

## Executive Director's Report

Walter Allen, Jr.



As the news about the economy continues to be bad, and job losses mount, and investments continue to under perform, solid union representation is more important for American workers than ever. At the same time, the work of representing and protecting our members becomes more difficult with each company that closes its doors and lays off its workers. As many employers are cutting benefits, lowering wages, and eliminating jobs

workers feel the pinch immediately. But the pain does not stop there. The effects of these negative changes ripple through the economy in ways that create problems for other companies and then cause them to react as well. For those of our members who work in health care the effects of these changes can already be seen. As workers in our communities lose their jobs, or have their benefits reduced or the costs to them for those benefits increase, the number of people that come to our health care facilities for care goes down. Worse still, the number of insured in America is steadily

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## President's Report

Marianne Giordano



While 2009 is off to a difficult start in the US economy, Local 30 continues to march forward providing great wages and benefits to our members, and working harder than ever to protect those benefits. This year our Union will negotiate contracts for many of our members and will also continue to provide the great representation we have become known for.

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## Labor Department Affirms Local 30 Elections

In the aftermath of the 2008 election of officers, some candidates involved in that election sought to have a rerun claiming that the Union and some of the candidates violated election rules. Those candidates later filed charges with the Department of Labor (DOL) seeking a full investigation of all charges filed against the Union.

As a result, the DOL conducted a lengthy investigation into the complaints and found no violations on any of the charges filed. The DOL dismissed all charges and closed the file.

"Local 30 and its officers have cooperated fully with the DOL providing all documentation and information requested in this investigation", reported Local 30 Executive Director Walter Allen. "As expected, the DOL investigators, based on all the information and testimony provided concluded that there was no merit to any of the accusations made against our Union, or candidates in the 2008 election. We are very pleased with the outcome because we pride ourselves on our commitment to doing things right the first time."

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## Vice President's Report

Cathy Evans-Young



First I would like to thank all the Local 30 members who participated in this year's Dr. Martin Luther King parade in San Diego. Every year we get more members to join us as we marched through the streets all wearing our Union tee shirts proclaiming that "Our Diversity Makes Us Strong". Once again, Local 30 is on the map.

If you missed the fun that day, not to worry, next up is the annual Cesar Chavez parade on March 28th. Once again Local 30 members will be out in force to show the community our strength and solidarity. The parade route, time and location can all be found on the Local 30 web site as well as in this newsletter. Don't forget, bring the family too. I hope to see you there.

As it happens, our Local 30 Awards banquet, "Evening With The Stars" will also be held on March 28th. This event recognizes Local 30 members for their extraordinary efforts on behalf of their Union. Each year awards are

presented to members based on nominations received from the members they served. This year's event will again be held at the Handlery Hotel in Mission Valley, San Diego. Tickets are available through the Union office. This is a great time to socialize with dinner, dancing, and oh yes, the trophies. Don't miss out.

As always, the "Family Fun Day" at Mission Bay will be in August, and the "Day At The Races" at Santa Anita will be in the fall. Both of these great events fill up fast so as soon as the notices go out members are urged to make their reservations.

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# What Do Unit Based Teams Really Mean For San Diego?

By, Katie Doyle, UBT Specialist

We have long believed that the front line employees are the best source for information which will lead to the highest level of performance possible. Although this simple thought may appear obvious, no effort has ever really been made to tap into this resource, until now.

In December of 2007 Kaiser Permanente leadership together with their labor partners jointly developed goals around quality, affordability, best service and best place to work. It was called the Value Compass. The Performance Sharing Program (PSP) goals are built around the Value Compass allowing employees to participate in and be rewarded for reaching goals around attendance, work place safety, clinical and service performance and the care experience, and we have responded. This years pay out of \$1814.00 for San Diego and \$1840.00 for CSC were our highest payouts yet, front line workers are the drivers. Congratulations to everyone for your remarkable efforts.

So you ask; What does the work of the Unit Based Teams (UBT) have to do with the PSP? And again the answer is everything because work being done in Unit Based Teams is driving clinical goals, the outpatient care experiences, helpful and courteous staff as well as the inpatient care experience to higher percentages every quarter based on metrics used to assess improvement.

