

Executive Director's Report

Walter Allen, Jr.



This has been one of the busiest summers we have seen in quite sometime. The difficult economic times are certainly keeping us all working hard to just keep up with all that is happening.

As everyone is aware the job losses and spending cuts throughout the economy affect us all, one way or another. Our employers continue to grapple with low investment returns, lower revenues, and high health care costs. All of these problems affect us as we attempt to bargain with them for wage increases and benefits. Unions have always

made the point to employers that when they do well, we expect to share in their success. Now the shoe is in the other foot.

We continue to work with our employers to help them find ways to cut their costs without looking just to workers. We know that labor costs are typically the largest expense to any business, but we insist that any and all waste in their operations be eliminated before jobs are cut. We also insist that our members will know best where to find much of the waste that can be eliminated.

Going forward, we are starting to see improvements around us in many of the economic indicators. Housing starts are up in

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President's Report

Marianne Giordano



Summer has come and gone, vacations are over and the kids have all gone back to school. How time flies. For some of us, our children returning to school can have a negative impact on our

family budgets especially in the economy we are in. That's why October is a significant month for Local 30. At our next membership meetings in Phoenix on Monday, October 26th, Los Angeles on Wednesday, October 28th and San Diego on Thursday, October 29th the winners of the scholarships will be announced. Our

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Local 30 Member Volunteers

Local 30 member Maria Tinoco is a Medical Assistant II in Population Based Medicine who volunteered to participate in the rebuilding efforts in New Orleans as a part of the Kaiser Permanente Team. Maria gave of herself and her time to help where it was needed. The Officers and Members of Local 30 are very proud of Maria and thank her for her dedication.

"With the devastation of Hurricane Katrina, many families have been displaced and many homes have been lost. It would break my heart to see all this devastation going on and not being able to help. I have always felt that as human beings, it is our obligation to do all in our power to help those who continue to struggle in the Gulf Coast. I share Kaiser Permanente's vision in

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Vice-President's Report



Once again, thanks to the generosity of so many of our members, dozens of our children returned to school this month with baskets of supplies they won at our annual Family Fun Day held in August at Crown Point. More than 400 local 30 members and their families enjoyed the beach, the games, the food, and yes the prizes.

My thanks go out to everyone who helped make the event another great success. Special thanks to Maria Perez and Kim Tyler who manage the event from the Local 30 office and to Carmen Corral for always getting to the site at 3 or 4 AM just to make sure we get the exact spot we want, and to Hector Peralta for driving the truck loaded with everything we need for a perfect day. If you missed this event you missed a good time. Make sure to join us next year!

Our annual Day at the Races on Saturday, October 17 at the Santa Anita Race Track in Los Angeles was our biggest Los Angeles

event ever. Many thanks to City of Hope Chief Steward, Annie Watson, for her hard work to organize this great event.

And finally, in December we will once again sponsor the Local 30 Toy Drive. All of the toys collected go to the Department of Labor Participation/United Way in San Diego. If you would like to make donations of a toy (new and unwrapped) or cash donations please contact our office or your Business Agent. More information to come.

I urge all Local 30 members to join in our events and support all of our efforts. Join in the fun!

A. Philip Randolph Institute 40th National Education Conference August 12-16th 2009

“At the banquet table of nature there are not reserved seats. You get what you can take, and keep what you can hold. If you can’t take anything, you won’t get anything; and if you can’t hold anything, you won’t keep anything. And you can’t take anything without organization.”
– A. Philip Randolph

OPEIU Local 30 recently participated at the 40th A. Philip Randolph Institute’s National Educational Conference. Like everything else, Local 30 strongly supports diversity. “It’s important to us to know and understand the issues that our diverse membership faces,” stated Local 30 President Marianne Giordano. “When we reflect on who A. Philip Randolph was and the accomplishments he made for the civil rights movement and the labor movement it’s easy to understand why this organization is so important.”

The A. Philip Randolph Institute, the oldest constituency group of the AFL-CIO, is dedicated to the memory and work of labor pioneer Asa Philip Randolph (1889-1979). Randolph was the greatest Black Labor leader in American

history and the father of the modern American civil rights movement.

Mr. Randolph, along with his protégé Bayard Rustin, forged an alliance between the civil rights movement and the labor movement. They recognized that blacks and working people of all colors share the same goals: *Political and social freedom and economic justice.*

Mr. Randolph believed that the black community could only achieve freedom from oppression and exploitation in a society committed to the principle that everyone is entitled to a dignified and meaningful life. He further believed that the aspirations of all

minorities could best be realized by supporting and participating fully in the electoral process and in working with the trade union movement to insure that the promise of America becomes reality. Freedom, Randolph believed, is only possible in an environment of political, social, and economic security.

