

NEWS & VIEWS



SOUTHERN CALIFORNIA/
ARIZONA/COLORADO/TEXAS

KAISER MEMBERS RECEIVE A "HERO'S BONUS"

For all the extraordinary efforts made by our members employed at Kaiser's hospitals and many clinics across San Diego County, the Coalition of Kaiser Permanente Unions, of which Local 30 is a part of, has successfully fought for and won the bonuses for all their workers. The bonus is equal to 3% of the annual total payroll for these members and shared equally among the members.

In addition to the bonuses Kaiser management has agreed to extend the Covid Enhanced Benefit Program which includes 80 hours of Covid paid leave through March 31st, 2021 and the childcare grants through April 3, 2021.

Local 30 adds our thanks to these members for all they do and have done throughout this pandemic.



<https://www.vecteezy.com/free-vector/man>



PRESIDENT'S REPORT

Michael Ramey

If you are like me, you too were very glad to see the new year begin. 2020 was undoubtedly one of the worst, most challenging years of at least my lifetime. From illness all around us to economic disaster to the changes to our lives at every level, 2020 was a very difficult year.

Each day as I go to work at my Kaiser clinic, I see the impact all around me. Like all of you I long for the way things used to be. We want our children back in school and back to their normal activities. We want to be able to go out into the world and be together, go to restaurants and family gatherings, hike and bike and enjoy our surroundings. I am confident that we will get there, and we will once again enjoy all the things we now miss.

At Local 30 our Officers and Board Members look forward to once again holding our family

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EXECUTIVE DIRECTOR'S REPORT

Marianne Giordano

To say that 2020 has been a very long and difficult year would be an understatement for sure. While so many lives have been disrupted and made more difficult as a result of the worst pandemic in a hundred years, we continue to push forward and fight for a better 2021.

I would like to say yet again how proud I am of

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SPREADING HOLIDAY CHEER DESPITE COVID



As always, The San Diego/Imperial Counties Labor Council together with the United Way and all the unions in San Diego conducted their annual Toy & Food Drive distribution in December. While masks were worn and distances were kept, the event was a success.



“Covid has changed everything this year,” declared Local 30 Executive Director/CFO Marianne Giordano. “Everything that is except for the number of those in need. In fact, that number has unfortunately grown in these very difficult times.”

Those folks who lined up for the distribution certainly received the help they needed from all the Unions, as usual. Local 30 leaders and members showed up and did their part to bring some relief and hopefully joy to the families most in need.

“We wish there was never a need for all this but since there is, it’s up to everyone to do what they can,” said Manuel Santillan, Local 30 Executive Board Member.

As always, Local 30 made contributions to the drive as well as collecting toys and helping with the distribution. ★

NATIONAL RESPIRATORY CARE WEEK CELEBRATED

This annual recognition of the commitment to service that each professional Respiratory Therapist puts forth every day is always well deserved and certainly never more than in 2020. Covid 19 is a respiratory illness that often requires extreme measures and constant care.

Local 30 is proud to appreciate and thank ALL of our frontline healthcare workers, including our Respiratory Therapists. Congratulations, and thank you for all you do. ★



Justin, Kaylee, Jackie, Aurie, Arturo, Raedan, Gus, Ginger, Sheebah and Andres



Jon, Jessica, Veronica, Daniel, Julian, Cheryl, Ivan, Ginah, Elana, Shawn

the unbelievable and heroic efforts made by our members in the health care sector as well as frontline healthcare workers everywhere during this crisis. You truly are genuine heroes. Thank you on behalf of all of our members and our families.

As the new year starts there is hope. With vaccines coming to market and a much better understanding of the virus, treatments and care plans are looking up. As long as we continue to take all precautions and protect ourselves and our families, we should soon return to a more normal existence than we have seen in more than a year. There is a light at the end of this long tunnel, and it is becoming clearer that it isn't the train.