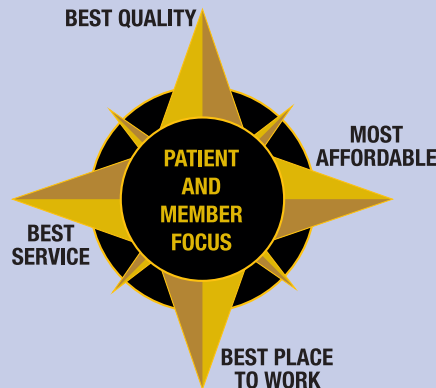
UBT's work in partnership; there is a sponsor (labor or management) to define the scope of their work, a facilitator to assist in early development (again either labor or management). Co-leads, one from labor and one from management work with the team and, together with the facilitator and sponsor provide training specific to the work of the

place improvement pilots using RIM (Rapid Improvement Method), PDSA (Plan, Do, Study, Act), and Lean Six Sigma (waste reductions).

As UBT's work on these projects information about attendance will be updated to track progress toward the goal in each department. WPS (Workplace Safety) will also be involved to provide injury updates and emphasize areas of concern as well as to provide training as necessary. Working in partnership over time teams will develop trust in each other and use the tools designed to assist them in their work.

So let's work together to make KP the best place to receive care, the best place to work, be the most affordable, and have the best quality service. There are currently 37 Unit Based Teams in the San Diego region. Many more are scheduled to come on line in 2009. If you and your co-workers have ideas and feel a Unit Based Team might help your work unit, contact your manager and let them know or contact a representative of your union. Together we can do this. Yes we can!

Watch for some success stories from some of our UBT's in future editions of News and Views.



UBT including consensus decision making and interest based problem solving to name a few. UBT Specialists also work with teams to assist and assess them. The team itself is comprised of members from all shifts and all types of workers regardless of Union affiliation. An in patient team for example is likely to have RN's, MA's, HUC's, EVS, supervisors and members from all shifts each with an equal voice tasked with developing work-

## Local 30 Celebrates Diversity

Local 30 members took to the streets in San Diego on January 17th to participate in the annual Martin Luther King Jr. Parade. Members and their children from Southern California joined together to celebrate the diversity that they are so proud of.

"Our slogan is; Our Diversity Makes Us Strong," declared Local 30 Vice President Cathy Young," And we believe that throughout our membership. Our Executive Board has made a commitment of time and money to involve as many of our members in these events as possible. Every event gets larger than the last, and more too."

The Diversity Committee is a part of the organizational structure of Local 30. The purpose of the Committee is to encourage membership in, and support for various organizations in the community that support equality and integration. Among the organizations the local supports are Pride At Work,

the Coalition of Labor Union Women, and A. Phillip Randolph just to name a few. The Committee also organizes the events that Local 30 members participate in and manage all the logistics.

"This is yet another way for the Union to build solidarity in our community, and at the same time internally organize our members," reported Local 30 President Marianne Giordano. "Our participation in these events sends a great message to the community at large about Unions and how we support each other. We get a great turn out and it is always a lot of fun not only for our members, but their kids as well."



# Department of Labor Participation

By: Tim Galloway AFL-CIO Community Services Representative

Dear Friends:

On behalf of the union families who received assistance from our annual Holiday Food and Toy Distribution, I would like to thank you for your overwhelming generosity.

I was amazed when I saw the amount of bikes and toys you were able to donate to our event! I know that those wonderful toys helped make the holidays a little brighter for these children. Your kindness has shown these union families the true meaning of the holiday season.

No amount of words could express the gratitude that we have for your support of this wonderful event. Your kindness during this holiday season was the catalyst in ensuring another successful distribution!

Once again, thank you.



## Executive Director's Report

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decreasing and that means that the companies that employ our members are feeling the pinch as well.

Given all the bad news, the question is; What do we do to protect our members? What's the plan? Clearly, we need to be doing things differently. There is no time like the present for union workers to band together, with their employers and find new and effective ways to rid systems of waste, improve performance, and make our places of employment strong and successful.

