



WHITE COLLAR

Work Connects Us All!

Fall 2015 Issue

OPEIU Continues to Grow, Organizes 700 New Members



At its annual medical education conference, members of the New Jersey Podiatric Medical Society (NJPMS) with International President Michael Goodwin and NJ State Senate President Stephen M. Sweeney (D), center. Pictured, left to right, are NJPMS Executive Director Herman Hammerschmidt; American Podiatric Medical Association (APMA) Board of Trustees member Larry Santi, DPM; APMA Board of Trustees President Phillip Ward, DPM; Sweeney; NJPMS Lobbyist Laurie Clark; Goodwin; NJPMS Board of Trustees President Jeffery Katz, DPM; and NJPMS Guild Representative George Nassoor, DPM.

OPEIU continues to experience growth through organizing, recently adding 700 new members in two new groups – podiatrists and taxi drivers.

“OPEIU is experiencing growth because it recognizes the need to organize new and nontraditional industries and professions,” said International President Michael Goodwin. “For some, we provide support beyond collective bargaining, in areas such as legislative

and lobbying assistance, and they see the benefit of having the strength of OPEIU and the AFL-CIO behind them.”

The New Jersey Podiatric Medical Society (NJPMS) formally affiliated with OPEIU and will become a member of OPEIU’s First National Guild of Healthcare Providers of the Lower Extremity, Guild 45. The NJPMS just completed a one-year trial affiliation with OPEIU.

The affiliation will bring more than 400 podiatrists into Guild 45, which represents more than 4,600 podiatrists in various states. NJPMS is a state component of the American Podiatric Medical Association (APMA). “Guild 45 is extremely pleased to welcome the New Jersey Podiatric Medical Society,” said Guild 45 President John Mattiacci, DPM, who is also an International vice president. “This affiliation makes us stronger and better able to meet the specific challenges facing today’s podiatrists. We look forward to working together to improve standards for doctors of podiatry.”

“I want to thank President Mattiacci and Pennsylvania Podiatric Medical Association Executive Director Mike Davis for their tireless work with NJPMS for many years, which made this affiliation possible,” said Goodwin.

OPEIU Broadens Representation in the Taxi Industry

The second group to affiliate is the United Taxi Workers of San Diego (UTWSD), an association in a group of 295 taxi driver professionals, which joins the more than 2,000 taxi drivers already represented by OPEIU.

“This affiliation strengthens OPEIU’s representation of taxi drivers, a group of workers who usually don’t have the advantages of union membership and who traditionally work for substandard wages and benefits,” said Goodwin.

OPEIU and UTWSD are in the process of developing plans to become a model union for taxi drivers throughout the United States. “We are very excited about our affiliation with OPEIU and the AFL-CIO, and we look forward to working together to accomplish great things for our members,” said UTWSD President Mikaiil Hussein.

Continued on page 3

Inside:

In Historic Ruling, NLRB Says Tucson Taxi Drivers Are Employees	Page 3
Kaiser Coalition Ratifies Best Contract in Its History	Page 5
OPEIU Leads the Way in Representation of Women	Page 10
Local 306 Wins Strike at CNS Pantex	Page 12



The Truth Is Finally Confirmed

By International President Michael Goodwin

Speaker of the House John Boehner (R-Ohio) shocked the country when he announced he was stepping down and retiring from Congress as of October 30, 2015.

We have all witnessed the frustration Boehner endured within his own party, which has been captured by the extreme right. He finally reached the conclusion that his services in working on solutions to difficult problems facing the country would not be appreciated. He was continuously pressured throughout his tenure to push for deeper spending cuts and more aggressive policy changes than were possible. Boehner was trying to devise a solution to keep the government open through the rest of the year, but was under pressure from conservatives who told him they would not vote for a bill that provided funding for Planned Parenthood. It appears he was criticized every time he even looked at President Obama, so he decided to leave rather than face a potentially humiliating fight within his party.

Paul Ryan (R-Wis.) will replace Boehner to lead the Republican Party in the House. Initially, however, all arrows pointed to House Majority Leader Kevin McCarthy (R-Calif.), until he dropped his bid on October 8. He looked like a shoo-in prior to revealing the real motive of the House Select Committee on Benghazi investigating what happened on September 11, 2012, in Libya when four State Department employees were killed by terrorists.

McCarthy is not a member of the committee, but in a television appearance on Fox News, he applauded the Select Committee on Benghazi for damaging the poll numbers of Democratic presidential candidate Hillary Clinton. "She would have remained unbeatable had it not been for the committee," he said. "Everybody thought Hillary Clinton was unbeatable, right? But we put together a Benghazi special committee, and what are her numbers today? Her numbers are dropping, why?"

McCarthy's flub added ammunition to Clinton's Democratic supporters, who claim that the committee has been politically motivated since its inception in May 2014.

In an interview with MSNBC, Clinton responded, "When I hear a statement like that, which demonstrates

unequivocally that this was always meant to be a partisan political exercise, it does a grave disservice and dishonors not just the memory of the four Americans who were killed, but of everybody who has served our country."

With this stunning admission from McCarthy, **the truth is finally confirmed.** The Republicans never dared to admit

“ As the elections in primary states are held and the debates continue, we will soon find out that the clown car is full of empty suits. ”

it in public before McCarthy's flub. The goal was always to damage Clinton's presidential campaign and never to conduct an even-handed search for the facts. It is shameful that Republicans have used this tragedy and the deaths of fellow Americans for political gain.

The committee again called Clinton to testify in October 2015, and she did a masterful job in laying out the facts relating to the Benghazi tragedy.

We are just a few months away from showtime as we approach the beginning of decision-making in Iowa on February 1, 2016. Of course, the clown car is still full of occupants, with Donald Trump and Ben Carson taking turns leading the pack. As the elections in primary states are held and the debates continue, we will soon find out that the clown car is full of empty suits – inexperienced people seeking to run the world's largest economy and military superpower and become leader of the free world. With all the problems the United States is facing, the question arises: Can we afford to elect such a person?

That's why OPEIU continuously reminds its members to carry out their civic responsibilities to follow what's going on in government and politics and make informed judgments. A decision will be made on endorsing a candidate soon after we hear from you as to who is the best person to lead the country into the future, and who will best serve the interest of working women and men.

