

Executive Director's Report

Walter Allen, Jr.



As the New Year began we found ourselves fully emerged in activities. 2010 will be a very busy year for Local 30. We are already starting the bargaining process for our Kaiser Permanente and California Service Center units. The actual negotiations begin for the national contract in April followed by local bargaining in July.

In May we begin bargaining our City of Hope contract, and in June we start the University of Southern California negotiations. And throughout the coming months

we will bargain ten Local 30 units in Arizona as well.

In addition to all the bargaining this year our staff continues to lead KP members in the development of Unit Based Teams, Workplace Safety, and Attendance. Add to all this the International convention this year in June, and all the events that we usually hold and it is easy to see just how busy it will be right through the summer.

At times like these it is especially important for us to be able to communicate effectively with our members in order to educate and inform about all the activities that are, or will be ongoing in their units. The process of

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President's Report

Marianne Giordano



Springtime always has a way of motivating people, getting us ready for the great weather ahead, and the good times that come with it. As we look forward to the good times ahead, and the many events and activities that are coming I urge all of our members to plan to join us. There is a lot going on this year and the involvement of our members will be very important.

As always, Local 30 will lead the way in Union involvement in celebrating our diversity through a number of events in our communities. In January, we participated in various events celebrating Dr. Martin Luther King's birthday. In March it will be the Cesar Chavez events. And then Pride At Work events, and various other activities that all celebrate our diversity and bring us together. Many Local 30 members across Southern California and Arizona take the time to participate in these wonderful events and include their families as well. If you have not joined in on the fun I urge you to

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3rd Quarter AIT Luncheon

Just when you thought it could not get any better here comes the third quarter LMP Attendance Improvement Team Recognition Luncheon. We had a record high number of 132 candidates. The most we ever had was fourth quarter 2008 at 103. This is just an outstanding accomplishment for the AAR's at the CSC and RIO.

The luncheon was hosted by our two co-leads Sue Everingham and Lisa Ortiz. We had two guest speakers, Walter Allen, Executive Director/CFO Local 30, and Tom Webb, Operations Manager SBA/DPA/MRN, also the sponsor of the Attendance Improvement Team.

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Vice-President's Report

By Cathy Young



Once again Local 30 held our annual Steward's Holiday Party and once again, it was a great success. On December 18th at the South Bay Fish and Grill nearly 100 stewards and guests joined our officers and staff for a fun filled evening. And not only did we have a great time together but we collected hundreds of toys for our annual toy drive as well. All of the toys collected throughout the month of December were once

again turned over to the United Way-Department of Labor Participation to be distributed to needy families.

Special thanks go out to all pharmacy staff and the Doctor's and staff and families as well as to all of our members who donated toys to this worthy cause. Among the toys collected this year were over 80 bicycles and helmets which are always a huge hit with the children who receive them. Thanks to all for your help with this great event and for once

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Walter stated that he was so proud of the Local 30 employees at the CSC. These true leaders are consistently achieving the LMP Regional Attendance Goal year after year.

Tom talked a little bit about when the team first started trying to come up with a recognition program was a challenge. Our first luncheon we had only 35 employees. Now look at us today!

There were two employees, Bob Sgambelluri and Aires Limpiado, who have been to the luncheon every time. Several have been there before and for some this was their first time.

Everyone enjoys themselves and says they are looking forward to the next one. Keep up the good work in helping us achieving our goal.

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again showing the community just what Local 30 members are made of.

Next up is our annual Scholarship Golf Tournament where we raise each year the money to pay out our scholarships. The event this year will be on May 21st at the Vineyard Golf Club in Escondido. Local 30 members are welcome to play at a special members' only rate. Watch the News & Views for details.

Local 30 continues our very important work with our diversity groups across our communities. At Kaiser Permanente in particular, a company which has committed itself to this effort we are active in a variety of diversity groups. We invite our members to become aware, and part of these groups as they grow and become a part of the fabric of Kaiser Permanente. Likewise in our communities through our efforts within the labor movement Local 30 plays a prominent role in the growth and development of these constituent groups all with the grand plan of bringing people together to celebrate our diversity and to stop the separation that has held back progress for far too long. Join us as we enjoy social events together, work together, and make history together.