The relationships with our employers must change. We have to show them that we know more about the work we do everyday than they do, and that we want better outcomes and higher performance too. For their part, employers must change the relationship from their side as well. Managers must be more accepting of the input of our workers and they need to listen to and involve workers in decisions about the work being done. Only through working together as a team will these improvements take hold and really make a difference.

It should be clear to everyone that times are tough. In order to survive things need to

change. But for us, survival is not enough. We want to thrive and grow. I believe that there are some real opportunities for us in these difficult times. Change will take a lot of work. It will take different thinking by everyone. And, when we succeed, and when the economy bounces back it will be the companies that we work for that will be out in front.

The secret weapon in all this is the front line worker. We know how to do this and if our management counterparts join with us and make this meaningful then we all win. Think differently, act differently, and watch us grow and prosper, together.

## President's Report

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In our Kaiser and CSC units we continue to build Unit Based Teams (UBT's) that empower our frontline workers as they begin to take responsibility for how the work is actually done. Their participation in the day to day decision making about work flow, structure and process, and all the variable parts of organizing their work will bring about new levels of performance, and increase quality over all. The UBT strategy is one that was created in partnership between the Union and the employer and has already shown signs of success in the departments using the model. I urge all Local 30 members everywhere to learn more about this worker empowering model and bargain with your employer to start reaping

the rewards that come from involvement at this level.

As the times around us present so many difficult challenges I urge all of our members to review the many 'Member's Only Benefits' our Union provides for us outside of our labor contracts. These benefits come to us from our International Union, the AFL-CIO, and mostly from Local 30. Many are travel and leisure time discounts and insurance programs but there are also Union member loan programs with special benefits for members that may be just the help some of us need right now. And there are some new benefits being offered that focus on credit building and repair, home buying programs, and even one for helping us with our 401 (k) and 403 (b) plans and how to make them

work for us even in these tough financial times. Watch for more information on all these benefits, or check out the Local 30 website or call the Union office today for a complete list.

And finally, as you will read elsewhere in this newsletter, the US Department of Labor has completed its review of our 2008 election of officers and has found no issues with the conduct of that election. I am very pleased that after a full review of our election process and conduct there were no issues. I am not surprised by this result, just pleased that the DOL recognized the efforts we made to do it right.

Remember to work smart, and be safe. Our families depend on us.

## Attendance Improvement At The California Service Center of San Diego

The 4th quarter LMP Attendance Improvement Recognition Luncheon was a very special event for the CSC San Diego. Among the invitees were 103 Outstanding Attendance Candidates along with 14 Annual Winners for 2008, making it the largest event of its kind ever at the CSC. To give you an idea of just how special that really is: Annual winners are employees who did not miss a single day of work for a whole year. Outstanding Attendance employees are those who used four hours or less of SCL, SMK, or SMD and had no more than a single one-minute tardy per quarter.

To further mark the significance of the event, there were three special guests, Jerry Coy, SVP Customer Service Program Management, Walter Allen, Executive Director/CFO Local 30, and Sean Karimi, Attendance Practice Leader. The event was hosted by Greg Cleary, Vice President Membership Administration. Jerry addressed

the group regarding the challenging times ahead, loosing membership, new processes, and opportunities for Kaiser in spite of these challenges. Walter praised the group for consistently achieving the LMP Regional Attendance Goal and providing a shining example for others to follow.

From its origins back in 2005, the LMP Attendance Recognition Luncheon has more than tripled in the number of honorees, and apparently there is no maximum in sight. It will be very interesting, not to mention challenging, to see what those numbers look like this time next year.



## Labor Department Affirms Local 30 Elections

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“Walter (Allen) is such a stickler for the rules and the process that when the complaints came we knew we were on solid ground,” said Vice President Cathy Young. “There was never any doubt in my mind that Local 30 would prevail and the election would not have to be run again. The will of the members was made clear by the overwhelming margin of victory in that election and to second guess the members would be just plain wrong.”