Together A. Philip Randolph and Bayard Rustin (1912-1987), a leading civil rights and labor activist and strategist, lead the historic 1963 March on Washington for Jobs and Freedom. This Black-Labor Alliance helped the civil rights movement achieve one of its greatest victories – passage of the

Voting Rights Act, which removed the last remaining legal barriers to broad black political participation. Inspired by this success, Randolph and Rustin founded A. Philip Randolph Institute in 1965 to continue the struggle for social, political and economic justice for all working Americans.



Front row: Erica DeWar, Dr. Annie B. Martain, Marianne Giordano and Cathy Young.
Back Row: Green P. Lewis Jr., Regina L. Hollins, LaVerne Hazley, Wanda Shelton-Martin, James Andrews, Masegale Monnapula, Verlene Jones.

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The Affordability/Transition Plan

Kaiser Permanente in both Northern and Southern California recently announced their intention to reduce a number of positions going into 2010. Among the reasons cited by the company were membership losses projected for 2010, a medicare reimbursement rate reduction for next year, and the need for Kaiser Permanente to keep any rate increases to purchasers for 2010 below 3%.

The Coalition of Kaiser Permanente Unions in Northern and Southern California joined together and worked with Kaiser Permanente management to jointly craft a one-time agreement to deal with the problems facing the company. The Affordability Agreement which was built using the framework of the Employee

Income & Security Agreement (EISA) from the National Agreement includes elimination of some positions that were already vacant, some from technology (Health Connect, etc.) which were already set to be eliminated, and a small number of current positions with the intent to not impact patient care. The agreement also includes some generous incentives to current employees for early retirement and severance and healthcare benefits.

“Every union member is aware that an employer has the right to layoff workers. That’s why we have layoff language in our contracts,” said Local 30 Executive Director Walter Allen. “In this case however the unions and management came together and agreed upon a better strategy that will allow

some employees to retire early and others to take severance pay and free medical coverage allowing them to return to school or seek employment elsewhere. All of these efforts will result in fewer jobs eliminated and all without layoffs.”

Those employees whose jobs are finally eliminated will then have the option to remain at Kaiser Permanente through August of 2010 at their full wages and benefits while bidding for other positions, or take a financial severance payout in December of pay and health coverage through August of 2010.

The total number of affected positions in San Diego is 39 and many more employees in the job classifications affected will be offered the incentives.

HomeWalk 2009

CJ Cancino Team: "Get It Done"

Greetings Union Brothers and Sisters:

Los Angeles is the homeless capital of the nation. More individuals and families live without a place to call home here than any other city in the nation. In this time of economic crisis, when a growing number of families are facing serious financial hardships and many are becoming

homeless, it is more important than ever to focus on permanent solutions to put an end to this unacceptable situation.

I am taking action and participating in United Way's 5K walk called HomeWalk on November 7th to raise awareness of the homelessness issue and the funds to do something about it.

To date, HomeWalk has mobilized over 8,000 walkers and raised over \$1,000,000 that has gone back into the community to support local programs that will help end homelessness for men, women and children in Los Angeles County.

We want to continue the success this year. I'm committed to raising \$2,000.00 to ensure that homeless individuals and families have access to housing that's permanent and affordable, with other support available that they may need, like health care, job training, and child care.

But I need your help to do it.

Please help end homelessness by making a donation to HomeWalk through my webpage at www.homewalkla.org or send a check made out to United Way: 523 West 6th Street, Los Angeles, Ca 90014.

Now more than ever we need to work together to fight poverty. So we can end homelessness for good.

In Unity,
CJ Cancino

Chief Union Steward
United Way of
Greater Los Angeles



Thanks For All Your Contributions And Support

How fitting that my retirement from IBEW Local 640 occurs some 41 years after my first employment here in 1968. As a new bride, I began my working career in March 1966, assisting my mother-in-law at IBEW Local Union 387, and joining OPEIU Local 56. I continued part time at Local 387 through the births of my daughter, Cindy, in May 1967, and my son, Jimmy, in April 1968. First full-time employment at Local 640 began in July 1968, and continued until June 1971, at which time I took some detours.

