



Clockwise from top left, Sean Chiles, Alberto Molina, Kelsey Horst, Lesa Miller, and Tycho.

## LOCAL 30 WINS UNION ELECTION IN LOS ANGELES

Guide Dogs of America, Inc. breeds, trains, and provides service animals to those in need of assistance. They have served the community for many years. Their employees are dedicated to providing the best quality service and care to ensure these animals are able to assist those who need it. Those same employees have now voted to join OPEIU, Local 30.

The National Labor Relations Board (NLRB) recently conducted an election allowing the employees to vote to be represented by Local 30, and they won unanimously. Jamie Campbell, Director of Organizing for Local 30 was pleased to announce the win.

“We have been working with this group for several months and since the start I found them to be very serious about Union representation,” stated Campbell. “We look forward to working with our newest members to achieve their goals in bargaining.”

“This is a great victory for Local 30 and for Jamie as well,” reported Local 30 Executive Director Marianne Giordano. “I want to congratulate Jamie and Nati from our International Union who provided assistance in this effort. And of course, welcome our newest members to Local 30. We look forward to bargaining their first contract.”

The Union began bargaining with the Employer in April to secure a good collective bargaining agreement for these new members. ★



### EXECUTIVE DIRECTOR'S REPORT

**Marianne Giordano**

Despite the ongoing, ever changing, and seemingly never-ending pandemic the work of the Union goes on. While we are engaged with our many employers to provide added safety measures and time off for Covid we are still processing grievances and representing our members with their issues. Our Business Agents continue to provide the support

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### PRESIDENT'S REPORT

**Michael Ramey**

I know this is getting old, but I just can't let the opportunity pass to thank ALL of our members and leaders for continuing to show up for work and take the best care possible of our patients, our customers, and our communities. As this crazy pandemic continues to present challenges to our normal way of life with no apparent end in sight, we need to continue to protect ourselves, our families, and

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# COMMON MISCONCEPTIONS ABOUT STEWARDS

By Lolita Babaran, Business Agent



There are many misconceptions about Shop Stewards in the workplace. Over the years, I have heard them all. Some misconceptions are weird and not even worth mentioning but some need to be discussed. Here are four of the more common ones. Believe me, there are many more but for now I would like to address these as questions, and with definite answers.

**ONE:** Does anyone really become a Union steward to butter up to their managers to get on their good side? Absolutely not. It is quite the opposite. Our Stewards are usually the ones who inform their managers that a violation of the contract has occurred. Many managers do not take this too kindly. In fact, managers have even called the Business Agent just to verify what the stewards have told them. 10 times out of 10, we have to tell the managers that our stewards are correct. So.... Becoming a Steward to get on a Manager's good side is a misconception.

**TWO:** Is it true that Union Stewards work less because they work for the Union? Absolutely not. Union Stewards do not work for the Union. They do not receive a paycheck from the Union. They work for their employer, such as Sodexo, Kaiser, USC, etc. and volunteer their time to help the union by educating our members of their rights, as well as representing members during fact findings. To go even further, our Stewards attend monthly Steward trainings/meetings after work or on weekends on their own time. So.... Working less and being employed by the Union is a misconception.

**THREE:** Do Union Stewards spy on their coworkers? Absolutely not. This can't be further from the truth. Stewards don't have time to spy on their coworkers. Like all employees, Stewards are overworked and underappreciated. What our Stewards have been known to do is educate employees. This education may be misconstrued as being spies, like when a Steward lets a few coworkers know that managers are focusing on absenteeism. Well, if the coworkers happen to have an attendance problem, they may think that the Steward is "watching them." In essence, the Steward is just trying to help them out. That's the case with being a Steward. It's damned if you do and damned if you don't. So.... Being a Union Steward being like a spy is definitely a misconception, oh and laughable.

**FOUR:** Are Union Stewards held to a different standard? Absolutely not. Stewards are held to the same performance and behavioral standards as their coworkers. If a Steward is pulled away from work to represent a member, he/she/they are still expected to maintain the same productivity levels. As far as behavior standards are concerned, all employers expect their employees to behave with the utmost professionalism, regardless of who you are or what position you hold. The Union expects the same from our Stewards, and Our Stewards don't disappointed us. So.... Having a different work standards for Union Stewards is a misconception.