The DOL investigation included a full review of the entire election process for 2008. All documents, mailings, flyers, policies, and rules of conduct for the election, as well as testimony from those involved in the process and numerous candidates were included. After the completion of the investigation the case was referred to the Washington, DC office of the Labor Department for a final disposition. The parties were notified by the DOL

on February 26, 2009, that all the charges were ruled as being without merit, no violations occurred. The case was closed.



## New Members

Carlos Almazan  
Leonel Ayala  
Cynthia Arnold  
Kirstie Arre-Barron  
Azalea Altamirano  
Renee Byrnes  
Boender  
Peter Brosnan  
Jimmy L. Buress  
A. Covarrubia  
Mabel Camacho  
Omar A. Carrillo  
Ivette Cervantes  
Rachel Cosner  
Jaclyn B. Cabebe  
Emilia Campos

Debra L. Chamberlain  
Alan M. Carlson  
Lacey E. Dempe  
Esmeralda A. Duran  
Barbara J. Dear  
Ryan C. Donaldson  
Brianna R. Dubuque  
Colana Escobar  
Theresa K. Edmonds  
Saleena Garcia  
Joshua Glackin  
Debra J. Garcia  
Aljeannel Garing  
Violeta Gutierrez  
Carlos Guzman  
Kelly E. Garcia

Eduardo V. Gamboa  
Alicia D. Gallegos  
Patricia Hastings  
Gloria Hada  
Lorelie Ing  
Analyn M. Jay  
Danielle Kennedy  
M. Miller  
Hilda Martinez  
Jason Meeks  
Leticia Madrigal  
Joanne Man  
Darlene Mansueto  
Luis Mendez  
R. Neria  
Benito Nillaga

Tuan A. Nguyen  
Vanessa G. Ponce  
Jarad S. Poe  
Rikki Rodriguez  
Tera Rubalcava  
D. Rivas  
Maria D. Ramos  
Verna Robles  
Cathrina Serrano  
Veronica L. Soto  
Khushwant Thandi  
Carolyn Turknette  
Katherine A. Tran  
Sara Toscano  
Alondra M. Velazco  
Nydia Ventura

# Making Home More Affordable!

*(This article is a reprint of an article first published by the National Association of Realtors, made available to you by your Union Real Estate Company, American Financial Real Estate Executives, or Amfree. For more details on the Plan, please visit their website at [www.UnionAmfree.com](http://www.UnionAmfree.com). Click on the "Obama Plan" link. If you have any questions, they can be reached at 1-800-209-8249)*

On February 18, 2009, President Obama announced his housing plan designed to help 7 to 9 million families avoid foreclosure by refinancing or modifying their mortgages. The plan also strengthens the federal commitment to Fannie Mae and Freddie Mac (the government sponsored enterprises, or GSEs).

On March 4, 2009, the administration released detailed guidance on the Making Home Affordable Program.

## **HERE ARE THE KEY ELEMENTS OF THE OBAMA PLAN:**

**1. The Home Affordable Refinance Program.** Under this program, eligible borrowers may refinance loans that Fannie Mae or Freddie Mac (the government sponsored enterprises, or GSEs) own or guarantee. The program can help homeowner-occupants

who are current in making loan payments and have loan-to-value ratios (LTVs) above 80 percent but not more than 105 percent. Cash out refinancings are not permitted. The program ends in June 2010.

**2. The Home Affordable Modification Program.** This is a \$75 billion program with lender, servicer, investor, and borrower incentives to make it work. The program is limited to homeowner-occupants who are at risk of default or already in default and who have loans at or below the maximum GSE conforming loan limit of \$729,750 (or higher for 2-, 3-, and 4-unit properties). Loan modifications under the program may be made until December 31, 2012.

**3. More Support for the GSEs.** President Obama also announced more support for the

GSEs, including doubling of potential Treasury investment from \$100 billion to \$200 billion for each GSE, to maintain their positive net worth. The plan also raises the cap on mortgages that the GSEs may hold in their portfolios by \$50 billion to \$900 billion.

AMFREE helps members by providing the following services and is the first Unionized Real Estate company which is endorsed by OPEIU Local 30. Loans, Refinancing, and Loan Modifications, Real Estate Representation, residential or commercial. Home and Auto insurance, and through an affiliate, credit repair. Please check their website for more details. [www.UnionAmfree.com](http://www.UnionAmfree.com) or call at 1-800-209-8249.