Finally, I wish to thank again all of our members who got involved in our events and activities in 2009. And here's to an even better, more successful 2010.



Medicare



National Services



Contracts



Large Accounts



Special Accounts



Small Business Account



*Direct Pay/Medical
Record Number*

What's Up In L.A./Arizona?

ABPA, Arizona Settles Contract

Local 30 members at the American Benefit Plan Administrators (ABPA) in Phoenix, Arizona have agreed to a new three year contract covering wage increases and some benefit improvements. The administrative employees, members of Local 30 ratified the agreement overwhelmingly.

"We all knew that this would not be a good time to go into bargaining", reported Linda Winters, Chief Steward for the Union. "Just like most businesses ABPA is feeling the squeeze of a bad economy. Our goal was to keep our benefits in tact and try to get at least a small wage increase too."

The pact covers administrative employees at ABPA, the company that administers health and welfare benefits to union trust funds. As construction projects have diminished in the current economy, the number of union members covered under the trust funds has also fallen off and ABPA's business has suffered as a result.

"The company was very forthcoming about their desire to not harm employees with take-a-ways but would need to trim their costs in order to keep the doors open," stated Walter Allen, chief negotiator for Local 30. "Obviously these are very difficult times to be engaged in bargaining but with an employer who was willing to work with us, the deal was made easier and the members were satisfied."

"ABPA is a 'Union company' and as such should be promoted by Unions to preserve these good jobs and protect our members," said Business Agent Mark Bailey. "Protecting our members and their jobs is our greatest responsibility."

City of Hope Members

Your contract negotiating team will be negotiating a new contract for you this summer as our contract expires 7/31/10. Between now and then, I would like to encourage you to look over your contract. We want to hear from you regarding your thoughts on proposals which we will try to start meeting sometime in March. This is your contract and your negotiating team wants to represent your interests. Please feel free to contact me with concerns and ideas. Also, if you do not have a copy of a current contract, let me know and I will be happy to supply you with one. In solidarity Annie Watson, Chief Steward

Delegates Attend Conference in Hollywood



Members from all the Unions of the Coalition of Kaiser Permanente Unions (CKPU) converged on Hollywood, California on the weekend of March 13th through the 15th to conduct the largest ever Delegate's Conference since the Partnership began in 1997. The business of the Conference included review and education around Unit Based Teams, panel discussions on a variety of issues, and speakers like George Halvorson and Dr. Jack Corchran. The spotlight was however on the report of the Union Strategy Group on its recommendations for the upcoming bargaining set to begin in April of this year. The delegates present were unanimous in their support for all the recommendations of the leaders of the Coalition.

City of Hope Welcomes New Steward

It is with great pleasure that we welcome Robert Lee as our new steward. Robert has been employed at City of Hope in the Radiology Department for nine years where he has distinguished himself as the "go to guy" for help by all, which I am sure will spill over into his new duties as steward. He is knowledgeable of his contract and very excited about being part of the con-



Local 30 Member Recognized



The Arcadia Association of Realtors has presented Local 30 members and City of Hope employee Yvonne Rosas-

Petty their "Outstanding Service Award" for her many accomplishments in her community.

In addition to her work at City of Hope and her involvement in her Union, Yvonne is active in the real estate business and in particular with the Arcadia Association of Realtors where she serves on the Equal Opportunity Committee providing education to a diverse community of soon to be home owners. Yvonne has long been a strong community activist and is involved in other organizations such as the American Cancer Society, the San Gabriel Valley Economic Partnership, and the National Association of Hispanic Real Estate Professionals.

Yvonne is a great example of people helping people and her sisters and brothers in Local 30 are proud of her accomplishments.

Congratulations Yvonne!

In Unity, Annie Watson Chief Steward

Congratulations Hector On Your Retirement

Congratulations to Hector Peralta on the occasion of his retirement from Kaiser Permanente after 30 years of service. Hector has been a Local 30 Steward in the EVS Department for 25 years and served on the Local 30 Executive Board since 1998. Hector has hosted the annual San Diego Labor Council's 'Family Night with the San Diego Padres' which included dozens of Local 30 members and the families each year. Best wishes to Hector Peralta and many thanks!