Those detours took me to Operating Engineers Local 428 from 1971-1973, and back to IBEW Local 640 from 1974-1978. At this time I joined my husband, Jim, in his Eastern Onion Singing Telegram business until 1985, when I returned to OE Local 428. The next detour was to the AZ

State Carpenters District Council from 1986-1996, then to Bill Luke from 1996-2000, and back to IBEW Local 640 in 2001 until now.

Fortunately, maintaining my union affiliation was always a priority, which has resulted in over 40 years' membership with OPEIU, currently Local 30. Although never an officer, I have enjoyed attending meetings and assisting in the merger transition from Local 56 to Local 30. My thanks and appreciation go out to all the union sisters and brothers who have made my working experiences so rewarding. I will miss seeing the IBEW 640 members at the dues window!

Beverly Edmundson

I can't believe I am actually retiring October 1, 2009. I began by first job here at IBEW, Local Union 640 on February 28, 1972. I was working for an attorney after I got out of ASU and liked my job but I needed benefits; so at the suggestion of my brother-in-law, I applied with the Office & Professional Employees, Local Union 56.

I went through three different interviews, and then was hired at Local 640. I worked in several positions, and was eventually pro-

moted to the Business Manager's Executive Secretary. This taught me a lot as we handled grievances, labor board charges, lawsuits, and trial board charges.

I worked there until 1978 when I left and went to the Arizona Building Trades and then the Painters Apprenticeship. I was then offered a job at the Painters Union, where I worked 16 1/2 years as Office Manager.

I served on the Executive Board of OPEIU, Local 56 for a number of years, and then became President from July, 1987 through 1997. I was also a member of the Arizona State AFL-CIO Executive Board.

I returned to Local Union 640 on May 12, 1997 as Administrative Assistant to the Business Manager. I truly enjoyed my job, and it has been a great experience being a Union Member. I've met many wonderful Sisters and Brothers who take great pride in their work and assist one another when needed. I plan to volunteer and keep helping people when I am retired. I would like to thank all of you for giving me a great job, and allowing me the opportunity to be of service to you.

In 2006, Local 56 merged with OPEIU, Local 30, and this was a great step forward. I wish you all continued success in making the Unions stronger in the state of Arizona.

Christine Aros



Beverly Edmundson and Christine Aros

CSC Employees Donate 15,000 Pounds of Food

Every summer, the Events Committee at the California Service Center (CSC) in San Diego coordinates a food drive. The donations go to the San Diego Food Bank, which is a critical component to the welfare of San Diego County, providing food to people in need, advocating for the hungry and educating the public about hunger-related issues.



"This year, more than any in recent memory, there are lots of people out there less fortunate than we who are in need of the San Diego Food Bank's services," said Brad Unnasch, Director, National Services at CSC.

"In 2006, we had a CSC record donation of 5,257 pounds of food," added Brad. "In 2008, we broke that record and collected 8,395 pounds. This year, through the incredible generosity of the CSC employees, we have set a new record of donating an astounding 15,167 pounds of food – which is more than our last two years combined!"

The generosity of the CSC employees, especially in these current tough times, is extraordinary, and will help many needy people in San Diego.

The CSC Annual Health & Safety Fair

June 10 the California Service Center celebrated its annual Health & Safety Fair, where all the LMP Committees were invited to participate. There were booths, displays, delicious foods, and fun games for all to enjoy. Some of the booths provided information on the PSP goals, such as Attendance and WPS. In addition to the LMP Committees, outside vendors also participated in the fair.



The turnout was great, and everyone enjoyed the relaxed atmosphere and all the festivities of the day.

The Health & Safety Fair is just one example of how the CSC has put themselves at the top of the list of performers when it comes to the PSP goals. The CSC is definitely an inspiration to all, and we are positive that the CSC will continue to be successful.



Executive Director's Report

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Southern California again in August, durable goods rose again slightly, and the DOW has now gone above 10,000. All good signs. But, surprisingly unemployment continues to rise. The jobless number however is always the last indicator to improve. There is the hope that the worst is behind us, but the climb back will be slow.

For Local 30 as an organization, while we have not been immune from the effects of poor markets and the bad economy, we have not suffered economically as badly because

of our investment strategy. We are now seeing our investment returns improving and are taking steps to increase returns taking advantage of an under valued market. We will continue our conservative investment strategy and wait it out.

Our Union's finances are strong and we continue to look for any opportunity to grow and strengthen our position in order to provide the very best for our members. The best way to strengthen our union is to grow through organizing. With the passage

expected soon of the Employee Free Choice Act (EFCA) now before Congress, we expect organizing opportunities to improve. I urge all Local 30 members to take the time to call or write their Congressman or women and urge them to vote in favor of EFCA!