## **Vice President's Report**

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And last but not least, I would like to remind all of our members that not all around us are as fortunate. These tough times have made things very difficult for many, and the road ahead may be just as bad for a while. At Local 30 we have always tried to reach out and help in our communities through our Charity Fund. Donations from members to the Fund come from the many raffles and games we run at our events and trainings. Your help in raising money for our Charity Fund is more important than ever. Please take a moment to consider our good fortune compared to others and be as generous as you can. Donations can be accepted through the Union office by check made out to The Local 30 Charity Fund.

Thank you for your support of all your Union is doing for us all.

AN IMPORTANT MESSAGE FROM THE AFL-CIO

# TURN AROUND America's Economy REBUILD THE MIDDLE CLASS



No one needs to tell you our economy is in a mess.

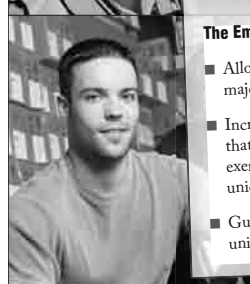
Joining together in unions to bargain for better wages and benefits is the best chance working people have to get a fair deal and get ahead. Union members earn 30 percent more than nonunion workers and are far more likely to have employer-provided health care and pensions.



No wonder more than half of U.S. workers—nearly 60 million—say they would join a union right now if they could. But not enough get the chance because every day companies intimidate, harass and fire workers to stop them from forming unions and bargaining.

What union members gain at the bargaining table lifts wages and living standards for all of America's workers. And a strong union movement is the best ally in the fight for social and economic justice.

That's why we need the Employee Free Choice Act.



### The Employee Free Choice Act Will:

- Allow workers to form a union if a majority wants one.
- Increase penalties for companies that abuse workers who are exercising their freedom to form unions and bargain.
- Guarantee that workers who form unions can get contracts.



No matter what we do to turn around our economy, the benefits can never be broadly shared unless working people regain the free choice to bargain with their companies for a better life.

Big Business front groups are gearing up to spend \$200 million to defeat the Employee Free Choice Act so corporations can keep all the power in the workplace. We've got to fight back to turn around our economy and rebuild the middle class.

## **JOIN THE CAMPAIGN**

Sign up at [www.EmployeeFreeChoiceAct.org](http://www.EmployeeFreeChoiceAct.org)

## Retirement Planning

In keeping with our commitment to bring you benefits that members can really use to make their lives better, I would like to introduce Ryan Morelli. Ryan is a financial planning professional with years of experience in helping people plan for their financial future.

Ryan is an independent practitioner and does not work for any one investment company, insurance company, or bank. As a result, he can offer plans to our members built around their individual needs and which can be crafted to fit any circumstances.

Ryan is a union member and has been working with unions for a number of years. He is well acquainted with union pension plans and the variety of retirement benefits that are available for union members.

In these difficult financial times it is more important than ever to plan. We cannot afford to put off this important chore, nor can we simply sit back and see what comes. We need to be prepared and we need to protect our financial future.

Attached is a flier listing some of the services Ryan offers union members. As a Local 30 member you are invited to call Ryan and set up a convenient meeting at our Local 30 office on Alvarado Canyon Rd. in San Diego, or schedule a phone appointment with Ryan to discuss your situation if you are unsure a meeting is warranted. Call Ryan today at (619) 863-3999, to see what he can do for you.

And, as always this Local 30 benefit is offered to our members for their use and convenience. Please feel free to contact our office with your feedback about this new service. Your input is helpful to us in making decisions about this and future benefits.



## Retirement Planning

RETIREMENT PLANNING  
STARTS WHEN YOU  
BEGIN WORKING,  
NOT AT 55!

Call Ryan today!  
Ryan L. Morelli  
Secure Retirement Solutions  
(619) 863-3999

Are you on track for retirement? If you have questions or any of the below issues strike a nerve please call!

- Transitioning members from employment to retirement and all that goes along with it.
- Getting financially organized and answering or getting answers for your questions about the different benefits.