There are many other misconceptions about what a Union Steward does or does not do; have or does not have; or can or cannot do. It would be difficult to try and dispel all of the misconceptions. The only thing I want people to know that it isn't easy being a Union Steward. Sometimes, they are seen as angels and sometimes they are seen as devils. It can be draining, because a lot of time, effort, energy, and knowledge goes into being a good Union Steward. The sad part is a lot of people don't realize this.

Hopefully by reading this article, some people will change their opinion about a Union Steward's role or at least, understand there are misconceptions.

## LOCAL 30 PRESSES FOR FAIR TREATMENT FOR SODEXO WORKERS



Local 30 members employed by Sodexo, Inc., working at Sharp hospitals in San Diego continue their efforts to get the employer to

recognize the enormous strain on them and their families during the Covid crisis. The Union intends to continue to push for better protections for these workers.

“These Local 30 members are employed in various EVS and food services jobs at the hospitals,” declared Business Agent Angela Jensen. “These members are employed in jobs that Sharp contracted out to Sodexo years ago. Our goal is to get the protections these members deserve as they continue to perform these jobs under very difficult circumstances as a result of the Pandemic.”

The Local 30 contracts covering these workers provide the normal protections of wages, benefits, and security of a collective bargaining agreement but in these times of so much uncertainty the union is seeking additional, temporary benefits to ensure they are safe and supported during this time. So far the employer has not agreed to extend any additional benefits to protect these members as have the very hospitals they work in done for their employees.

Jensen together with Director of Field Services Annette Baxter are working together to persuade the employer to realize the necessity of their proposals and the benefit to the employer that these workers be safe and well. The talks continue. ★

## LOCAL 30 STEWARDS AT ACI



Alternate Concepts Incorporated (ACI) is the transportation company that is contracted to run the light rail service in Phoenix, Arizona. Local 30 represents the hardworking supervisors

overseeing transit operations provided by ACI.

The team of unit leaders for Local 30 are chief stewards Steve DeSelms and Jim Mullins, and shop stewards Rick Hogan, and Steve TumSuden.

The group recently negotiated higher wages in a contract re-opener for 2021 and '22. The full contract expires in June 2023.

“We have a number of issues to discuss in our next round of bargaining in 2023,” declared Chief Shop Steward Jim Mullins. “For now, we were simply trying to keep our wages competitive, and that’s what this agreement does.”

“There is always more that you want to accomplish in bargaining, but re-openers are for a specific purpose. This one was for wages. We accomplished what we set out to do,” stated Chief Shop Steward Steve DeSelms.

Bargaining for their next contract will begin in early 2023. ★

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necessary to ensure our contracts are enforced, our member leaders continue the work of our various committees and joint work groups with our employers, and our leadership team is working to support everyone involved. Our contracts are being bargained and cases processed just as always.

Some of the work of the Union has naturally changed somewhat in the face of new challenges and issues that are the result of Covid and the nothing-is-normal way of life these days, but as usual, the best interest of our members is still the most important goal.

In this edition of our News & Views you will read about the successful bargaining in some of our units that will provide wage increases and benefit improvements for those Local 30 members. You will also hear about some milestones accomplished by our members; a new retiree medical benefit being offered by our International Union and meet three more members of our Executive Board among other things. We hope you enjoy the news.

As we continue to recover from the past two years of disruption, we are attempting to bring back our member events, but cautiously. As you can assume, these large events take a lot of time to plan and given the inability of anyone to predict with any certainty what will happen next with the pandemic, setting dates and making plans for events is very difficult. We intend to bring back our events as soon as we can while making sure we keep the safety of our members and their families our first concern. We ask for your patience as we continue our wait and see approach. More information will be forthcoming.

For now, I wish to add my thanks to all of our members for their efforts during these extremely trying times. Please put your safety first, and that of your families.

— In unity, Marianne

## 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](http://www.opeiulocal30.org). More value for my membership. Thank you Local 30! ★



## FIRST TRANSIT SUPERVISORS RATIFY NEW CONTRACT



Local 30 members employed by First Transit, Inc in Phoenix, Arizona have settled their new collective bargaining agreement covering the next five years. The package includes a number of positive language changes, some added benefits, and most importantly wage increases.

Going into bargaining this round the members of the unit were most concerned about their wages because they were in some cases well below other positions in the transportation sector in Phoenix. As a result of this agreement, over the next few years the gap will close significantly and eventually be eliminated. The parties agreed to a new wage scale which will provide both step increases and wage increases each year.