So tune in to the debates, both Democrat and Republican, and share your opinion with us. Please send comments on the candidates to frontdesk@opeiu.org.



In Historic Ruling, NLRB Says Tucson Taxi Drivers Are Employees

In a groundbreaking ruling, the National Labor Relations Board (NLRB) in Tucson, Arizona, has determined that more than 200 taxi drivers employed by AAA Transportation/ Yellow Cab are employees and are therefore eligible for union representation. The NLRB has ordered an election, and drivers will decide soon whether they want to be represented by a union.

The ruling is the first of its kind for taxi drivers, following a number of cases in which taxi drivers were instead ruled independent contractors, and is in line with new analysis used in the *FedEx Home Delivery, Inc.* decision that found those drivers qualified as employees. The key clarification in that ruling was a consideration of whether the individual has an “actual entrepreneurial opportunity for loss or gain” when determining whether an individual is an independent contractor. In both the FedEx and the Tucson drivers’ cases, it was determined that the opportunities for loss or gain were not “real or feasible,” and therefore the drivers couldn’t be classified as independent contractors.



Taxi drivers employed by AAA Transportation/Yellow Cab in Tucson, Arizona, demonstrate at the company headquarters to show their support for union representation.

The case began more than two years ago when representatives of the Tucson Hacks Association (THA) petitioned the NLRB, challenging its members’ status as independent contractors. At that time, the NLRB ruled against the THA. After the NLRB granted the THA’s Request for Review, the drivers sought assistance from OPEIU, which represents

In his October 23 decision, NLRB Regional Director Cornele A. Overstreet found that the employer exerts significant control over the drivers in a number of ways, specifically controlling the majority of the business through its dispatch system – a system that the employer can modify at will and that directly affects the drivers’ income.

approximately 2,500 taxi drivers in Las Vegas and San Diego.

“This group of drivers did as much as they could on their own,” said International President Michael Goodwin. “Within three months of the THA turning to OPEIU, we are pleased to see a favorable decision from the NLRB and are now preparing for an election.”

OPEIU Continues to Grow, Organizes 700 New Members

Continued from page 1

UTWSD is a membership-based organization formed in January 2010 immediately following a San Diego taxi drivers strike in December 2009.

High lease prices, harassment by law enforcement and public transportation officials, and a generally languishing taxi industry necessitated better self-representation and organization among drivers.

Since then, UTWSD has led the charge in effectuating real change for San Diego taxi drivers.



UTWSD President Mikaiil Hussein and International President Michael Goodwin.

Striking Workers Thankful for OPEIU Assistance

Dear OPEIU:

Local 306 would like to thank the International for all you have done for us during our strike. You not only have helped our Local Union, but the Metal Trades Council too. Please let OPEIU Director of Communication, Education and Research Nicole Korkolis know how we appreciate her hard work getting us publicity [for the strike]. Thanks again.

Pam George
President, Local 306
Amarillo, Texas

Save the Children Says Thanks for OPEIU Support

Dear OPEIU:

Thank you for your gift of \$2,500 to Save the Children. With the help of your support, Save the Children creates lasting change in the lives of children in need in the United States and around the world.

The impact of Save the Children's programs – and our donors' compassion – is clear. You've been by our side as our emergency response saves lives with food, medical care, and education and remains to help communities rebuild through long-term recovery programs. And you're with us as we work to resolve the ongoing struggles children face every day – poverty, hunger, illiteracy and disease – and replace them with help for the future.

Your support has helped us develop and perfect programs that save young lives and create better tomorrows for children in desperate need. On their behalf, thank you.

Carolyn Miles
President and CEO, Save the Children
Fairfield, Connecticut

Scholarship Appreciation

Dear OPEIU:

I just wanted to share the good news that I made the Dean's List at Penn State University this past semester using the John Kelly Labor Studies Scholarship that you gave me! I took three classes this semester – Labor Relations in the Public Sector, History of Work in America (i.e., labor history) and Statistics – and it was certainly challenging to juggle the demands of work, exams, and writing research papers, but I made it and did surprisingly well! I have to say that Statistics is probably the worst class anyone could imagine, and I was hoping to simply pass that class but was shocked to see a letter from Penn State announcing that I had made the Dean's List.

Again, thank you so much for the opportunity to finish my education (and continue for my master's) at such a great school!

Kelley Allen
Local 251
Albuquerque, New Mexico

Dear OPEIU:

Thank you [Local 32] for sponsoring me at the Romeo Corbeil/Gilles Beauregard Memorial Scholarship summer camp. It was an unforgettable experience, which I will never forget and will gladly be able to share with others. The camp taught me a lot about child labor and the true meaning and importance of unions.

In addition to my eagerness, I will take strong responsibility in my future workplace. I will make sure that I, along with the help of others, will speak out on any unjust or unfair treatment. Through this camp I have also learned to understand the power behind solidarity. Without solidarity there is no progress.

I am extremely grateful for this experience, and I hope the teens who are chosen for the upcoming years can obtain the same knowledge I've gained so we can spread it all across the country. Thank you once again, and I will never forget this experience.

Kayla Janae Wilson
Relative of Local 32 Member
Wall, New Jersey

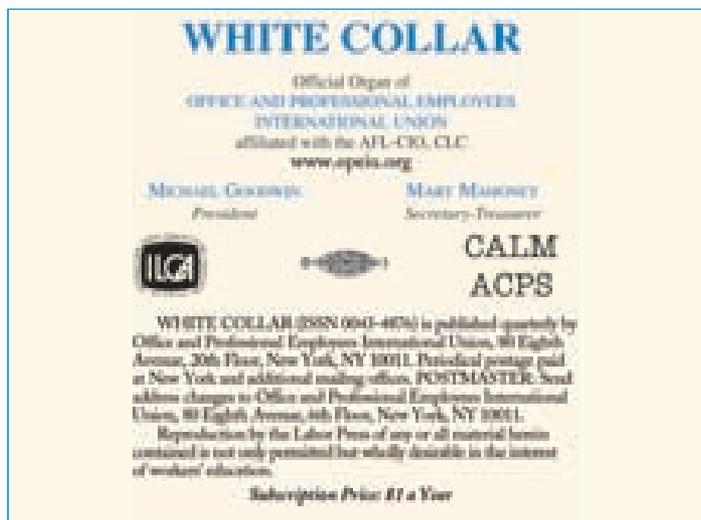
Dear OPEIU:

I am so pleased to share with [Local 100 the news] that my son James received today! It is one of the many things GSAF/Local 100, OPEIU and the AFL-CIO do for their members. I am so proud to have been in a union since I first started as a postal worker in 1974 [at] age 16. Thanks so much for everything you do.