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contract negotiations is the most important part of Union membership and the involvement of our members in that process is paramount in bringing the best results possible. For the Union to provide the very best representation possible, members must be well informed about what is being discussed at the bargaining table and the Union needs to know what the members are anticipating as a result. Member involvement is the key.

We will announce shortly the Steward Training seminars for this year. Stewards from all units will be invited, in fact urged to attend these important seminars. As always we will inform Stewards about ongoing issues and events and we will provide training on the workplace issues they face each day. We will also dedicate time to skill building for those who will be directly involved in the bargaining in their units and work on communications plans for all members. If you are a Steward we urge you to make plans to attend these important meetings. If you are not a Steward and would like information about becoming one, please

contact your Business Agent or the Union office. Every unit needs to be represented by a Steward in order to have the help needed if there is an issue, and to make sure that the information from the Union is provided to the frontline. Our Stewards are our best form of communication to members about everything we do at Local 30.

I am once again pleased to report that the finances of the Union are sound and in fact growing. 2009 ended on a very positive note for our investments as they continued to grow back to the pre-crash period in late 2007, early 2008. All in all our investments have now rebounded past pre-crash levels but there is still some uncertainty in the markets going forward. 2010 has not started as well as 2009 ended and therefore we continue to be very conservative in our investment approach.

I am also pleased to announce that Local 30 has achieved a new milestone, we have purchased a building which will be the new home of our Union. With commercial property prices at an all time low, and the lease for the space we currently occupy set to expire this spring the opportunity to take this step forward seemed right. After much dis-

cussion, research, and negotiation the Executive Board voted unanimously to purchase the property and relocate our offices in March. This purchase should enable Local 30 long term to be able to have a permanent home for the Union and at the same time bring monthly costs for our own space down over time. I would like to recognize and thank the subcommittee of the Executive Board that was charged to work with me to make this a reality; President Marianne Giordano, Vice President Cathy Young, Trustee Katie Doyle, and Board Member Sue Smith.

And finally, please mark your calendars now with the dates of the various events that our Events Committee has planned for 2010. Once again we will celebrate together at our Summer Fun Day, our Day At The Races, our Scholarship Golf Tournament, and the various fundraisers we do to support our wonderful programs such as our Charity Fund, our Scholarship Fund, and our Events Fund. Mark the dates and plan to join your sisters and brothers, your coworkers and friends. Come on out, bring the family, and let's enjoy.



Local 30 Welcomes Jan Nikodym & Michelle Marschall

Local 30 welcomes our newest members of the Executive Board; Jan Nikodym from the lab at San Diego Medical Center and Michelle Marschall from the California Service Center. Jan has been elected by the Executive Board to fill the seat vacated by Hector Peralta upon his retirement, and Michelle has been elected by the Executive Board to fill the seat vacated by the resignation of Larry Petrea from the California Service Center. Congratulations to Jan and Michelle.

Attendance

By: Mark Bailey, Business Agent

Local 30 would like to congratulate our members on the great effort towards the attendance goal of 2009. As a result we achieved 50% of that goal and qualify for a pay out this year. Your efforts were not only recognized for a payout, but also for the support your co-worker enjoyed when you were at work.

In 2010 the goals have changed and are established in such a way that you will benefit from the great accomplishment of the past year. It is our hope that with your continued support of each other we will achieve 100% of the attendance goals for 2010.

Vocational ESL Classes in the Workplace

Thanks to the regional Workforce Development Committee, and the Ben Hudnall Memorial Trust Fund, seventeen Kaiser employees graduated from the first Vocational English as a Second Language class. Taught by instructors from the Employee Training Institute, affiliated with the San Diego Community College district, these students had the opportunity to enhance their communication skills. The students were very excited, enthused and very dedicated. Held at two different times of the day, either at 7:00 am or 4:00 pm, the students were, for the most part just getting off work, working through the night or all day. Some even attended a class on a day off, they looked forward to it so much! The first class concentrated on vocabulary for the medical setting, but the students are looking forward to more classes where they can learn different communication skills for all aspects of life.