As always, I thank our members for their support of all of our programs and initiatives. And I encourage us all to continue to support our Labor Movement.

Executive Board is so proud that we are able to provide this benefit to our members.

Our commitment to education does not stop there. Local 30 conducts our annual steward training at the Hilton Harbor Island on October 2nd. Our stewards are our first line of defense for employees. That's why we are passionate about education and training for our stewards. This forum presents opportunities for our stewards to stay current with federal laws like FMLA, Workers Compensation... and to continually build their skills to represent our members. So if you are ever in need of a steward, even if it's just for advice you can be sure we have made every effort to prepare them. If you are interested in becoming a steward give the office a call. The Business Agents would love to give you more information.

As we continue our commitment to Local 30 members we must always look ahead to the future. This includes not only the future of Local 30 but the future of the Labor Movement as a whole. We must continue to find future leaders to lead the fight for social justice and for working families. During the coming months I will be looking at ways we can engage our younger members in Local 30 and our community in this social mission. This is the **Next Wave** of leaders and here are some facts about why we need to focus on them;

- 52 percent of our members are over the age of 50 and will be eligible to retire within the next 10 years. This exodus will leave a huge leadership void and loss of institutional memory.
- The future of our organization depends upon our ability to identify and activate our young member leaders to fill the gap when seasoned activists move on.
- Many young union members have "inherited" their five day work week, health benefits and safe working conditions. That's why it's so important that we educate our newest members to the value and role of their union.
- During the last National elections, 6.5 million young people voted. This is an important constituency that needs to be educated, and mobilized.
- The AFL-CIO report, "Young Workers: A Lost Decade," shows that not only have young workers lost financial

ground over the past 10 years—they have also lost some of their opportunities.

- More than one in three young workers say they are currently living at home with their parents.
- 31 percent of young workers report being uninsured, up from 24 percent without health insurance coverage 10 years ago.
- One-third of young workers cannot pay the bills and 7 in 10 do not have enough saved to cover two months of living expenses.

Overall, young workers have a clear vision for reinvigorating the economy, and it's largely summed up by one four-letter word—JOBS. But few trust their own employer to do what's best for employees. Even fewer have confidence in corporate America as a whole. When asked who is most responsible for the country's economic woes, close to 60 percent of young workers place the blame on Wall Street and banks or corporate CEO's.

As the country continues to face challenges and President Barack Obama continues to try and lift up the country, I ask you to pay close attention to the issues. The Employee Free Choice Act, which will allow employees to more easily join a union; Green Jobs Initiatives and Health Care Reform, these are issues that directly impact Unions and their fight for working families. With the Employee Free Choice Act, employees will be able to join unions and not face union busting campaigns. Unionized green jobs will bring jobs to the country that will replace jobs we lost with the globalization, and Health Care Reform will address a basic human right, that access to health care is not only for the privileged few but should be the right of all Americans.

All union members, younger and older need to be informed about all of the issues facing working Americans today. And all of us need to be involved and support and strengthen our middle class.



Check Those Labels!

By Cheri Robinson CSC

In our current economic situation, every little thing we buy or do affects someone else and perhaps even their job. So, after reading this, I think this lady is on the right track. Let's get behind her!!

My grandson likes Hershey's candy. It is marked made in Mexico now. I do not buy it any more. My favorite toothpaste Colgate is made in Mexico now. I have switched to Crest. You have to read the labels on everything.

This past weekend I was at Kroger. I needed 60W light bulbs and Bounce dryer sheets. I was in the light bulb aisle and right next to the GE brand I normally buy was an off brand labeled, "Everyday Value." I picked up both types of bulbs and compared the stats – they were the same except for the price. The GE bulbs were more money than the Everyday Value brand but the thing that surprised me the most was the fact that GE bulbs were made in Mexico and the Everyday Value brand was made in – get ready for this- the USA in a company in Cleveland, Ohio. So throw out the myth that you cannot find products you use everyday that are made right here.



So on to another aisle – Bounce Dryer Sheets...yep, you guessed it, Bounce cost more and is made in Canada. The Everyday Value brand was less money and MADE IN THE USA! I did laundry yesterday and the dryer sheets performed just like the Bounce Free I have been using for years and at almost half the price!

So my challenge to you is to start reading the labels when you shop for everyday things and see what you can find that is made in the USA – the job you save may be your own or your neighbor's!