James was really stunned and pleased to have received one of the Howard Coughlin Memorial Scholarships this year. He [began] at Florida Atlantic University this summer. Thanks again!

Sincerely,
Nick Sakhnovsky
Local 100
Miramar, Florida

Editor's Note: See page 6 for a list of all OPEIU scholarship winners and for information on how you can apply for 2016 scholarships.



Kaiser Coalition Ratifies Best Contract in Its History

Members of the Coalition of Kaiser Permanente Unions (CKPU) have ratified a new three-year agreement covering more than 105,000 employees that includes across-the-board wage increases totaling 10 percent over three years for California and 7 percent for regions outside California. The national agreement is the largest private-sector contract in the United States this year.

OPEIU represents the third-largest group of employees in the Kaiser Coalition, with more than 11,000 members from Local Unions 2, 29, 30 and 50.

The agreement also preserves pension benefits and improves dental coverage, tuition reimbursement and life insurance coverage. Medical coverage was preserved for active employees as well as for current and future retirees.

The contract provides additional funds for workforce training and development, strengthens workplace health and safety, ensures more consistent application of partnership principles, and strengthens joint problem-solving.

“We’re on year 18 of a remarkably successful strategy,” said Hal Ruddick, executive director of the CKPU. “Our contract is better than ever. Kaiser Permanente’s service and quality scores are higher than ever, and the organization is healthy and growing along with our unions. Such partnerships pay off for consumers, workers and mission-driven organizations like Kaiser Permanente.”

The agreement was reached after several months of interest-based bargaining – the collaborative approach at the heart of the CKPU’s Labor Management Partnership. Using the process, the 149 members of the bargaining team, plus union observers and alternates representing frontline workers, came together from all levels of the organization to systematically identify shared goals.



OPEIU Local Unions Support Farm Workers

OPEIU Local Unions continue to show their support for the United Farm Workers (UFW), and several presented UFW President Arturo Rodriguez with contributions when he visited the OPEIU’s Executive Board meeting in Jackson Hole, Wyoming. Pictured with Rodriguez (center) are, left to right, International Vice Presidents Pat Priloh (Local Union 457) and Greg Blackman (GSAF/Local 100); Secretary-Treasurer Mary Mahoney; International President Michael Goodwin; and International Vice Presidents Becky Turner (Local 277), Richard Lanigan (Local 153) and Dennis R. Arrington (ITPEU/Local 4873). Also making a donation on behalf of Local 30 (but not pictured) was International Vice President and Local 30 Executive Director/CFO Walter Allen Jr.



OPEIU Rising Stars Join Job Action Against Hyundai

A group of 50 young union members, including eight OPEIU Rising Stars, gathered at the Maritime Institute in Linthicum, Maryland, to be trained on how to deliver the AFL-CIO’s Common Sense Economics training. They took what they learned about the connection between the economy and social justice and led a protest at a local Hyundai dealership demanding higher pay and better working conditions for auto parts workers exposed to dangerous chemicals yet earning less than \$9 per hour.

Congratulations to the Winners of the 2015 OPEIU Scholarships



Congratulations are in order to the winners of the 2015 OPEIU Scholarships! Information and applications for the 2016 scholarships will be available in January at opeiu.org (click on the Member Resources tab). Winners are chosen by random drawing.

Howard Coughlin Memorial Scholarship Fund Full-Time Winners



Bretton Harper
DAG 2007A
Region I



Kyle Collins
Local Union 6
Region II



Katherine Hernandez
Local Union 2
Region II



James Alexander
Local Union 100
Region III



Donald Pellen
Local Union 277
Region IV



Nicholas Sieverson
Local Union 537
Region V



Daniel Campbell
Local Union 29
Region V



Jaecia Freeman
Local Union 29
Region V



Claire Coalwell
Local Union 8
Region VI



Luis Jimenez
Local Union 8
Region VI



Molly Sygulla
Local Union 8
Region VI



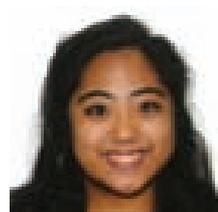
Chelsea Bauders
Local Union 494
Region VII



Elva Hines
Local Union 2
Region II



Julian Sein-Lwin
Local Union 29
Region V



Kristine Alejandro
Local Union 23
Region VI



Kristy Kain
Local Union 40
Region VII



Derrick Ostrander
Local Union 459
Region VII



Erin Warriner
Local Union 459
Region VII



Myra Hepburn
Local Union 153
Region II



Anne Sabrowski
Local Union 106
Region II



Julie Cardwell
Local Union 30
Region V



Jacqueline Lacey
Local Union 494
Region VII

The 2015 Romeo Corbeil/Gilles Beaugregard Summer Campers



The 2015 Romeo Corbeil/Gilles Beaugregard Memorial Scholarship winners attend summer camp held at the University of Missouri campus in Columbia, Missouri. The camp is open to dependents ages 13-16 of OPEIU members.

OPEIU Kids Win Union Plus Scholarships

Two OPEIU members' children have been awarded Union Plus 2015 scholarships for their achievement and display of union values. They were among 106 students chosen from more than 5,000 applicants.

This year's OPEIU winners are Clayton Cooper of Canfield, Ohio, whose mother, Beverly, is a member of Local 1794, and Kunal Shah of Fremont, California, whose father, Bharat, is a member of Local 29.

Clayton Cooper is a mechanical engineering major at Case Western Reserve University in Cleveland. A 2014 high school graduate, he was class valedictorian and earned the National Speech and Debate Association's Degree of Outstanding Distinction, among many other accomplishments. Both his parents are union members – his father, Carl, is a member of UAW Local 1112 – and both have been active in their respective unions since before Clayton's birth. Clayton hopes to follow in his father's footsteps and work in the automobile industry, particularly in the areas of automotive design and manufacturing. He says he values the fact that union membership allows his parents to stand up for what they believe in and band together with fellow employees for the betterment of all workers.