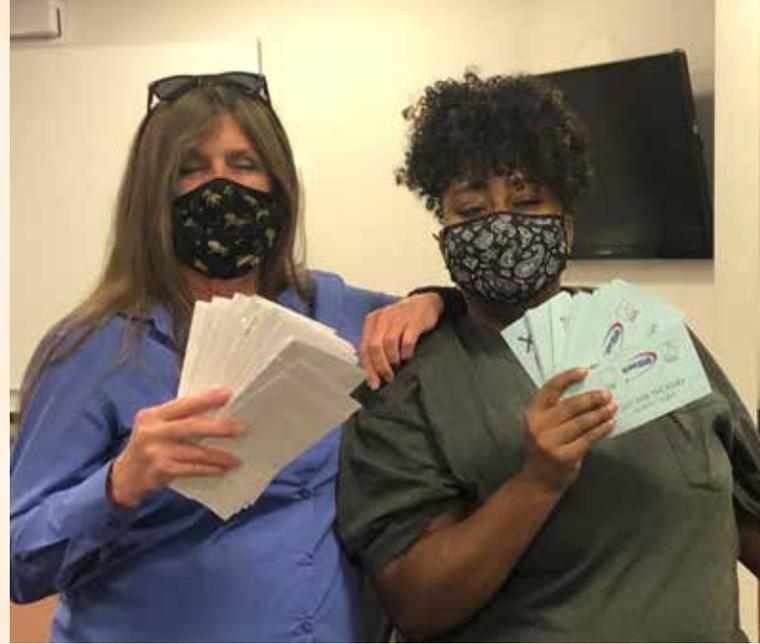
In other news in this edition, you will read about our success in settling a longtime dispute endured by our members at Kaiser Permanente. The so called "back office settlement" is finally finished and our members are being compensated. We have also reached settlements of contracts for our members at Sodexo, Inc. working at Memorial, Mary Birch, and Grossmont hospitals. In each of these agreements our members have received wage increases and benefit improvements. More details are available in the following pages.

From the financial side, I am pleased to report that Local 30 continues to manage very carefully to get through the difficult times we are in. Our revenue has remained strong and our expenses have been kept low allowing us to provide all needed services to our members. We continue to make necessary adjustments to our servicing to protect our employees as well, members should expect representation as usual.

Lastly, I would like to thank you all for your support for our leadership over this past year in particular. Difficult challenges and trying times have made leading so much harder lately but as a result of your incredible support I am confident in our future successes together. Thank you very much.

— In unity, Marianne

GROSSMONT WORKERS REACH AGREEMENT



Local 30 members employed by Sodexo, Inc., and working at Sharp Grossmont Hospital have won a new three-year contract. The agreement calls for annual wage increases as well as benefit improvements. The package has been ratified by the members.

"This has been a unit that has always stuck together and negotiated for the best terms possible," stated Director of Member Services and lead negotiator Annette Baxter. "Our negotiating committee was clear about the needs of the members in this group and worked to improve the contract in the areas that were important to the members."

The Union's bargaining committee members were Keisha Barnes, Patty Arballo, from EVS and from Food and Nutrition were Pat Kennedy, and Carolina Castellanos.

In addition to wage increases the settlement included other improvements, and additional holidays, and some needed language changes.

Bargaining committee member Keisha Barnes reported, "I believe we accomplished a lot in this agreement especially given the times we are in. Patient and employee safety is a big concern to us and of course being paid a fair wage is always near the top of the list. I think we did both in the contract."

"The members voted to approve this offer and so I think that says we did a good job," said Annette Baxter.

The new agreement has a 3-year term and runs through 2023. Congratulations to our members at Grossmont Hospital. ★

MEMBER ONLY BENEFITS CHECKLIST

As a member of Local 30 I am entitled to (and have signed up for): **FREE** College; **FREE** ID Theft Protection; **FREE** Towing and Lockout Service; **FREE** College Scholarships and College Debt Reduction Awards; plus much more! Check out Local 30 website at www.opeiulocal30.org. More value for my membership. Thank you Local 30! ★



COVID – EVERY HEALTHCARE WORKER'S CROSS TO BEAR

By Lolita Babaran, Business Agent



COVID – that virus, that threat, that grim reaper has been on everyone's mind since the beginning of 2020. There isn't a minute that goes by that you don't hear something about COVID. You turn on the radio – COVID; you turn on the TV – COVID; you access the internet – COVID; heck, you turn on your cell phone and one of the

first things you see is the latest numbers on COVID. There should be no need to remind anyone that we are in a serious pandemic – all you have to do is look at your neighbor, friend, co-worker, even a stranger; they are wearing masks and complaining there isn't any toilet paper on the shelves. What we are not constantly being reminded of is how much our healthcare workers have sacrificed to save others. But here, at Local 30, we don't have to be reminded of the sacrifices our healthcare workers are making. We know, firsthand, how they are tirelessly working day and night to ensure all patients, COVID and others, are receiving the necessary care needed during this most crucial time – a time that will go down in history as one of the most catastrophic events ever. Think about it: more Americans have died from COVID-19 than in combat during World War II. Now, that's scary. So, you have to ask yourself, "How can you not know the tremendous pressure our healthcare workers are under?"

