

SOUTHERN CALIFORNIA/
ARIZONA/COLORADO

AGREEMENT REACHED, STRIKE AVOIDED AT KP



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After a delay of more than a year and a half, and as a result of constant and unrelenting attempts to settle, the Coalition of Kaiser Permanente Unions (CKPU) finally won a new National Agreement with Kaiser on behalf of more than 83,000 workers nationwide. The agreement was reached in the early morning hours of September 26th and was ratified by Local 30 members by an overwhelming majority in early October. The Agreement is retroactive to October 1.

The long-fought battle to preserve current member's benefits, reject a two tier system that would have reduced or eliminated certain benefits for new employees, protect the current pension plan, and at the same time win improvements in job security and provide wage increases, was worth the wait. The new agreement also provides a path to rebuild the Partnership that has for the past twenty years been a proven success for both Kaiser and our members.

"It was a long, difficult process but in the end, we got what we needed to be able bring back a contract that our members could proudly support," reported Marianne Giordano, Local 30 Executive Director and member of the bargaining team. "While we all wish this could have been easier and less combative and avoided the struggle of the past eighteen months. We did get a good agreement and we actually built solidarity in our union at the same time. I am extremely proud of how our members came together to fight for fairness and to protect their benefits and those of our sisters and brothers in all the unions of the Coalition."

"After twenty years of labor and management working together in Partnership and succeeding together, this was unfortunate," stated Local 30 president Roger Lester. "My hope is that we will move forward from here, learn lessons from all this, and build an even better, stronger Partnership going forward. We know how to do this, and we

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2019 OPEIU Convention

The 28th International Convention of the OPEIU was held in June in Las Vegas. The Convention is the Constitutional governing body of the International Union where policy statements, constitutional changes, and legislative issues are decided by the delegates elected from each local union of the OPEIU. In attendance representing Local 30 were Executive Director/CFO Marianne Giordano,

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GROSSMONT HOSPITAL WORKERS WIN NEW CONTRACT

Local 30 Union members at Grossmont Hospital in San Diego have ratified their new three-year contract in a near unanimous vote. EVS and FANS workers at the hospital are employed by Sodexo, Inc. and provide environmental and food service. The contract included wage increase each year and retroactive pay back to October of last year. Holiday pay for part-time employees was improved, and there were no benefit reductions of any kind. The most significant new benefit added was longevity pay for all Union members. Going forward these workers will receive additional pay on top of their regular wages based on their seniority, rewarding members who have been there for their commitment to the employer.

“This was not an easy contract to settle,” declared Local 30 Director of Member Services Annette Baxter. “This committee worked hard to produce a contract that all members would approve and certainly won big with the addition of the new longevity pay for their hard work and over time. This is a good contract.”

The members of the bargaining committee were Keisha Barnes from FANS, and Joan Fontana and Jose Ramirez from EVS.

“Our members spoke loudly with their vote to approve this agreement,” said Keisha Barnes. “The longevity pay was a really important new benefit for all of us and shows that those of us who have been here and done a good job are appreciated. Thank you, Local 30.” ★



As a member of Local 30 you are covered by the OPEIU Safe Driver Towing benefit which is completely FREE of charge. Call the union office today for more information. ★



LOCAL 30 AND CITY OF HOPE REACH AGREEMENT



Local 30 members at City of Hope in Los Angeles have approved their new contract. The three year accord will provide wage increases, benefit improvements, and the continued security of a union contract to the more than 450 Local 30 members working there.



The bargaining committee for the union consisted of Annie Watson, chief steward, and stewards Elsa Vasquez, Raudy Martinez and Jose Alvarez. Leading the bargaining team was Annette Baxter,

Director of Field Services, and accompanied by Marianne Giordano, Executive Director. The union’s bargaining committee unanimously recommended support for the package.

“Our team did a great job and really stuck together through our discussions,” reported Annie Watson. “We have a long standing relationship with this employer and have always worked through our issues respectfully and as equals. This round was no different and resulted in further improvements for our members.”