Kunal Shah is a 2015 high school graduate who plans to study computer science and aspires to a career in computer



Clayton Cooper.



Kunal Shah.

programming. As the co-founder and CEO of Taux, LLC, he is in the process of developing a music messaging application. He founded a peer counseling program at his high school and served as teacher's assistant at a summer school for the disabled, among many other accomplishments. Shah, whose parents are also both union members – his mother, Anita, is a member of CSEA Chapter 204 – said unions are "a vital part of the social fabric and economic growth." He witnessed the benefits of union-provided health coverage when his father was diagnosed with pancreatitis.

To learn more about the Union Plus scholarships, visit UnionPlus.org/Education for applications and eligibility.

Making Memories and Staying Connected



Celebrate the Holidays with Union Member-Only Savings from Union Plus.

Stay connected with 15% off AT&T wireless service.

Savings on just about everything from clothing and flowers to gift certificates. Discounted tickets to movies, plays, sporting events and theme parks. Great deals on computers, electronics, travel and more.



Get Connected to Savings

UnionPlus.org/Discounts

Credit approval required. New two-year service agreement may be required. Offer cannot be combined with any other discounts. Only the shared minutes and data for AT&T Mobile Share plans are discounted. Offer available to union members and retired union members.

OPEIU Nurses Council Makes Safe Patient Care a Priority

At its latest board meeting, the OPEIU Nurses Council (ONC) took on the issue of safe patient care, resolving that “patients, not profits, should come first” and calling on Congress and state legislatures to pass safe patient care legislation that would ensure proper nurse staffing.

“Proper nurse staffing levels are fundamental to keeping patients safe from infectious and other health hazards,” reads the ONC’s Safe Patient Care Resolution.

“Multiple studies establish the harm that can come to patients when healthcare facilities fail to put enough nurses on duty. There is no law that requires healthcare facilities to have a minimum number of nurses working at any given time,” continues the resolution. “Legislation would guarantee safe nurse-to-patient ratios in every unit, in every hospital and on every shift.”

The council also chose its leaders for the next three years, reelecting Chair Paige Yates, RN (Local 22), and Secretary-Treasurer Dina Carlisle, RN (Local 40), and electing Julie Murray, RN (Local 459), to serve as vice chair.

“**Proper nurse staffing levels are fundamental to keeping patients safe from infectious and other health hazards.**”



Chair Paige Yates, RN, seated center; Vice Chair Julie Murray, RN, seated right; and Secretary-Treasurer Dina Carlisle, RN, seated left, with the OPEIU Nurses Council at its meeting in Las Vegas, Nevada, June 22-24, 2015.

Looking to Redesign Your Local Union Website?

OPEIU recently updated its International website to support a multitude of new services and features, and to make it more mobile friendly. Check it out at opeiu.org.

Now all OPEIU Local Unions have the exclusive opportunity to also enhance their websites at a significantly reduced price.

OPEIU has negotiated an incredible savings opportunity for Local Unions to establish or even redesign their websites. The website package includes everything needed to get your Local Union a world-class OPEIU-branded web presence utilizing the latest and greatest technologies.

OPEIU’s web contractor, Harlow Media, will take care of everything, including the setup, design and input of more than 20 content pages. Harlow Media will also train your Local Union officers and staff on how to update the site if you don’t want to take advantage of the hosting plan with maintenance.

For more information and pricing, Local Unions can contact Jason Harlow directly at jason@harlowmedia.com.



OPEIU Leads the Way in Representation of Women

At Educational Conferences, Members Get Fired Up to Organize!

Participants at the final two OPEIU educational conferences of 2015 learned much about using strategic thinking and personal experiences when organizing, how the grievance process works in disciplinary cases, and the importance of getting involved politically at the grassroots level.

At both the Southeast/Southwest conference, held in September in New Orleans, Louisiana, and the West/Northwest conference, held in October in Berkeley, California, representatives from Local Unions throughout Regions III, IV, V and VI also learned that OPEIU is leading the way in its representation of women – in terms of both rank-and-file membership and leadership positions.



At the Southeast/Southwest conference, ITPEU/OPEIU Local 4873 Representative Luis Cruz accepts the Henderson B. Douglas Award on behalf of President Dennis R. Arrington and the officers and staff of ITPEU. Pictured are, left to right, ITPEU Executive Board members Joe Serrano Jr. and Lena Bailey, International President Michael Goodwin, Cruz, ITPEU Secretary-Treasurer Dennis Conley, and Secretary-Treasurer Mary Mahoney. On behalf of Arrington, Conley thanked OPEIU for all its support.

“OPEIU is very impressive and very different from most unions in its representation of women,” where genuine, systemic equality for women at the workplace, in their unions, and within the labor movement is still unrealized, noted labor educator Dale Melcher during her presentation about increasing the voices of women, young members and members of color in Local Union activities and leadership. Women compose approximately 70 percent of OPEIU membership, and similar ratios of women can be found on the International Executive Board and in the leadership of many Local Unions.

“While strong member participation is a general goal of most unions, it is particularly important that women, people of color and young workers are represented in all aspects of

the union’s work, as activists and as leaders,” said Melcher. “Women benefit from union representation even more than men.”

International Vice President and Local 153 Secretary-Treasurer Richard Lanigan led a discussion about investigating and processing disciplinary cases. “Richard never fails to captivate a room with his energy and knowledge,” said participant Sherry Patton, president/business manager of Local 129 in Houston, Texas. “His tactics and teaching skills always instill in each of us the desire to tackle the unorganized and feel that we are equipped to battle employers when necessary!”



International Vice President and Local 153 Secretary-Treasurer Richard Lanigan stresses the importance of thorough preparation when investigating a complaint or grievance.

OPEIU continues to prioritize the development of today’s young workers into tomorrow’s leaders. At the West/Northwest conference, OPEIU Rising Stars Chair Caniesha Seldon and Jorae Williams, both stewards with Local 2 in Washington, D.C., were on hand to present the AFL-CIO’s Common Sense Economics Young Workers program. The presentation showed how young workers can harness their collective power to bring about progressive change and improve their economic circumstances. “It was nice having OPEIU young workers lead the workshop,” observed a participant.