If you accept the challenge, pass this on to others in your address book so we can all start buying American, one light bulb at a time! Stop buying from China. (We should have awakened a decade ago).

Let's get with the program...help our fellow Americans keep their jobs and create more jobs here in the U.S.A.!!!

Privatization is a Risky Gamble

San Diego's money, services, and middle-class jobs are on the line

By Natalie Nava, Organizer for The Center on Policy Initiatives

All of us in San Diego depend on efficient, high quality city services like trash collection, parks maintenance, traffic markings, street cleaning, and storm drain maintenance as they affect our daily quality of life.

While many San Diego residents believe in the role of government to provide these essential services, local governments faced with budget crises are sometimes swayed by privatization's promise of cost savings. Despite much controversy, Proposition C, a measure to outsource City of San Diego services was approved by voters. An implementation ordinance is expected at the San Diego City Council in a few weeks and we need your voice heard so that the proper safeguards are put into place!

As San Diego prepares to outsource many city services, city residents and taxpayers need critical protections. There is strong evidence, both locally and nationally, that contracting without sufficient standards, monitoring and disclosure can dismantle vital services, drive up costs, and shift good jobs to low-wage jobs with no health insurance.

The Center on Policy Initiatives (CPI), a local progressive research and policy advocacy organization urges the Mayor and Council to adopt basic taxpayer protections.

The following protections will ensure that the City of San Diego's outsourcing program does not gamble with our city's services:

Healthcare coverage: When city services are outsourced, good jobs with healthcare coverage disappear. Contractors often pay low wages and leave their workers uninsured, shifting the cost of their care to the rest of us. To prevent an unfair bidding advantage, bid comparisons should exclude any cost savings employers achieve by providing less employee health coverage than public employees receive. Low bids for city jobs are no bargain if they deny families decent pay and healthcare.

Protection of service quality: To make sure taxpayers get what we pay for, specific service outcomes and performance measures must be described, with sufficient City Council and public input, before contracts go out to bid.

Ensure taxpayer savings: The City must ensure that the process actually saves taxpayers money, rather than using accounting gimmicks to promote savings. Services should only be recommended for privatization if there would be actual savings of at least 10% after eliminating costs that taxpayers would pay regardless of who won the bid.

Fair treatment of displaced employees: Workers whose jobs are transferred to a contractor through privatization should be retained on the same job for 90 days and have first refusal rights to the job. City workers who know the jobs should have a good chance of staying on the job and should be treated with dignity and respect.


Take action to protect city services and middle-class jobs with healthcare!

We are pleased that several members of the City Council have expressed support for the public interest and job quality protections that are proposed by CPI.

Please contact your City Councilmember and urge their continued support!


- 1) Write a letter at www.OnlineCPI.Org/TakeAction
- 2) Forward the action to your friends and join our email list for campaign updates.

For more information visit:
www.OnlineCPI.org/ProtectServices



HOLIDAY TOY DRIVE


This Holiday Season, please join Local 30 in a toy drive to assist the United Way-Department of Labor Participation.

Unwrapped toys can be delivered to:
OPEIU, Local 30 Office
4560 Alvarado Canyon Rd., Suite 2H
San Diego, CA 92120
8:00 a.m.-4:30 p.m.



Please deliver toys, or call for a pick-up by December 17, 2009.

If you have any questions, please contact Cathy Young, Local 30 Vice President and Events Committee Chair at (619) 589-3097 or Local 30 at (619) 640-4840.

**Giving feels good, and does good too!**

Local 30 Member Volunteers *continued from page 1*

Volunteerism and Community Service and appreciate the long term commitment they have made to the Gulf Coast. Kaiser Permanente does not have a business in that area and yet they continue to help the Gulf Coast. That says a lot about the company we work for.

I have been blessed to have had the opportunity to be involved in this amazing project. And will continue to help the Gulf Coast on my own time on a yearly basis. Helping others gives me a feeling of self fulfillment that I know I've made a difference in someone's life and done something positive. And that makes me extremely happy."

Maria Tinoco
Medical Assistant II
Population Based Medicine

Kaiser Permanente and California Service Center Blood Drives



We would like to thank everyone who participated in the Kaiser Blood Bank drive. Clairemont had 30 participants and collected 20 units/pints of blood and the CSC had 25 participants and collected 22 units/pints of blood.

Thank you for your continued support.