“Thank you to all who made this contract negotiation a successful one,” said long-time steward Elsa Vasquez.

“I was proud to represent so many



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LOCAL 30 MEMBERS AT ZENITH RATIFY NEW AGREEMENT



Local 30 members employed by Zenith American Solutions, a pension fund third party administrator in Phoenix, Arizona have

settled and ratified their new contract. The union has had this contract for more than thirty years and has made steady progress in improving wages and benefits during that time.

The new three-year agreement provides for some favorable language changes, adds a new differential for bi-lingual pay, and wage increases each year of the contract. Members ratified the agreement unanimously.

Steward and negotiating committee member Linda Winters has worked for the company for 39 years and has been a part of bargaining the agreement for most of those years. "The company is doing well, they are growing, and they understand that the employees are a big part of that success," said Linda. "So, when we asked for raises a little better than last time, they agreed. Our members are very happy with this contract."

"I was really impressed with how respectfully we were treated by our employer throughout this process," commented bargaining committee member Rosa Martinez. "I was very happy to be a part of it and to bring back a good agreement for our co-workers."

Bargaining was led by Walter Allen for Local 30 and together with the committee reached the agreement in mid-May. Wage increases happen on

June 1st of each year and the contract runs through May 31, 2022. ★

FIRST FINANCIAL/LOCAL 30 REACH ACCORD

Local 30 members employed by First Financial Federal Credit Union, a credit union that serves the education community in Southern California, have settled and ratified their new contract. Local 30 has represented the employees at First Financial for more than 30 years and has made steady progress in improving wages and benefits during that time.



The new five-year agreement provides favorable language changes, adds a new labor/management committee, additional vacation days, additional family care time, a \$500 lump sum bonus to employees who reach the maximum of the scale, and wage increases each year of the agreement. The bargaining committee strongly recommended passage of the contract at ratification and the members agreed unanimously.

Bargaining committee members were stewards Monica Rodriguez and Lori Wade, both first time participants in the process but well familiar with the contract and the issues discussed. "We worked very hard on this contract and felt the effort was well worth it," said Monica. "I enjoyed the experience and felt like we accomplished a lot."

"There was a lot of back and forth, and lots to discuss but in the end, we brought back a contract that our coworkers really liked, and were happy about," reported Lori.

Business Agent Angela Jensen and Walter Allen led the bargaining for Local 30 and together with the committee reach the agreement in late May. The wage increases went into effect on June 1, 2019.

"This was a great process, one of mutual respect and professionalism," state Angela Jensen. "When your members ratify the agreement unanimously there's not much more to say." ★



2019 SCHOLARSHIP FUND GOLF TOURNAMENT



Once again, the annual fundraiser for the Local 30 Scholarship Fund was a great success. Held at the Riverwalk Golf Course on May 17, 2019. Special thanks to our Sponsors and Contributors this year.

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Kaiser Permanente Labor & Trust
Maritime Museum of San Diego
Stadium Golf Center & Batting Cages





President Roger Lester, Vice President Mike Ramey, Recording Secretary Catherine Engler, and Trustee Diane Nunez. Also attending were Annette Baxter, Angela Jensen, Briggett Mitchell, Carolina Aceves, Ezequiel Diaz, Manual Santillan, Raymond Gallardo, Cathy Young, and Carmen Corral.

This year’s Convention saw a number of changes all aimed at refocusing the priorities of the Union to meet the ever-changing needs of our members across the US and Canada. Among the changes the Convention committed to greater participation in the political process, a new direction for growth with greater support for organizing new members, and support for local unions facing financial and membership losses to consider mergers to build greater strength.

Fundamental to the work of the Convention is the election of Constitutional officers and the International Union Executive Board. One significant change for Local 30 this year was the retirement of our own Walter Allen from the Executive Board after nearly twenty years. Walter was first elected to the Board in 1998 from Local 6 in Region II, and then again in 2002 in Region V following his move to Local 30. At this Convention Walter was proud to nominate Local 30 Executive Director Marianne Giordano to fill his seat on the Executive Board.