OPEIU Rising Stars Chair Caniesha Seldon, right, and Jorae Williams, both stewards with Local 2 in Washington, D.C., lead a workshop.



Participants at the Southeast/Southwest conference break into groups to discuss organizing strategies.

How the labor movement can help restore the promise of the American Dream for workers in the 21st century was also explored by Jeff Grabelsky, associate director of the Worker Institute at Cornell, in his presentation, Labor and the American Dream.

“The labor movement needs to enlarge and elevate the issues unions embrace to make the labor movement more meaningful to the next generation of workers,” said Grabelsky. “We must fight for economic democracy and make fairness and equity central to labor’s agenda and vital to America’s future. We must build a broad movement for social justice and change in order to grow our unions, and not the other way around.”



Secretary-Treasurer Mary Mahoney leads a back-to-basics review of Local Union financial obligations contained in the OPEIU Constitution, helping leaders understand their reporting and fiduciary responsibilities.



Local 50 President Maureen Meehan-Golonka shares her group’s SWOT analysis during a discussion about strategic organizing campaigns at the West/Northwest conference. A SWOT analysis involves identifying a campaign’s strengths, weaknesses, opportunities and threats when developing an organizing strategy.



International Vice President and Local 30 Executive Director/CFD Walter Allen Jr. encourages all OPEIU members to get involved in get-out-the-vote efforts in 2016 and to support the J.B. Moss VOTE Fund.

Local 306 Wins Strike at CNS Pantex

Nearly 1,200 Metal Trades Council workers, including 80 employees represented by OPEIU Local 306, are back on the job after voting to accept a four-year contract with Consolidated Nuclear Security (CNS) at the Pantex plant in Amarillo, Texas. The contract improves medical coverage and short-term disability benefits while maintaining a defined benefit pension plan for current employees. Nearly nine in 10 workers had voted to strike the company after negotiations dragged on for nine months.

Local 306 President Pam George firmly stood by Local 306 members on the strike line during the 39-day work stoppage, the longest in the plant's history. "Our members' solidarity and the outpouring of support from OPEIU and many of our sister Local Unions who gave generously during this difficult time helped us maintain our solidarity on the strike line and achieve our goal for a fair contract with the company."

CNS Pantex had been demanding drastic health insurance concessions and worker contributions to their pension plan. "We were able to

maintain our health insurance, sick leave accruals, sick leave bank and non-contributory defined benefit pension plan. In addition, we bargained 8 percent in general wage increases, with retroactivity," said George.

Senior International Representative Paul Bohelski, who helped Local 306 members on the strike line and assisted in reaching a final settlement agreement, said, "This was a hard-fought battle. This strike was never about wages. It was about holding on to hard-won benefits and protecting our members' future." As part of the settlement agreement, CNS will reimburse striking workers for any medical costs incurred, including reimbursement of any out-of-pocket COBRA premiums paid by the members, during the 39-day strike. "These are very difficult and dangerous jobs, with workers exposed to 22 different carcinogens, and they need

and deserve these benefits," said George. The 1,200 workers at CNS Pantex are responsible for the nuclear weapons life extension programs – weapons dismantlement; development, testing and fabrication of high-explosive components; and storage and surveillance of plutonium pits.



Local 306 members on the picket line against CNS Pantex are, left to right, Lori McCoy, Recording Secretary Kerri Gilley, President Pam George, Trustee Paul Owen, Jessica Cavazos and James Houser.

It is the only facility in the U.S. responsible for the assembly, disassembly and replenishment of the nation's nuclear weapons stockpile. OPEIU is one of 11 unions under the Metal Trades Council umbrella.

Local 153 Has New Contract at Hofstra University

The 270 members of Local 153 employed at Hofstra University in New York City have a new five-year contract that successfully addresses job security and layoffs as well as provides wage increases of 14.25 percent over the life of the agreement.

The new contract improves bereavement pay and days allowed, designates an additional holiday, increases annual contributions to the Local 153 Pension Fund by 10 percent commencing October 1, 2015, and increases the retirement bonus for all tiers, among other improvements.

"All of these improvements could not have been achieved if it weren't for the hardworking and dedicated

Continued on next page



Hofstra University members at the Local 153 General Membership meeting with Local 153 Assistant Business Manager John Edmonds, second from left, and International Vice President and Local 153 Secretary-Treasurer Richard Lanigan are, left to right, Chief Steward Maureen Brown, Stewards Frances Avnet and Caroline Schreiner, Advanced Care Physicians Staten Island Steward Kathleen Meraglia, and Assistant Chief Steward Gloria Hoover.

Local 153 Has New Contract at Hofstra University

Continued from previous page

negotiating committee and bargaining unit members,” said Local 153 Assistant Business Manager John Edmonds. “There were marches on a weekly basis for months, phone calls made to the president of the university and support from the other unions on campus, all of which had a huge impact on our negotiations.

“For more than a year, we had monthly membership meetings that led to weekly meetings,” Edmonds continued. “We spoke about the impact of the many layoffs in recent years. That galvanized the membership around the issue of job security, which in turn led us to bargain hard for the enhanced job security features in the new contract.”

Edmonds expressed special thanks to Chief Steward Maureen Brown, Assistant Chief Steward Gloria Hoovort,

and Stewards Frances Avnet, Matt Del Valle, Bill Jordan, Caroline Schreiner, Carol Ann Saletto and John Moorer.

“It wasn’t an easy negotiation, and without your help we would not have been able to accomplish what we did,” Brown told Edmonds in a note of appreciation to him and International Vice President and Local 153 Secretary-Treasurer Richard Lanigan. “You were always there for anything we needed, and I think that made a huge difference this time.”

Standing Strong, FCT Wins Contract With NY Archdiocese

After a year of difficult negotiations and with a determined union standing strong together, the Federation of Catholic Teachers (FCT) won a new contract that provides wage increases, new retirement bonuses, improvements in the terms for the accumulation of sick leave, classroom evaluations, professional performance appraisals and employment contracts.