While most of us know the pressure our healthcare workers are under, we don't necessarily, fully understand the tremendous amount of pressure they are under on a daily basis – they just keep

moving forward. I have had conversations with several Local 30 healthcare workers, LVNs, Rad Techs, Service Reps, EVS workers, and while most of them say that they are concerned about "being exposed to COVID", none has ever told me that they didn't want to go to work. Wow! Heroes in my book.

Personally, I believe healthcare workers, in general, are unique in that many of them go into patient care or patient services by choice. That was definitely not a choice for me. I am quite sure most healthcare workers know the potential risks that lie ahead of them in this field, possibly like this pandemic. And because they had chosen to go into the healthcare field, I believe they also knew that any risk would be their cross to bear. We can only sympathize about all the hard work and dedication our frontline staff are experiencing, but unfortunately, we are unable to empathize because we are not the ones working long hours, caring for patients, seeing patients suffer, watching loved ones cry because they can't be with their brother, sister, mother, father. For some, the cross they are carrying can be too much, for others, they just don't pay attention to it. Either way, they just keep moving forward.

The healthcare workers that we represent are our heroes. I wish the media would give them more credit. Every once in a while, the media will give a cursory recognition to healthcare workers. They even go as far as showing some with scars on their faces due to hours of wearing masks and other COVID garb. Although this shows the turmoil these workers face, I don't think it truly shows the magnitude of the turmoil and risks that they take on to care for COVID patients. I wish there was more public attention called to these workers reminding us of their continued efforts to care for us all. I know this will not happen, but I can always wish. The only thing I can do is pray – pray for their safety, for their strength, and for their peace of mind, that the cross they had chosen to bear carries them through this horrendous time.

I'd like to dedicate this article to all of our Local 30 Heroes! You're number one in our hearts! ★

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events and enjoying time together. For now, we must be patient and continue to put the health and safety of our members and their families first. We will get back to our regional events and the Zoo and to Sea World and all the Holiday parties just as soon as possible. And we will resume our steward trainings and regular meetings. These are, after all, some of the things that make our Union great and add so much value to membership in Local 30.

While we wait, we should keep in mind all the other benefits our Union offers even during these trying times. Benefits that can help families, make things easier, and save us money. Benefits like our scholarship program which offers ten, \$1,500.00

awards each year to our members and their families. Our Safe Driver Program which provides roadside assistance, towing and help with lock outs and dead batteries. Our ID Theft Protection Plan to cover your credit cards and personal information from cyber-crime. And more, and all of which are FREE for our members. That's right FREE. As a local 30 member you are already enrolled. Just call our office to receive more information and start using your Union benefits.

So, let's keep a positive attitude and get through this together. Like we have done many times before, working and sticking together always gives us cause to celebrate in the end.

– Michael

COLORADO AND ARIZONA MEMBERS MOVE TO OPEIU 401(K) PLAN

At long last Local 30 members in certain bargaining units in Colorado and Arizona who were participating in the John Hancock Plan will finally move to the new OPEIU National Savings and Retirement Plan for their 401(k)'s. The move has been in the process for a few years now and is now complete.

The 401(k) plan that formally covered these members was first started by OPEIU Local 5 in Denver. When Local 5 merged into Local 30 the Plan was kept intact and was invested with John Hancock Life Insurance Co. In 2016 the International Union created and made available the new OPEIU National Savings and Retirement Plan (NSRP). All OPEIU local unions have the ability to move their current Funds into the NSRP. The process for moving from one plan to another is fairly involved and takes quite a bit of time. The reason the International Union started the NSRP in the first place was to drastically lower the costs to both the employee and the employer. The NSRP has accomplished that and both employers and especially our members now benefit from those savings.

“This process has taken a long time to complete, that is for sure,” commented Marianne Giordano Executive Director/ CFO. “There are so many rules and regulations inherit to these plans from the IRS to the Department of Labor. That’s mostly what takes so long. Also complicating the situation was that these are all small units and there are several participating employers all of which must be dealt with separately to make sure our members are protected. In the end, it was worth the wait.”