A. Philip Randolph Institute continued from page 2

The theme for the 40th Annual National Education Conference is “ARPI Leaders... Leading For The Health Of It!” focused on health care reform and the elimination of health disparities.

Now, more than at any time in recent memory, universal access to quality health care is a priority for all Americans. While access is important to improving care it won't solve the problems confronting black Americans when they finally see a doctor. APRI's focus is not just to expand the national conversation of health care reform but include eliminating health disparities so blacks can live as long and as rich a life as whites.

Study after study shows that still today culturally competent care is not always delivered. Racial disparities in health constitute a national crisis: Blacks live five fewer years than whites. Diabetes among blacks is 70%

higher than among whites. Infant mortality rates are twice as high for blacks as for whites. The 5-year survival rate for cancer among blacks diagnosed with the disease is 44%, compared with 59% for whites. Black people account for 12% of the U.S. Population – and make up half of all the country's AIDS cases. So while health care is one of the country's leading priorities you can see why it is a priority for the A. Philip Randolph Institute.

While health care was the theme of the convention it was not the only focus. More than 200 young people attended this convention. APRI continues to invest in the future. Their strong leadership and educational programs focus on the youth and preparing the next generation of leaders in their fight for **Political and social freedom and economic justice**. APRI has stayed committed to the mission of its founders.

WEINGARTEN ACT

The U.S. Supreme Court has ruled that a Union Steward is entitled to be present at an investigatory meeting between an employee and management if the employee reasonably believes that disciplinary action might result.

Kaiser Permanente United Way Giving Campaign Begins

by Marianne Giordano

Giving to United Way is one way we can all help to make our communities a better place to live. Money raised from this campaign supports charitable organizations that provide extremely important services in our communities.

One charity you may not be aware of is the **Labor Participation Fund**. United Way of San Diego is a major contributor to this fund. Union members in our community can access this fund through the San Diego Labor Council when they are in need of assistance. Through the years this fund has helped countless numbers of union families with their rent, mortgage, utilities, and prescription drugs and to obtain bags of groceries from the food closet.

So if you do not have a charity that you may already be committed to, I hope you would consider donating to the Labor Participation Fund. This donation could help a coworker, friend, another union family who may have hit hard times, or yourself. So I ask that we reach out and take action and help someone that needs your help. Giving feels good, and does good too.

Introducing Kaiser Permanente San Diego's
1st Matching Funds Program

"You've got to go out on a limb sometimes because that's where the fruit is." — Will Rogers

NEW DONORS
Donate \$5 per pay period
KP will match!

CURRENT DONORS
Raise your current giving of \$1 to \$499 per year by 5% and
KP will match!

LEADERSHIP GIVERS
Become a leadership donor at \$1,000 per year (\$42 per pay period), or
Increase your leadership gift by 5%
KP will match!

When you give to United Way, you can donate to any agency of your choice, including schools, churches, synagogues, or other nonprofit organizations. Donations can be made in your name. Kaiser Permanente donates the overhead cost so 100% of your donation reaches the organization of your choice. And, did you know that United Way of San Diego is a major contributor to the San Diego Labor Participation Fund? Through this fund, union members are able to obtain assistance with rent, mortgage, utilities, prescription drugs and obtain bags of groceries from the food closet along with other useful assistance programs.

Visit <http://kpcgc.org> to donate today!

KP-San Diego will match your donation up to \$50,000 from Community Benefit dollars to the United Way General Fund. These matching funds will offer additional financial support to reduce child abuse and neglect, and chronic homelessness and increase financial stability and independence across San Diego.

UNITED WAY
Kaiser Permanente

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*Holiday Toy Drive deadline is
December 17th, 2009*

Congratulations Ana



*Local 30 congratulates Ana Arche, Local 30 steward,
on her Interpreter of the Year Award from
Kaiser Permanente Latino Association (KPLA).*

Great work!

“DRAWING”



**PROCEEDS SUPPORT
LOCAL 30 EVENTS**



**HP Mini 110-1012NR
Netbook Computer**
(Includes McAfee and sleeve)

- Up to 3 hours of battery life
- 16GB storage capacity
- 1GB memory
- Weighs just 2.33 lb.
- Intel Atom processor N270
- 10.1" LED display
- 802.11b/g wireless; Ethernet
- 5-in-1 Memory card reader
- Built-in webcam and microphone
- Windows® XP Home SP 3

\$5 each
NO REFUNDS

*The winning ticket will be drawn on
December 18th
at the Steward's Holiday Reception.
You don't have to be present to win.*