Some questions you should be asking:

- Will I have enough money and income to retire now or at my desired retirement age?
- Is my family protected in the event something happens to me?
- How do I protect and preserve my retirement money now, so I
- How do I set up a guaranteed income stream for retirement that will not run out to supplement my existing pension and Social Security?

## General Membership Meetings

March 20, 2009

Dear Local 30 Member: Please be advised that the next regular General Membership Meetings are scheduled as follows:

### ARIZONA

Monday, April 20, 2009  
6 p.m.  
OPEIU, Local 30  
5818 N. 7th St.  
Suite 113  
Phoenix AZ 85014

### LOS ANGELES

Wednesday, April 22, 2009  
6 p.m.  
Courtyard By Marriott  
14635 Baldwin Park Town Ct.  
Baldwin Park, CA 91706

### SAN DIEGO

Thursday, April 23, 2009  
6 p.m.  
OPEIU, Local 30  
4560 Alvarado Canyon Rd.  
Suite 2H  
San Diego, CA 92120

All members of Local 30 are encouraged to attend these meetings to obtain current information on the business of the Union. Union officials and staff will be available to answer questions and provide reports, updates and other information regarding Local 30.

I hope to see you there. In unity,

Walter Allen, Jr.  
Executive Director/CFO

# Recipients of the 2008 Local 30 Scholarships are...



Alyssa Durago,  
Sponsor is Edna  
Durago who works  
at SDMC in the  
Respiratory Dept.



Picture of Gabriel  
Frias Sponsor is  
Norma Frias works in  
the Radiology  
Department.

**Local 30  
Congratulates all  
the recipients for  
their scholastic  
achievement!**



Lindsay Holowach, Sponsor is Gary Holowach  
works in the Nuclear Medicine Department

Dear Local 30,  
Thank you very much for the scholarship! The  
\$1,250.00 will cover research expenses for one  
month in Paris. It will support my work during  
the month of April and help me finish my PhD in  
just over a year. Thank you for your generosity!

Warm Regards,  
*Lindsay Holowach*



Laura Hill works for City of Hope



Corinne Diaz works at the  
City of Hope



Stacy Ashdown works at First Financial Credit Union.  
The recipient is Mitchell P. Ashdown

## Staff of Local 30

Walter Allen, Jr.	Executive Director/CFO
MaryEllen Farrell	Director of Field Services
Annette Baxter	Sr. Business Agent
Lolita Babaran	Business Agent
Mark Bailey	Business Agent
Maria Perez	Executive Assistant
Charlotte Kilgore	Office Manager/Bookkeeper
Maria Serrano	Administrative Assistant
Kim Tyler	Administrative Assistant

### Office & Professional Employees International Union SAN DIEGO OFFICE

4560 Alvarado Canyon Rd., Suite 2H  
San Diego, CA 92120

Telephone: (619) 640-4840 • **Toll Free: (866) 673-4830**

Fax: (619) 640-4830

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E-Mail: [opeiu\\_local30@sbcglobal.net](mailto:opeiu_local30@sbcglobal.net)

Web Site: [www.opeiulocal30.org](http://www.opeiulocal30.org)

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Claremont, CA 91711-9000



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**Come and join us for  
Bingo Night on April 24th!**

## Getting To Know Your Stewards



### Robert Krone

Robert has worked for Kaiser Permanente for 91/2 years. Three years at Kaiser in Fresno. He works in the Radiology Department at Vandever as a Senior Radiology Tech. He has served our Local 30 members as a shop steward for the last 5 years. Robert also serves on the membership and marketing committees.



### Jan Nikodym

Jan has worked at Kaiser for 11 years in the Laboratory Department at SDMC as a Laboratory Assistant. She has also served as a shop steward to our Local 30 members for the last 3 years. Jan is involved as a Co-Lead for the Unit Based Teams, a Co-Lead for LMP and is an active member of the Safety Team.



### Catherine Engler

Catherine is an LVN and works at the Primary Care Department in Carlsbad. She has served as a shop steward to our Local 30 members for the past 15 years. Catherine is involved in Education and Training, Workplace Safety, Systems of Safety, Attendance, and Healthcare Teams.