“I have been very honored to have had the opportunity to serve my Union in this position during my career in the Labor Movement,” stated Allen. “There is so much more that needs to be done to reclaim the rightful position of Labor in our economy and in our communities. We need strong and committed leadership, and in the OPEIU and we have just that. Marianne is now a part of that team and I know her passion and commitment is just right for the tasks ahead. I was proud to nominate Marianne to fill this seat.”

“This has certainly been a year of change both for our union and for me personally,” said Giordano. “A lot of people have placed their trust and confidence in me, and I will certainly do all I can to live up to that. I could not have had a better mentor along the way than Walter, and I will work hard to make that investment in me payoff both for our great Union and for Walter.”

Local 30 congratulates Marianne on her election to the International Executive Board and will support her efforts on behalf of Local 30 and the International Union.

The Union’s Constitutional Convention will now convene every four years. The next one will be in 2023. ★

ARE YOU AND YOUR FAMILY'S ASSETS PROTECTED?

Living Trust and Estate Planning Update

By The Law Office of Teddy R. McNamara

Estate Planning Update and Free 1-hour Consultation:



Attorney Teddy McNamara offers a free 1-hour consultation to members of OPEIU, Local 30 for those interested in learning more about estate planning. During the consultation, we will discuss the differences between a Will and a Trust. We will cover probate avoidance techniques and incapacity planning. We will discuss how your

estate plan can have an impact on estate taxes and property taxes. In addition, we will assess your specific needs.

For those with an existing plan, the consultation can be used as a time to review your existing documents to see if they are up to date. The laws governing estates change frequently. These and other details can affect you.

Further, the consultation can be used to make sure you have properly funded your Trust and that your Beneficiary Designated accounts are in order. Many people continue to make mistakes naming beneficiaries or neglect to check the status of their beneficiary designations of life insurance policies and retirement accounts.

Don't wait, call now for your free initial consultation. The new address is 313 Laurel Street San Diego, CA 92101. The new main office number is 619-528-1212 and fax is 619-501-2565. We have a new website at teddymcnamara.com, so be sure to check it out! ★



SUMMER CAMP

Scholarship Winners Enjoy Time Away



The 2019 Romeo Corbeil/Gilles Beauregard Summer Camp Scholarship winners were Meagan Ramey, Lea Gonzales, Alexander Arredondo, Alex Chau and all had a great time on the week-long trip to Missouri. Campers enjoy working together on union projects teaching such skills as contract negotiations, dispute resolution, and advocacy. While they do spend time developing new skills there's also plenty of time for swimming, games, and lots of fun.

Here's what our winners had to say this year...

"I really enjoyed my week. I liked that we formed a Board and had daily meetings. I really liked the classroom time and learning about Labor history and challenges in today's workforce. I also made some new

friends, and I look forward to this opportunity again if it's available," said Meagan Ramey.

"I was so happy that I was chosen to go to this summer camp. I learned about how a union runs. Now I understand what my Aunt Nancy does at work all day," said Alexander Arredondo.

"I was so fortunate to be chosen to attend Summer Youth Camp in Missouri. It was a great experience in my life, I met lots of people from different places and had a great time learning skills. Thank you very much for the opportunity," said Alex Chau.

"It was a fun experience where I got to meet a lot of people and try new things," said Lea Gonzales. ★



Delegates Attend Arizona AFL-CIO Convention

In August the Arizona State AFL-CIO held its 57th Biennial Convention in Phoenix, Local 30 delegates attending were Linda Winters and Walter Allen.

The delegates heard from an array of speakers most of them elected officials from City Councils to the state legislature. These leaders were elected with strong support from Arizona Unions and give Labor a real voice in government.

The delegates to the Convention heard reports from AFL-CIO affinity groups such as Pride At Work and the Alliance for Retired Americans as well as reports from AFL-CIO leaders.

The Convention also conducted the election of officers for the coming term. Among those sworn in, Walter Allen was re-elected as vice-president from OPEIU.