For these members, their total current 401(k) balances will now be serviced by Prudential and as a result the investment options for these members will be more and the website also includes more information and options as well. Members are receiving training and support to get them familiar with the new process and to ensure that they are able to take full advantage of all the features available to them.

Local 30 always advises our members to take advantage of the options to add savings for their retirement. These accounts not only help members save for the future but also help with income taxes being paid now. It’s never too late to take advantage. ★

MEMORIAL AGREEMENT MEANS HIGHER WAGES



Local 30 members employed by Sodexo, Inc. working at Sharp Memorial and Mary Birch Hospitals in San Diego reached agreement in November on wage increases for 2021. The sides had agreed to a wage re-opener in their 2019-2021 contract. The result of the talks was a settlement that brought high wages and some benefit changes for all employees in the unit.

“While we realize that you never get everything you ask for in bargaining, that didn’t stop us from pushing for more for our members,” declared steward and bargaining committee member Anna Gallegos. “This was just a wage re-opener, but we did manage to improve some other things in addition to our pay. We were pleased to recommend the package to our members.”

Employees will receive at least a 3% wage increase for 2021 and there were other improvements to contract language for some paid Holidays for part time employees, temporary service pay, job bidding, and job classifications. The parties will return to the bargaining table in the summer of 2021 to negotiate their next full agreement.

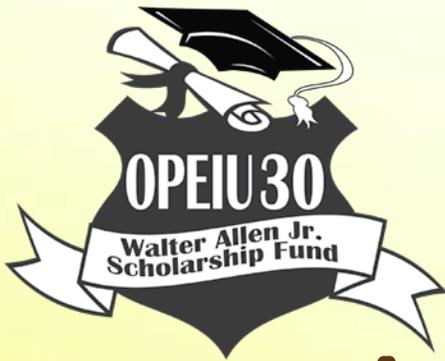
“Our group has been pressing our employer for better pay and benefits each time we bargain a new agreement, and we plan to continue to do so,” remarked steward and bargaining committee member Raymond Gallardo. “The more members we add to our group, the stronger we get. Working together and staying strong is what will help us succeed.” ★

FREE Benefit for Union Members



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. ★

OPEIU Local 30



SCHOLARSHIP AWARDS

Each year the OPEIU, Local 30 Walter Allen, Jr. Scholarship Fund awards scholarships and student debt relief to Local 30 members or their family members. In 2020 the Fund gave 10 lucky winners help with the high cost of their educations. The awards were \$1,500 each, and can be used to pay current tuition or to pay down college loans.

And the Winners Are...



Alexis Sarcay, Local 30 member from Kaiser Permanente San Diego, to attend Colorado Technical University.



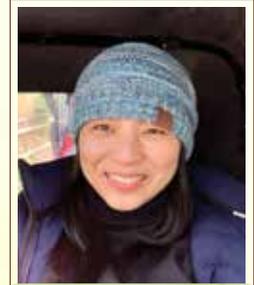
Aimee Sanchez, daughter of Local 30 member Paula Sanchez employed by UFCW, Local 7 in Denver, CO, to attend Suffolk University in Boston, Massachusetts



Emily Stenson, domestic partner of Local 30 member Berick Mafong employed by Kaiser Permanente San Diego, to attend Concorde Career College.



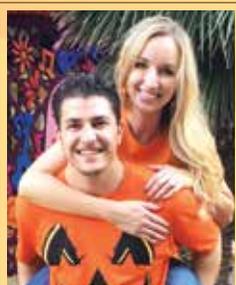
Aaron Avalos, son of Local 30 member Tina Avalos employed at City of Hope in Los Angeles, to pay down student debt.



Abigail De Joya, a Local 30 member employed at City of Hope in Los Angeles, to pay down student debt.



Carmina Dimagiba, daughter of Local 30 member Hazel Oto employed at Kaiser Permanente San Diego, to pay down student debt.



Zack Irvin, a Local 30 member employed at Kaiser Permanente San Diego, to pay down student debt.



Alexandra Lopez, a Local 30 member employed at Kaiser Permanente San Diego, to pay down student debt.



Jason Ly-Lee, son of Local 30 member Dinh Ly employed at Kaiser Permanente San Diego, to pay down student debt.



Tawny Molina, a Local 30 member employed at Kaiser Permanente San Diego, to pay down student debt.