“No one ever gets exactly what they want in bargaining so we pushed hardest on what we saw as the biggest issue for our group, the wage rates,” reported Christian Feagin, bargaining committee member. “Our bargaining committee last time made a lot of changes that set us up for a better outcome this time around. We thank them for that progress that allowed us to gain even more this time.”

“I was pleased that we also made gains around safety, made clarifications around shift bids seniority and other items, and we added and expanded some other benefits meant to move us forward as well,” said Brian Murphy, bargaining committee member.

These Local 30 members just like so many of our members have worked through the past two years of the pandemic in the public and in hazardous conditions. Their goal was to serve the public despite the dangers they faced on a daily basis. As with all of our frontline members whether they work in healthcare, transportation, or wherever, they are at risk every day as they do their jobs and we want them to know we are grateful to them all. ★

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our co-workers all while doing our jobs. A lot is being asked of us but we are all in this together. So, thank you once again.

As you will read in these pages, there is still a lot going on at Local 30. Our representatives continue to fight for more safety procedures and possibly time off and extra pay for working during Covid as well as all the other business of the Union. These are unprecedented times for all of us and call for special benefits for those working in the face of this pandemic. Let's make sure we support the efforts of our Union to get us fair treatment.

In this edition you will also read about the

## LOCAL 30 SETTLES CONTRACT WITH LA LAW FIRM



Local 30 members employed by Goldschmid, Silver, & Spindel PC in Los Angeles have agreed to a new 2 year contract. The ratification vote to approve was unanimous. The new agreement adds two Holidays among other items. The Holidays are Veteran's Day and Juneteenth.

Longtime shop steward Yvette Gregory, herself a veteran was pleased with the outcome. “Our members were happy to settle this contract and enjoy the improvements made,” said Gregory. “And as a veteran I was pleased to see that while so many employers have over the years eliminated Veteran's Day altogether, our employer agreed to add it. This was a victory on a number of levels.”

Business Agents Briggett Mitchell and Lolita Babaran led the negotiations. “This is a longtime unit of Local 30 and Yvette has been the steward for many of those years,” stated Mitchell. “This law firm has had some financial issues in the past and these employees have continued to work with the Firm to keep their jobs and benefits. This agreement secures those jobs.”

These Local 30 members are legal administrative staff and most have been with the firm for many years. The new contract expires in 2023. ★

### NEW DATE FOR LOCAL 30 GOLF TOURNAMENT

The new date for the 2022 Local 30 Scholarship Golf Tournament that funds the Local 30 Scholarship Fund will be:

**When:** Friday, October 7, 2022

**Where:** Riverwalk Golf Club, San Diego



retirement of Local 30 members Joe and Sandy Licata after 40 years of service each, to Kaiser Permanente. As we congratulate them on their retirement, we are also asking our members to let us know about any retirements from our membership. The monthly reports the Union receives from our employers do not specify retirements from other terminations, so we do not necessarily know when a member retires. We would like to recognize them when they do. So please, reach out to us and let us know when you or a co-worker retire. Retirement is a reward for many years of service and your Union would like to thank you for your service and recognize your accomplishment.

Again, thank you all and stay safe.

— Michael

## GONZALEZ TO LEAD CA LABOR FED



Former San Diego Assemblymember Lorena Gonzalez will join the California Labor Federation, AFL-CIO. The move marks Gonzalez's return to Organized Labor where she previously served as Executive Secretary-Treasurer of the San Diego and Imperial Counties Central Labor Council.

In her new role, Gonzalez will work along side Federation staff and Executive Secretary-Treasurer Art Pulaski to advance the Federation's 2022 agenda at a critical moment in Labor's history. Upon Pulaski's anticipated retirement in July, the Federation's Executive Council announced its intent to have Gonzalez succeed Pulaski as Chief Officer. A formal vote of the Council will occur upon Pulaski's retirement.

"Lorena is well suited for this new and very important role," said Local 30 Executive Director Marianne Giordano. "She is from San Diego and has represented working people here for many years in a variety of positions. We look forward to this next stage of her brilliant career, back in Organized Labor." ★

## LOCAL 30 WELCOMES NEW WPS CHAMPION



As part of the National Agreement between Kaiser Permanente and the Coalition of Kaiser Permanente Unions (CKPU) the parties agree to work together to accomplish a number of goals. One of those goals is to protect the safety of every employee and

eliminate workplace injuries. To accomplish this the parties appoint a variety of members to work every day on their goals. Positive outcomes are rewarded each year in the PSP bonuses. One of the key positions in the effort for Workplace Safety (WPS) is the Workplace Champion/ Labor Lead for the EVS Department in San Diego. That position is now assigned to Ricardo Reynaga.

