importance of growing union membership from within as well as externally in Wisconsin.”

Other highlights of the contract include the continuation of annual incentive pay in each of the three years; salary range increases in years two and three; eligibility for union members to participate in the same health, vision and dental plans that are provided to salaried employees; the introduction of recognition bonuses;

and the establishment of a Joint Labor/Management Apprenticeship Committee to collaborate and provide input on the skilled trades apprenticeship program.

The bargaining team consisted of Sharon Norwood, chief steward-NML Downtown Campus; Chris McDonald, chief steward-NML Franklin Campus; Charlie Campbell, NML building services and director of organizing; Annette Schlidt, member and organizing committee member; Misti Trzebiatowski, member and steward; Susan M. French, international representative/organizer; and Gibbs, international representative.



## Local 1937 Joins the Fight to Raise Wages

Merck Local 1937 Treasurer Lorraine Schell, center and wearing black coat, and Shop Steward Heidi Cory, wearing hooded jacket, join in a rally held at the Pennsylvania State Capitol calling for legislators to “Raise the Wage PA” by increasing the state’s minimum wage from \$7.25 to \$10.10 an hour. Also pictured is Lieutenant Governor Mike Stack, holding banner.



## Local 407 Receives Charter

Local 407 in New Iberia, Louisiana, which represents mechanics working in the Gulf of Mexico at Bristow Group, receives its official charter. Pictured left to right are, front row, Vice President George Evans, OPEIU Director of Organization and Field Services Kevin Kistler, Negotiating Team member Chad Prejean, Shop Steward Leo Strate; middle row, Trustee Ty Foxworthy, Recording Secretary Keith Guidry, President Paul Rivait, Senior International Representative Paul Bohelski, Trustee Danny Massey, Shop Steward Donald Miller; back row, Charter member Billy Smith, Negotiating Team member and Shop Steward Tom Nunley, and Trustee Shannon Breath. Not pictured is Local 407 Secretary-Treasurer Ted Drott, who played a key role in the organizing efforts.



## Local 106 Member Honored for Commitment to Equality

Longtime Local 106 member Sara Chaney was honored recently for her charitable efforts in her community and for her commitment to equality and dignity for all, when she received the 2014 Willard M. McRae Community Diversity Award from Liberty Bank. Current and retired members of Local 106 in Groton, Connecticut, including President Paul Bruno, pictured, attended the event.

Chaney has worked at the United Way of Southeastern Connecticut in its Gemma E. Moran United Way/Labor Food Center for more than 26 years and has been a member of OPEIU for more than 40 years.

# 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 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 that are not germane to the collective bargaining process. Expenditures germane to the collective bargaining process ("chargeable" expenditures) represent that portion of the Union's expenditures devoted to collective bargaining, contract administration, grievances, arbitration and other matters affecting wages, hours and other conditions of employment. Examples of "chargeable" expenditures include: the costs of negotiations with employers; contract administration expenses; communication with employers in regard to work-related issues; handling employees' work-related problems through the grievance and arbitration procedure; and Union administration.

Examples of expenditures not germane to the collective bargaining process ("non-chargeable" expenditures) include: expenses made for community services; for political purposes; for certain affiliation fees; and for benefits available only to members and their families. The fee reduction will represent these non-chargeable expenditures. The International Union's J.B. Moss Voice Of The Electorate 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 2015, and continuing until a new percentage is issued, is 10.44 percent. 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 percent and 8 percent.

Individuals who choose to file objections to funding expenditures that are not germane to the collective bargaining process should file them in writing with the Office and Professional Employees International Union, 80 Eighth Avenue, Suite 610, New York, NY 10011, Attention: Mary Mahoney, Secretary-Treasurer. The objection must include the objector's name, home address, Social Security number, employer, job title, department, work location, local union number and business telephone number.

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

of resignation. All objections will be effective on the first day of the month following the month in which the objection was received by the Union.