The FCT, which is affiliated with Local 153, represents more than 2,600 Catholic school teachers throughout the Archdiocese of New York. The teachers had been working without a contract since September 2014, and they were not shy about expressing their firm resolve to obtain a fair agreement.



The FCT’s fight for a fair contract included rallies and one-day strikes at selected schools including St. Jean Baptiste in Manhattan.

“There’s something in this contract for everyone: part-timers, full-time teachers, veteran teachers and newer members of our union,” said FCT President Julia Pignataro. “We are happy to say that we were also able to hold the line on healthcare.”

Obtaining a fair agreement was no easy task for the FCT leadership team. Demonstrations outside of schools and the Archdiocese’s headquarters and a series of one-day strikes at selected schools were necessary to get the employer’s

attention. They also caught the attention of the media, including the New York Times and the Daily News, which wrote extensively about the situation. One columnist also highlighted the tremendous job Catholic school teachers do in educating their students, noting that 98 percent of Catholic school students in the Archdiocese of New York graduate high school, and 96 percent of them go on to college.

“There are some new members of the FCT administration, and they were clearly up to the task,” said International Vice President and Local 153 Secretary-Treasurer Richard Lanigan. “They never once wavered in the face of stonewalling they encountered during negotiations, and they kept working until a fair agreement was reached. They deserve to be congratulated for their great work.”

Local 153 Elects Entire Slate by Acclamation



EmblemHealth employees with several members of the newly reelected Local 153 administration. Left to right are Secretary-Treasurer Richard Lanigan, Marva Brown, Yvette Jackson, President Steve Turkeltaub, Monique Davis, Business Representative Myra Hepburn, Grace Adams-Cunningham and Business Manager Michael Goodwin.

"In these difficult times, when employers have sought to undermine the benefits of seniority and job security, Local 153 has maintained these benefits with great distinction," said Local 153 member Grace Adams-Cunningham in nominating for reelection the Local 153 administration's slate at its general membership meeting held in September 2015.

Elected by acclamation were Business Manager Michael Goodwin, Secretary-Treasurer Richard Lanigan, President Steve Turkeltaub, Vice President Gwendolyn Rushing and

Recording Secretary Wilma Artau-Banda. In addition to the executive officers, also elected for three years were the Local 153 trustees, executive board members and alternate delegates to the OPEIU convention.

"We pledge to you that the officers and staff will continue to work hard to improve the wages and working conditions of each and every member at your place of employment," said Goodwin. "The door to communication will always be open to everyone, so please don't hesitate to contact us to discuss any issue of concern."

Local 174 Elects Christine Page as President

The officers of Local 174 in Burbank, California, were nominated without opposition and elected by acclamation, including President/Business Manager Christine Page (who also serves as International vice president), Vice President Manny Ortiz, Secretary-Treasurer Lupe Salazar and Recording Secretary Ellen McCrea.



Local 174 President/Business Manager Christine Page.

Merck Local 1937 Reelects President Dottie Miller

Members of Local 1937 have reelected its leaders for another three-year term, including President Dottie Miller, MBA, BS. Also elected were Vice President John Edwards, Secretary Veneida Gilbert and Treasurer Lorraine Lynn Schell. Local 1937 represents administrative employees at Merck, a pharmaceutical company, in West Point, Pennsylvania.



Local 1937 President Dottie Miller.



Elect Leaders

Dennis Arrington Reelected ITPEU President

The administration of the Industrial, Technical and Professional Employees Union (ITPEU)/OPEIU Local 4873, including President Dennis R. Arrington, has been unanimously reelected by its membership.

"ITPEU members nationwide can plainly see that the ITPEU leadership is working for them, and this is a clear mandate for us to continue on the established path of growth and service," said Arrington.

"ITPEU officers, executive board members and staff remain committed to providing the support so desperately needed during these uncertain times."



The ITPEU officers, pictured at the ITPEU board meeting, left to right, in the front row, Executive Board member Joe Serrano Jr., President Dennis R. Arrington, Executive Board members T. "Ruthie" Jones and Wilma "Coco" Zimmerman; back row, International President Michael Goodwin, Executive Board member Lena Bailey, Vice President Cindy Diehm and Secretary-Treasurer Dennis M. Conley.

Local 8 Works to Improve Standards for Social Service Employees

Local 8 has won an organizing victory with another low-income housing group, as Compass Housing Alliance employees in the state of Washington voted by an overwhelming margin to form a union after a multiday election process conducted by the National Labor Relations Board.

The group of 100 case managers, counselors, maintenance staff, attendants, tellers and other employees joined with hundreds of Local 8 members in social and housing services working to improve standards for all nonprofit social service workers.

"I'm very proud of all of us who worked so hard to win this honor and privilege of union membership," said Darryl Lewis, an attendant at the Hygiene Center, which offers homeless men and women a place to use the restroom, take a hot shower and do laundry. "I feel much more secure staying in this job now that I know we are all working together, our voices will be heard and important decisions that impact our lives will no longer be decided without us."

The right to have a voice to ensure safe working conditions, livable wages, fair and consistent policies, and many other issues united the Compass workers in their effort to form their union.

Compass Housing Alliance is a Seattle-based nonprofit organization that provides emergency and transition shelter, affordable housing, and supportive services for men, women, veterans and families in the Puget Sound region. Each year, Compass' services reach nearly 8,000 people.

"Local 8 Organizing Director/Secretary-Treasurer Cindy Schu and Organizer Corrine Cosentino are to be congratulated on this tremendous organizing success," said International Vice President and Local 8 Business Manager Suzanne Mode. "It's especially exciting as we finish up a first contract for a similar group, Group Health Cooperative, that they organized late last year and that covers approximately 1,000 members."



Compass Housing Alliance staff after their win at the NLRB ballot tally are, left to right, Anna Baker, Alex Ebrahimi, Peter Kurt-Glovas and Jennifer Carter with Local 8 Organizer Corinne Cosentino.

Local 153 and Amalgamated Bank Join Fight for \$15!

Local 153 members employed at Amalgamated Bank voted 81 to 1 to ratify a three-year historic agreement, the first contract with a U.S. bank that establishes a \$15-per-hour minimum wage for all bargaining unit members.

International President and Local 153 Business Manager Michael Goodwin called the contract “precedent-setting” and one that all members at Amalgamated Bank should take pride in having achieved.