Some of the comments from the students were how happy they were to have had the opportunity to learn new words in English, and how much more confident they were when speaking with co-workers and patients. These students came from the EVS department, X-ray Files, and the Courier Department.

The Workforce Development Committee is already planning another series of classes, one for the basic skills, and a more advanced class for our first class of graduates. Local 30 members are encouraged to attend. Keep your eyes open for more information.

CONGRATULATIONS AND THANKS!



American Financial Real Estate Executives, AmFree, your local unionized Real Estate Company would like to congratulate Local 30 on the purchase of their very own home at 6136 Mission Gorge Road, San Diego, CA 92120.

Frank Atrash, who represented Local 30, and who now manages the property, also would like to extend his thanks for the opportunity to represent a fellow Union.

"I know that they will be very happy there and it will also be a great investment" said

Atrash. "I believe that now is a great time to buy and hopefully this inspires members of Local 30 to follow the lead of their officers and examine whether purchasing their own home makes sense for them too!"

Atrash and AmFree offer free consulting services related to all real estate matters.

Visit their web site at
www.UnionAmFree.com

or call Frank at 619-739-0008

His email is Frank@FrankAtrash.com

President's Report

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consider it. As our slogan says, 'Our diversity is our strength!' Come see for yourself.

As we begin the bargaining process for the Kaiser National Agreement, Local 30 will once again be at the table and actively involved. Our leadership team has been preparing for months and throughout the month of February conducted unit meetings all around San Diego County. The plan was to engage members in the process and inform and educate all involved. I believe we have a good strategy for these negotiations and with the support of our members I am confident that we will succeed once again.

At the same time as our Union negotiates the Kaiser Permanente National Agreement, followed by local bargaining for Kaiser Permanente San Diego and the California

Service Center in San Diego, they will also renegotiate contracts for our members at the University of Southern California in Los Angeles and the City of Hope in Duarte and Los Angeles, California. Both of these units have long histories of successful bargaining and plan to keep that record in tact as they head to their respective tables this spring and summer. And, also ongoing during this very busy first half of 2010 our staff will be bargaining contracts in ten of our Arizona units as well.

So, with all that lies ahead for us this year events like our Family Fun Day at the beach, and our Day At The Races in Los Angeles, and a soon to be announced event in Phoenix are looking like great opportunities to catch a break. I certainly hope to see you there.

Thank You For Your Years Of Service

Larry Petrea from the California Service Center has stepped down from his seat on the Local 30 Executive Board after 7 years in that position. Larry was instrumental in the development of the Local 30 Scholarship Golf Tournament which raised money to fund all the scholarship awards that Local 30 presented to members and their families over the past several years. The officers and members of Local 30 thank Larry for his dedication and service.



Congratulations to the Couriers!

The Courier Service, part of the Supply Chain Management UBT, has set a new standard for consecutive work days without a workplace injury. “We have the highest days injury free of any department that is engaged primarily in pushing, pulling, and lifting,” notes Paul Guzman, Department Administrator for Courier Services. And just how have they achieved **nearly 15 months, or nearly roughly 63 weeks**, with such a fantastic safety record?

Guzman credits the Workplace Safety Department for helping the employees learn and maintain the proper ways to do their work. Beyond the basics, he says the employees themselves take pride in doing a good job in a safe manner, and regular reminders, refreshers, and team work have all contributed to the impressive performance.

“I am very proud of the Couriers for this ongoing accomplishment,” Guzman said, adding “And every one has been an active part of it — and continues to strive for every day as an injury free day.”

Martin Luther King

Local 30 members march in support at the annual San Diego Dr. Martin Luther King Parade.



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If you can answer YES to any of these questions above call our Local 30 Independent Retirement Advisor Ryan Morelli. Ryan will provide local 30 members with reliable, professional financial services and get you on the right path to a bright retirement.