The scholarships are awarded annually so, if you are a student currently or have student loans to pay, don't forget to send in your application for the 2021 awards! Application date to be announced.

Local 30 Congratulates All Our 2020 Winners!



“Kindness is a language that the deaf can hear and the blind can see.”

—Mark Twain

LOCAL 30 SETTLES FIRST CONTRACT AT CHULA VISTA



After organizing the EVS workers at Sharp Chula Vista Hospital, the parties have successfully negotiated their first contract. These workers are employed by Sodexo, Inc. and work at the Sharp hospital in the same way that

Local 30 members work at other Sharp hospitals in San Diego. The new agreement will bring all the protections and benefits of a Union contract to these workers for the first time.

The union’s bargaining committee members were Martha Carillo, Armando Macias, Judith Rodelo, and Sandra Camacho, led by Angela Jensen and Annette Baxter from Local 30.

Some of the members here said they just wanted to secure their positions and have wages and benefits in writing so they can do their work and not worry about things changing without our input. Now they feel they have a voice.

The package includes all the usual protections of a labor agreement such as a just cause provision, grievance procedure, arbitration, and it lists all benefits such as vacation and sick time, holidays, health insurance benefits, and wages. This agreement has a five year term with wage increases every year of the contract through 2025.

“This process took a lot longer than it usually does because of scheduling issues and, of course, Covid, but we finally got everyone together and got it done,” reported Business Agent Angela Jensen. “Our Local 30 staff worked as a team to complete this contract. We are very happy for these hard working, new members of Local 30.”

“We are pleased to welcome the Chula Vista workers as members of our great union, and we are proud to represent them going forward,” said Local 30 Executive Director/CFO Marianne Giordano. ★

LONG-STANDING DISPUTE FINALLY RESOLVED

Local 30 members working at Kaiser Permanente in Back Office Service Representative and Senior Service Representative positions have finally had their reclassification dispute resolved. The Union and Management worked in Partnership to bring these positions in line with other Local 30 positions doing similar work and to agree to new titles and wage rates that better fit the work of these jobs.

“This dispute has been going on for a very long time and now finally the patience of these members is paying off,” reported Local 30 Director of Member Services, Annette Baxter who led the negotiations for the Union. “This issue involved all of our Business Agents and several of our member leaders. Our team worked really hard to get this done and together with our management partners we were pleased to announce the settlement which includes the title changes, wage grades and salary adjustments, and significant back pay.”

“It took a very long time, but it was worth the wait,” said Business Agent Lolita Babaran. “A lot of work went into this effort and I for one am very grateful for the support of our members. We are glad to have this behind us.”

The settlement changed the job titles from Service Representative and Senior Service Representative to Clinic Clerk II and Senior Clinic Clerk II, respectively. These title changes also resulted in the positions being moved to higher wage grades meaning higher wages for those impacted. Due to the extended time that it took to reach the agreement the effected employees received just over a year of back pay.

The agreement also includes adjustments to Service Rep’s and Sr. Service Rep’s in Orthopedics with back pay for for those changes as well. Back office staff in the Oncology/Ambulatory Infusion Center will finalize their agreement in the first quarter of 2021. ★

Correction: In our last edition we incorrectly identified Jon Larson’s title. It should be Materials Management Specialist.

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/Office Mgr
Theresa Zallis	Office Accountant
Maria Serrano	Administrative Assistant
Kim Tyler	Administrative Assistant
Mariana Almaraz	Administrative Assistant

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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.

**SO YOU
WANT BETTER
JOBS, HIGHER
WAGES AND A
THRIVING
MIDDLE CLASS?**

**SUPPORT
UNIONS!**

AFL-CIO

MEET LOCAL 30'S OFFICERS

MARGIE CHAVEZ

Margie is the newly elected Recording Secretary of Local 30. Margie is employed by Kaiser Permanente as a Customer Support Specialist, currently serving as a Union Partnership Representative working full-time for the Union under the Labor Management Partnership.

Margie has served the Union as a steward, Executive Board Member, and now as Recording Secretary. She has served on the GenNext Committee, has been a trainer of Labor Management Partnership Orientation, and is a delegate to the San Diego/Imperial Counties Labor Council. Margie is also active in the Union's community events and drives.

We welcome Margie to her new position with Local 30 and know she will serve her Union with pride. ★