Local 153 also gained a 9 percent wage increase over three years and successfully fought off the employer’s attempt to impose large increases in medical premiums. Significantly, the union gained an expansion in bereavement coverage and strong improvements in worker protections.

Local 153 Business Representative Seth Goldstein praised the dedication of the negotiating committee members, including Chief Steward Gil Yellinek, Robin Livingston, Branda Medard, Kelia Ann Simpson and Grantley Warner.

Guild 45’s Illinois Chapter President Is Honored

Illinois Podiatric Medical Association (IPMA) past president Kirk M. Contento, DPM, was honored with an award for a lifetime of dedication and service to the field of podiatry and to Guild 45.

“Dr. Contento was a founding member of the governing board of Guild 45,” said President John Mattiacci, DPM. “He has been a true friend whose dedication, intelligence and perseverance have benefited patients, the profession, his colleagues and the labor movement. The Guild expresses its sincere appreciation to him.” International President Michael Goodwin presented the award at the IPMA annual meeting on October 9, 2015.



Kirk Contento, DPM.

AFT Interns Unionize in Groundbreaking Victory



Local 2 Representative Sarah Levesque with the AFT interns, left to right, Anna Helma, Adam Merriam, Haley Quinn, Anita Rual and Michael Hiatt.

Interns at the American Federation of Teachers (AFT) headquarters in Washington, D.C., voted by a 2-to-1 margin to be represented by Local 2, the first recognized nonmedical intern union in the United States – a groundbreaking victory in this city, region and country.

Local 2 and AFT have a long-standing and successful collective bargaining agreement for staff at the headquarters. According to International Vice President and Local 2 President Dan Dyer, nearly a year of organizing the interns began with a vision bigger than just AFT, as they recognized the changing face of the labor force and the needs it presented. “Young workers and the labor movement alike are grappling with an increasingly contingent workforce. True entry-level jobs are disappearing, and multiple unpaid or low-paid internships have become the norm for young workers.

“An internship can no longer be viewed as a purely educational apprenticeship for college students,” Dyer continued, explaining that today’s interns are not only students, but often people supporting families who cannot afford to work without a living wage or health insurance and other benefits, and who need to work more than one job just to make ends meet.

“It has always been the role of the labor movement to set the standards that lift up all workers,” said Dyer. “It is now time for the movement to lead by example by allowing interns to organize, have a voice at the table and bargain a fair contract.

“The leadership of AFT demonstrated good judgment, cooperation and vision in developing a fair election under a neutrality agreement. Interns and Local 2 view today’s success as the beginning of a long-lasting partnership,” said Dyer. Organized interns are able to press for fair pay and professional development. They can help set goals, review and evaluate team performance, identify and solve problems, and create a positive work environment that makes full use of each individual’s expertise.



Local 277 Negotiates Record Wage Increase With American Income Life

Local 277's new contract for represented employees at the American Income Life Insurance Company home office set record increases, with employees to receive more than an 11 percent increase in general wages over the life of the three-year agreement.

The agreement's first year provides an increase of \$1 an hour for all American Income Life (AIL) employees, according to International Vice President and Local 277 President Becky Turner. Compensation for employees whose task assignment includes bilingual duties was increased 25 percent, and the promotion increase for employees bidding on and awarded a higher labor grade was increased by a whopping 66 percent. The scholarship award for

employees and their families was raised to \$10,000 per year, an increase of 25 percent annually. There was no increase in insurance costs for employees through 2016, only 1 percent increases in both 2017 and 2018, and added flexibility regarding personal leave.

"This is the first time we ever received a unanimous ratification vote on a collective bargaining agreement," said Turner. "By the year 2018, the minimum wage of anyone working at AIL will be a few cents short of \$12 per hour. In a time when corporations are taking away or freezing pension plans, AIL agreed to an increase in the pension plan for represented employees. All around, it is an excellent contract," noted Turner. Local 277 is located in Fort Worth, Texas.

Local 277 Members Spano and Hulme Honored

Longtime Local 277 members Rona Spano and Brett Hulme were honored in 2015 for their commitment and service to the labor community. Both Spano and Hulme are public relations representatives for American Income Life Insurance Company, whose employees are represented by Local 277.

Spano, a Local 277 member since 1991, was one of two recipients of the prestigious 2015 Olga Madar Award from the Coalition of Labor Union Women as it celebrated International Women's Day with a dinner and ceremony on March 25 in Chicago, Illinois. Spano is recognized in the labor community for her outstanding work on behalf of labor and for volunteering to support the needs of working families in her community.

Hulme, a Local 277 member for more than 26 years, received the Georgia AFL-CIO Labor Leader of the Year award at a dinner and ceremony in Atlanta, Georgia, on July 25, for his tireless efforts to advance labor's ideals across Georgia while serving as president of the Savannah Labor Council. Hulme is well-known in the labor community for

his tenacity and ability to get the job done for working families in the state and across the country.

"It is an honor to have Rona and Brett as our members because they illustrate what labor does and is for our communities and working families," said International Vice President and Local 277 President Becky Turner.



Rona Spano.



Brett Hulme.

OPEIU Mourns Loss of 2 Outstanding Leaders

OPEIU is mourning the loss of two longtime OPEIU leaders and activists, former Local 40 Vice President Sandra Sulflow and former Local 393 President Susan Carey.

Sulflow retired from McLaren Macomb Hospital in Mt. Clemens, Michigan, after 27 years as a registered nurse, and had devoted her life to improving the nursing profession through her various leadership roles at Local 40. Her commitment was to improve patient care, safety and working conditions for fellow nurses.

Carey worked at the UAW Local 599 in Flint, Michigan, for more than 40 years, serving as administrative assistant to a succession of UAW presidents. She was appointed by Governor John M. Engler to serve as commissioner of the Michigan Employee Security Agency, the first woman to hold that position.

Locals 8 and 23 Merge

Local 23 members in Tacoma, Washington, have voted 95 percent in favor to merge with Local 8 in Seattle, "making history with two strong OPEIU Local Unions becoming an even stronger OPEIU Local 8," said Local 8 President Kellie McGuire.

"I am truly excited to move forward together as proud and active members of Local 8. I look forward to our many opportunities in being part of a 6,000-member-strong union," said Local 8 Executive Board member and former Local 23 president John L. Adams.