Legal Quiz

1. My family can decide who will be the guardian of my children if we are both gone. **True/False.**
2. Without a will, the state law and probate court will determine who receives your legacy. **True/False.**
3. With a will, my family will not have to go to probate court. **True/False**
4. Elvis Presely's heirs received____% of his legacy; the estate fees and costs took the rest.
5. Minimum probate fees by state law on a \$400,000 home with \$350,000 mortgage are:
a. \$2,500 b. \$8,000 c. \$12,000 d. \$22,000
6. A joint tenancy deed must go to probate at the survivors death. **True/False.**
7. A "Living Will" or a "Durable Power For Health Care" is not valid after the state law change in July 2000 to use a new form: The "Advance Health Care Directive?" **True/False**
8. A family trust will avoid probate court: **True/False**
9. A probate court will change ownership, pay creditors and distribute assets in a process that is public and costly and requires about____months before distributions are made to the heirs.
10. Without a trust, the full amount of your legacy will be given to your kids when they turn 18 years of age? **True/False**

Answers

1. **False** – The probate court will select the guardians for your children.
2. **True** – State law selects the people to receive your legacy if you do not have a will.
3. **False** – Your family must go to probate court to enforce the terms of your will.
4. **27%** was the amount left after costs for Elvis' heirs.
5. **d. \$22,000**, fees are based on gross value and begin at 8% for both.
6. **True** – The survivor joint tenant distribution will pass through probate and pay fees at the full gross value.
7. **False** – The new law allows use of previous living wills or DPAH.
8. **True** – The family trust will administer the trust assets without probate court and make distributions in days, not months, without public hearings or court costs.
9. **Nine Months** or more before distribution out of probate to the heirs.,
10. **True** – Unless a will or family trust exists to provide payments over different ages and for health/education type of needs, all amounts are delivered at age 18.

Ensure that your Estate Plan includes a Family Trust and:

1. Pour over wills for you and spouse
 2. Durable general powers of attorney for you and spouse
 3. Advance health care Directive for you and spouse
 4. Preparation of Deed to transfer residence into the Trust
 5. Preliminary Change of Ownership Form
 6. Nomination of Guardian for minor children
 7. Declaration of Marital Property for couples
- Costs should include all fees: Notary, Recorder filing fees

Call for a complimentary consultation!

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Can I Be Treated By My Personal Physician If I Get Hurt On The Job?

According to California Labor Code Section 4600(d), "If an employee has notified his or her employer in writing prior to the date of injury that he or she has a personal physician, the employee shall have the right to be treated by that physician from the date of the injury..."

It does not matter that you had a prior work injury, as long as you designate your physician before a new injury occurs. The benefit to you is that you have the right to receive medical treatment from your personal physician.

In the event you have not pre-designated your physician, you are limited to choose from a list of physicians, which is known as the Medical Provider Network, or more commonly referred to as "MPN".

Your employer and/or their insurance carrier put this MPN list of physicians together. Most of these physicians are "employer friendly", which results in a favorable medical report for your employer.

Therefore, if you want the best possible medical care; pre-designate your personal physician prior to a work injury.

Don't let your employer or its insurance company dictate which doctor you can see or the care you receive.

If you have further questions regarding this article, please contact Workers' Compensation lawyer, Michael Rott, at 619-296-5884 or mrott@hrollp.com

Staff of Local 30

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*Thank you for
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General Membership Meetings

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

ARIZONA

Monday, April 26, 2010 • 6 p.m.

OPEIU, Local 30

5818 N. 7th St., Suite 113 Phoenix AZ 85014

LOS ANGELES

Wednesday, April 28, 2010 • 6 p.m.

Courtyard By Marriott

14635 Baldwin Park Town Ct. Baldwin Park, CA 91706

SAN DIEGO

Thursday, April 29, 2010 • 6 p.m.

OPEIU, Local 30

6136 Mission Gorge Rd., Suite 214
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

Kaiser Permanente and California Service Center Bargaining Committees

Nominations for
Kaiser Permanente and
California Service Center
bargaining committees
will be taken at the
General Membership meeting
in San Diego on
April 29, 2010 at the
Local 30 office.