Ricardo is a Local 30 steward and brings great enthusiasm to this role. The work of ensuring employees are safe as they do their jobs in the very dangerous healthcare industry is certainly difficult. His work will include rounding throughout the hospitals and medical office buildings looking for issues and resolving them as simply as possible, reviewing regular injury reports and data, and meeting with his management partners to discuss and remedy issues as they arise.

Every Local 30 member working at Kaiser San Diego will benefit from Ricardo's efforts. Please welcome him to his new role and assist him in any way you can to help him be successful and keep our coworkers safe at work.

## MEETINGS for 2022

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### Steward Meeting Tentative Schedule

January 1, Saturday	10am-12pm
February 16, Wednesday	5:15pm-7:15pm
March 12, Saturday	10am-12pm
April 20, Wednesday	5:15pm-7:15pm
May 14, Saturday	10am-12pm
June 15, Wednesday	5:15pm-7:15pm
July 9, Saturday	10am-12pm
August 10, Wednesday	5:15pm-7:15pm
September 10, Saturday	10am-12pm
October 12, Wednesday	5:15pm-7:15pm
November 12, Saturday	10am-12pm

\*\*December Holiday Reception TBD

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### Upcoming Meetings for Local 30

General Membership meetings will be held on April 28th, July 28th, and October 27th.

## 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.





Sandy and Joe Licata.

## LICATA FAMILY RETIREMENT

Local 30 members Joe and Sandy Licata have retired from Kaiser Permanente after a combined 79 years of service. Joe a Diagnostic Medical Sonographer II and Sandy a Clinic Clerk II have worked for Kaiser for 40 and 39 years respectively. The couple met and married while employed at KP 31 years ago.

So what next for the Licata's? "Right now we are just enjoying our two grandchildren every day", said Joe. "We plan to travel when it's safe, back to London, and maybe Paris. But for now we are content to be able to treat every day like it is Saturday."

For us all, retirement is the reward for a lifetime spent at work. For Joe and Sandy it's for a lifetime spent at KP. Congratulations to you both and good health from all of us at Local 30. ★



The Local 30 Toy Drive was held on December 16th at the Padres Tailgate Parking Lot. It was a great success and we thank all who donated and volunteered.





**Comprehensive coverage available exclusively to retired union members**



# **NEW!** Discover the Benefits of Better Health as a Union Retiree

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\*This benefit is primarily for those members who do not have a retiree medical benefit already.

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**844-235-3787**



**8:30 A.M. to 5:00 P.M. Monday - Friday except holidays.**

**Disclaimer:**

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## 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/Director of Administrative Services
Theresa Zallis	Office Accountant
Kim Tyler	Administrative Assistant
Mariana Almaraz	Administrative Assistant
Kathy Nguyen	Administrative Assistant

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Facebook: [facebook.com/OPEIULocal30](https://facebook.com/OPEIULocal30)

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](mailto:info@opeiulocal30.org).

# MEET LOCAL 30's OFFICERS

## EZEQUIEL DIAZ



Ezequiel is the Local 30 Executive Board member from Kaiser Permanente's California Service Center (CSC). He has been at the CSC since

2012. Ezequiel is a shop steward for the CSC, has been the recording secretary for the local's Generation Next young members council, and currently works as a Local 30 Union Partnership Representative (UPR). He was elected to the Local 30 Executive Board in 2019.

## GAYLE NOON



Gayle is the Local 30 Executive Board Member for Colorado. She is a 28 year employee of the Colorado Building and Construction Trades Council

in Denver. Gayle serves as Lead Steward/Member Representative for the Local 30 units in Colorado. She also serves on the Colorado AFL-CIO Executive Board on their Executive Council, Budget Committee and as a Trustee. Gayle has been a Member of the Local Executive Board for 5 years.

## LINDA WINTERS



Linda is the Executive Board Member for Arizona. Linda works for Zenith American Solutions, a third party administrator providing services to Union health and

pension funds. Linda has been with Zenith for 42 years and has been the shop steward for her group for all of those years. She has served on various Local 30 committees, is a delegate to the Maricopa Area Labor Federation (MALF) and the Arizona AFL-CIO. Linda has been a Local 30 Executive Board Member for the past 15 years.