Locals 40 and 459 Nurses Hold School Supply Drives

Locals 40 and 459 nurses in Michigan held backpack drives for schools in their communities, providing much-appreciated school supplies to children in need.

According to Local 40 President Janice Docherty, RN, approximately 10 percent of students at Mt. Clemens Elementary School are homeless, so Local 40 sought to provide backpacks fully stocked with school supplies to as many of these children as possible.

"We hoped to provide 15 to 20 completed backpacks. Our nurses and other staff at McLaren Macomb Hospital pulled together, and came to the event with 140 stocked backpacks! Chief Steward Dina Carlisle, RN, and Trustee and Steward Jenna Sahr, RN, did a great job promoting the drive. Local 40 promised to be back with 300 next year so that no child goes without and no parent has to worry about the expense of purchasing school supplies at the beginning of the year," said Docherty.

Local 459 nurses held their annual "Stuff a Backpack" drive, collecting backpacks and supplies for children in the foster care system in Lansing, Michigan. "These children often arrive at school with just the clothes on their backs," said Local 459 Chief Steward Julie Murray, RN.

"Without these donations, they may carry supplies to school in a garbage bag, which only makes them feel even more isolated and alone. The role of nurses goes far beyond the walls of a hospital or office; nurses have a natural desire to help their community in ways that most people never see, and nurses involved in the labor movement are especially inclined to reach out to other disenfranchised groups to help. They know it feels great to stand together in solidarity and make a difference in people's lives," noted Murray, who also serves as vice chair of the OPEIU Nurses Council.



Local 40 Vice President Jeff Morawski, RN; Chief Steward and OPEIU Nurses Council Secretary-Treasurer Dina Carlisle, RN; President Janice Docherty, RN; and Trustee and Steward Jenna Sahr, RN.



Local 459 members and officers sort supplies at their annual "Stuff a Backpack" drive.

Local 42 Celebrates 70th Anniversary

Local 42, serving more than 600 members covered by more than 80 collective bargaining agreements in the Detroit, Michigan, metropolitan area, celebrated its 70th anniversary in 2015.

Chartered the same year that OPEIU was founded, Local 42 "is well-respected as a Local Union that aggressively fights for and defends its members in pursuit of improved wages and working conditions," read a resolution presented by International President Michael Goodwin at an event held October 19 to commemorate the anniversary. "In recognition of its 70th anniversary, OPEIU salutes and congratulates the officers, members and staff of Local 42 for a job well done."

"It was great to see a number of our members and retirees come out to celebrate our 70th anniversary, along with several members from our sister Local Unions in Michigan, and we would especially like to thank and recognize our special guest, International President Michael Goodwin, for coming



International President Michael Goodwin presents a resolution in recognition of Local 42's 70th anniversary. Local 42 officers and members with Goodwin are, left to right, Trustee Deborah Blodger, member Roslyn Tripp-Bowers, Trustee Vicki Jenkins, Vice President Duane Spencer, Goodwin, President Lisa Blake, Trustee Margarita Reyna, Board Member-at-Large Nina Brooks, Recording Secretary Kimberly Johnson and Secretary-Treasurer Lillian Hardy.

and celebrating with us," said Local 42 Vice President Duane Spencer.

Also marking the occasion were Region VII International Vice Presidents Aaron Sanders, president of Local 512, and Sharon Taylor, president of Local 459, as well as Theresa Kandt, former International vice president and past Local 42 executive board member. "Local 494 President Kris Bucci and Local

393 President Lynda Eckstrom also came out to help us celebrate," said Spencer. "I want to thank the members of our executive board, who helped make this night such a success. It was a great, fun-filled evening, and it is my hope that Local 42 will be around for another 70 years, representing our membership and carrying on the traditions and endeavors of OPEIU."

FOR UNION MEMBERS ONLY...

Festive Savings

Make Union Plus your one-stop source for holiday gifts this year. Stretch your budget with all kinds of valuable discounts and rebates available to union members, including:

- **Save 15% off** AT&T wireless plans through Union Plus.
- **Deals** on computers, mobile devices, travel and union-made cars and trucks.
- **Discount tickets** to movies, plays, sporting events and theme parks.
- **Savings on everything** from flowers and clothing to gift certificates and presents for pets.



Shop today at
UnionPlus.org/Discounts

*Avail. only to current members of qual. AFL-CIO member unions. Must provide valid union membership card or other acceptable proof of union membership & subscribe to svc under an indiv. account for which the member is personally liable. See details at www.UnionPlus.org/ATT or visit an AT&T store. Discount subj. to agmt between Union Plus and AT&T & may be interrupted, changed or discontinued w/out notice. Discount applies only to recurring mo. svc charge of qual. voice & data plans, not overages. Not avail. w/ unlim. voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to the mo. plan charge of plans with more than 300MB, not to add'l mo. device access charges. May take up to 2 bill cycles after elig. confirmed & will not apply to prior charges. Discount applied after application of any avail. credit & may not be combined w/ other svc discounts. Add'l restr's apply. Contact AT&T at 866-499-8008 w/ questions.





Printed in the USA

AFL-CIO, CLC

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

WHITE COLLAR

Clinton Pledges to Push Employee Free Choice Act

Democratic presidential candidate Hillary Clinton supports comprehensive labor law reform.

The former New York Senator and U.S. Secretary of State told the AFL-CIO Executive Council at its semiannual meeting, "I believe worker power is vital to increasing incomes" – words she repeated at a subsequent press conference.

"I was an original cosponsor of the Employee Free Choice Act while I was in the Senate and will do everything I can to pass it" if elected to the Oval Office, she said.

All presidential hopefuls from both parties were invited to meet and share their agendas with the Executive Council. Clinton, Senator Bernie Sanders (I-Vt.), former Arkansas Governor Mike Huckabee (R), former Maryland Governor Martin O'Malley (D) and former Virginia Senator Jim Webb (R) accepted the invitation.



International Vice President and Local 153 Secretary-Treasurer Richard Lanigan, International President Michael Goodwin and Secretary-Treasurer Mary Mahoney with Democratic presidential candidate Hillary Clinton at the AFL-CIO Executive Council meeting.