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

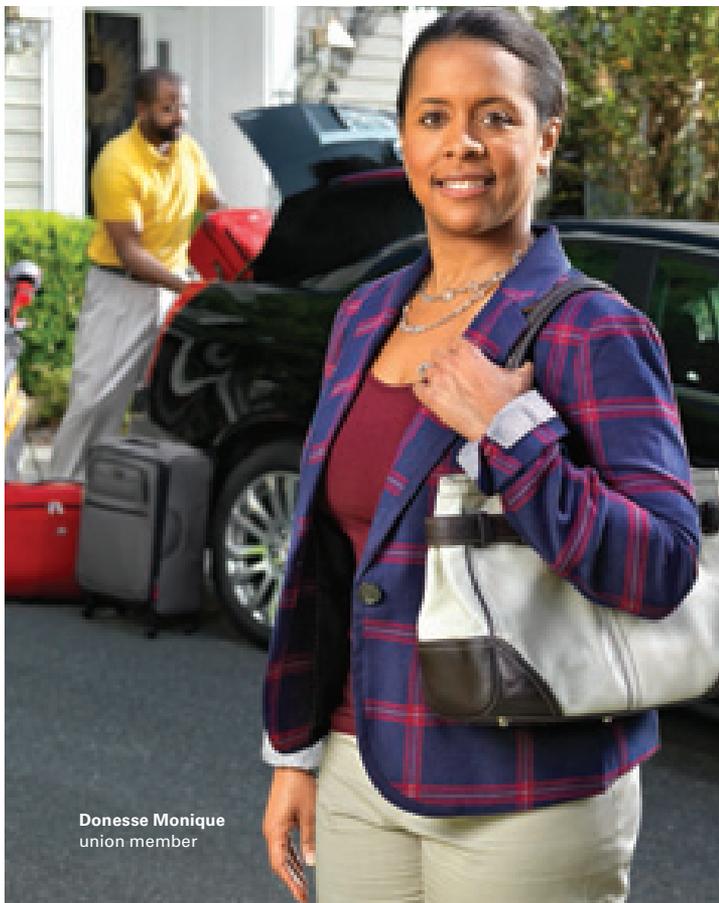
Challengers must notify Mary Mahoney, Secretary-Treasurer,

Office and Professional Employees International Union, 80 Eighth Avenue, Suite 610, New York, NY 10011, in writing, of any challenge he or she wishes to make through this arbitration procedure. Such notification must be received by the secretary-treasurer within thirty (30) days of the challenger's receipt of a letter from the Local Union informing the challenger of the amount of the rebate, the basis for the calculation and the internal procedures for filing a challenge. That challenge should specify which classifications and/or calculations of the International Union and/or Local Union are being challenged.

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

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

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



Donesse Monique  
union member

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WHITE COLLAR

## LCLAA's Sanchez Says Unions Are Central to Latinos' Future

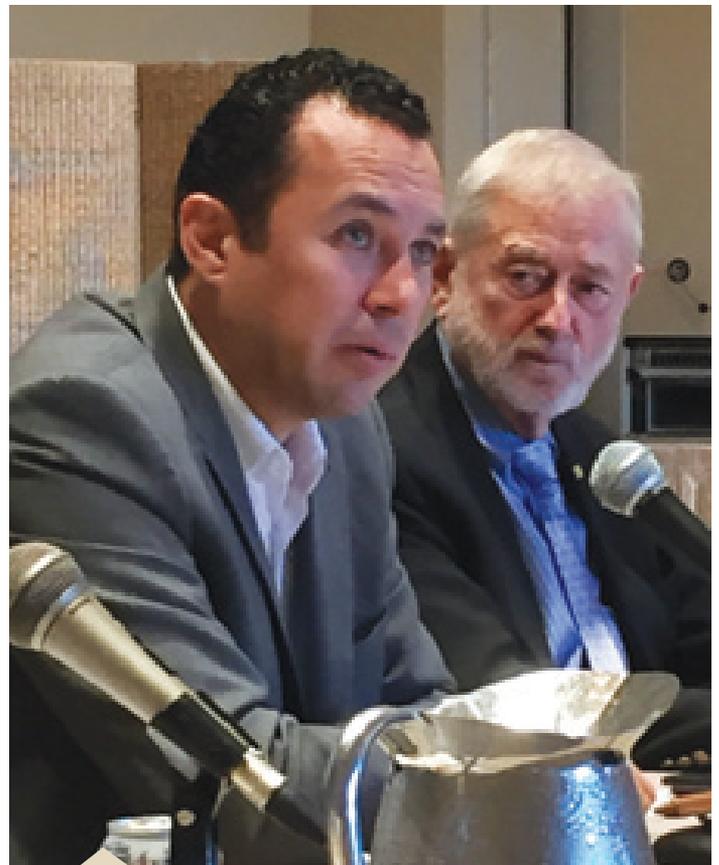
The OPEIU Executive Board was pleased to welcome Hector E. Sanchez, executive director of the Labor Council for Latin American Advancement (LCLAA), an AFL-CIO constituency group, at its recent board meeting, to hear his views about the role that unions have in ensuring a better future for the Latino community.

"Unions can play a central role in the future of Latinos," said Sanchez, noting that issues such as collective bargaining, minimum wage, free trade and so-called right to work speak directly to Latino workers and can be used to unify and organize this growing segment of the U.S. population.

Take, for instance, the issue of immigration reform. "Because of the president's executive order, 11 million undocumented workers will be integrated into our community," said Sanchez. "Let's organize them!"

Sanchez also noted that the forces working against the interests of organized labor are the same forces working against those of minority groups in this country.

Anti-worker forces are investing a lot of money to influence the Latino vote, said Sanchez, making it imperative that labor and other progressive organizations reach out and educate voters to ensure they are voting in their own best interests. "We must define the issues – collective bargaining, right to work, minimum wage, protecting Social Security and Medicare – and must be sure to invest in reaching out to these communities, or it's going to be very difficult to move forward," said Sanchez.



LCLAA Executive Director Hector E. Sanchez addresses the OPEIU Executive Board.