“This Council has led us through a number of progressive changes here in Arizona,” said Linda Winters, who is also the Local 30 Executive Board Member for Arizona. “Organized Labor here is making Arizona a better place for working people and I am proud to be part of it.” ★

Continued from Page 1: Strike Avoided Story

prefer that method to what we have been through recently.”

The National Agreement settlement includes 3% across the board wage increases each year of the four-year agreement, preserves current health benefits and co-pays for office visits, preserves current pension benefits, adds new incentives for attendance and mail order pharmacy, commits the parties to rebuilding and enhancing the Partnership among many other improvements. The new agreement expires in 2023 and settles and extends the local agreements by the same number of years. Over the past year the unions of the Coalition including Local 30 have each been gearing up for what would have been the first National strike at Kaiser Permanente. The unions developed their plans for a strike and by averages of 95% or more their members voted to approve the walk out. At Local 30 more than 76% of the entire KP membership cast their votes, and the result was 98% to strike.

At the recent Local 30 Leadership Conference held well before the settlement was reached long time shop steward Robert Sparrow said “We all remember the UPS strike of 1997 and all the labor unrest in KP in the ‘80’s and ‘90’s. That was why we formed the Labor Management Partnership in the first place. We just need to get back to what has worked so well for us for the past 20 years. It’s that simple.” The time is now. ★

Continued from Page 2: City of Hope Story

voices, within one union, our union,” declared Raudy Martinez.

“We are all employed by City of Hope but we stand together as one Local 30,” stated Jose Alvarez.

The Agreement included wage increases each year, increases in longevity pay, and other benefit and language changes. The contract will run from August 1, 2019 through July 31, 2022.

“I was really pleased to be a part of this team and to be able to bring back a contract that our members supported so overwhelmingly,” said Annette Baxter. “These stewards are committed and passionate and that’s what makes the difference in the outcome.”

“This bargaining went exactly as it should, straight forward, with mutual respect, solving problems and issues, and getting results,” said Marianne Giordano. “I was proud of this committee as they represented our members professionally and with the passion required to get a good agreement for all Local 30 members.”

City of Hope is a world renowned cancer research center and hospital treating patients and developing new procedures and treatments for these terrible diseases. Local 30 has proudly represented the hard working employees at City of Hope for more than twenty five years. ★

Staff of Local 30

Marianne Giordano	Executive Director/CFO
Annette Baxter	Director of Member Services
Lolita Babaran	Business Agent
Angela Jensen	Business Agent
Briggett Mitchell	Business Agent
Maria Perez	Executive Assistant
Patti Henry	Office Manager/Bookkeeper
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If you have a suggestion, a story, or any jobsite photos we should consider for the newsletter, please contact the Union office at (619) 640-4840 or email: info@opeiulocal30.org.

In Memoriam: Hector Peralta



Longtime Local 30-member, steward, and Executive Board Member Hector Peralta passed away in early July. Hector was beloved by all who knew him.

A major influence in Local 30 and a staunch advocate for the service and maintenance sector of the Local 30 membership at Kaiser Permanente, Hector played a major role in the restructuring of the union during the Trusteeship in 2000-2001 and as an elected member of the Executive Board following Trusteeship. Always engaged and always supportive of the leadership team he was a part of, he made a difference in the lives of many Local 30 members over the many years he served.

“Hector was a great guy, he loved his union and stood for what he believed in,” remembered Walter Allen, former Executive Director of Local 30. “Since I first came to Local 30 to lead the Trusteeship Hector was one of the people I was fortunate to work with. He was always willing to step up and take on the hard work of reuniting the membership and advancing our efforts to build a better union. I learned a lot from Hector over the years and will miss him a great deal. “Rest In Peace dear friend.”

Hector worked at Kaiser for 30 years, he was a steward for 25 of those years, and served on the union's Executive Board since 1998. Hector was on the union's Events Committee, Scholarship Committee, and most recently served on the Retiree's Committee following his retirement from Kaiser in 2010.

Local 30 offers condolences to Hector's wife Irene and the entire Peralta family. ★