

Executive Director's Report

Walter Allen, Jr.



There has been a lot of activity to report on for this edition of the News & Views from around the membership. In these pages you will read about a unique fundraising effort for our Charity Fund by our members in the Kaiser Radiology Department, a successful organizing effort in Arizona, a report of our successful summer event at Sea World, hear more from one of our own OPEIU doctors about advances and benefits in non-traditional therapies, and much more. I will report about the Union's finances, the status of our building, and the progress we have been making in our bargaining with various

employers in our region. All in all a pretty full edition.

I mention this because our newsletter is the most regular communication we have between the Union and our members. The newsletter that arrives at your home every few months also can be found on our web site. The ways we get information out to our members these days has changed to include the web site and Facebook but our newsletter is still the easiest and most informative.

At Local 30 we have many events, meetings, and trainings to announce. We try always to make sure that any information coming from the Labor Councils that we are involved in is passed along to our members as well.

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President's Report

Marianne Giordano



Well it's time to say goodbye to another summer and hello to 'back to school' and back to work. I certainly hope all of our members and their families enjoyed vacations and time away.

As we move into the fall and return to our realities I would like to encourage us to look again at where we are, and remember how we got here. For Local 30 members, hard work has never been a problem. Our ability to stick together and work as a team has always been the key to our success. This year has been no exception.

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Vice President's Report

I am always very proud of our Union for the excellent service and representation we receive, for the dedication of our officers and staff, and for the unconditional support our members can count on. But few things make me feel better about our Union than all the extras our members receive. From the scholarships to the events to the training, Local 30 membership includes far more than the Union contract alone

Just recently we hosted our summer event, this time at SeaWorld and the comments have been nothing but positive. After a number of

years having the big picnic on the beach, our Events Committee voted to try something new. This year the event at SeaWorld brought in several hundred members and their families who enjoyed a great buffet lunch, prizes, and a great day in the park. Members even had an option to turn their one-day ticket into much more that would allow them to return to the park as often as they would like through the end of the year.

Many thanks go to all who helped to make this a great event. Our Events Committee; Cathy Young, Chair, Carmen Corral, Erica

DeWar, Catherine Engler, Roger Lester, Jan Nikodym, Diane Nunez, Maria Perez, Ruth Porchas, Annie Watson and Linda Winters. And very special thanks to Maria Perez, Kim Tyler and Mariana Almaraz for their hard work organizing and planning all the details that make an event special.

Make sure to take a look at all the happy faces at this year's event and start planning now for next year. Our Events Committee will continue to look at all options to bring more of our members out to enjoy time together and include their families. ■

Why Am I A Steward?

By Lolita Babaran
Local 30 Business Agent

When I was a Steward, especially when I had both managers and employees coming at me on both sides, I would exasperatingly ask my self, "Why the (H-E-Double Hockey Sticks) am I a Steward?" Now that I am a Business Agent, I sometimes still ask that same questions. Why would anyone want to be a Steward? Could it be for the glory? I can tell you first hand that there isn't anything glorious about it. Could it be for the glamour? Have you seen some of the places where our stewards work? I don't think that's it. Or, maybe it's for the beauty? That would explain why some of our members stare at our stewards as though they were the bride of Frankenstein, especially when giving them answers they don't want to hear. Bottom-line:

It's a thankless job. So, I ask again, why be a steward?

Well, I don't think I have an exact answer to that question. But I do have some ideas, especially, when I sit and watch our Stewards at the monthly Steward classes. At these classes, I am constantly reminded as to the reason why I once became a steward, and it explains why they are our stewards. It is because they, like me, believe in Unions. Our stewards are fighters, with the belief that everyone should be treated fairly and equitably. They come to our monthly steward classes not because they have nothing else to do on a Saturday – I mean, seriously, come on. Let's get real. Our stewards come to the classes, because they truly want to be knowledgeable about our Contract, National Agreement, and any other Labor information

they can get their hands on. They want this knowledge, so that they can better represent our members and ensure they get fair and equitable treatment.

Now, I'm not trying to be corny or anything, because that's just not my style. But I can proudly say that our Local 30 Stewards are the best stewards. We depend on them to provide us with information, and they act as our communicators when we need to get information out. In essence, our Stewards are what make our Union strong.

So for those Stewards who are starting to question why they became Stewards. I recommend you attend one of our Steward classes – you'll get re-energized. And for those members who may want to join us as a Steward, give us a call. ■

Executive Director's Report continued from Page 1

We also often have information about other organizations and events in our communities and connected to our employers that we feel our members should be aware of. All of this needs to be communicated in a timely fashion to all of our members.

We provide the information and all you have to do is consume it. We hope you will take the time to reach back to us on Facebook or the web site and let us know how we are doing as well. Now the news.

I am pleased to report that our finances are stable, and actually on the rise this past quarter. Our investments in general are performing better but there is still a great deal of uncertainty in the economy making it difficult to earn the returns we would like. We plan to continue our very conservative investment strategy of very low risk equities and other investments. I continue to believe that the moderate gains that come with a conservative strategy are far better than the possible losses that could come with greater risk.

The investment we made in our San Diego building has begun to save us on our expenses for rent and meetings. Following two years of renovations and improvements the costs to maintain the property has leveled off and we are now beginning to realize significant cost

On the contract bargaining front we continue to make gains for our members in Southern California and Arizona. We recently settled a first contract for members at Zenith American Solutions in Phoenix, Arizona that included wage increases and benefit improvements.

Later this year we will bargain a new agreement for our members at American Benefit Plan Administrators who have now merged with Zenith and will create one larger unit for all of these Local 30 members.

Bargaining continues for a first contract at both First Transit for our technician's unit and Alternate Concepts for our new supervisor's unit. Both are expected to settle in the coming weeks. And finally bargaining is beginning at Goldschmid, Silver

& Spindel in Los Angeles and is continuing for our members at SEMCO. All of these agreements are expected to settle by the end of the year. A lot going on at Local 30 and we thought you should know about it. ■

Labor Scholarship

The John Lyons Memorial Foundation in conjunction with San Diego's Labor Education Fund is proud to announce the 3rd Annual Scholarship for children of Union Members. The \$5,500 award is to help high school seniors continue their education. Funding will be awarded over a four year period to students who continue to meet scholarship standards.

Applicants must apply by January 31, 2013



Information can be found online at <http://www.unionyes.org/node/1279> or your local union office

reductions in our fixed costs for rent, taxes, and utilities. We still have some projects to complete but are now able to budget the time and resources to our benefit.

More SeaWorld Fun!



President's Report

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I would like to welcome our newest members to our Union, the administrative staff at Zenith-American Solutions in Phoenix, Arizona. Thanks to the leadership of Executive Board Member Linda Winters these workers are now covered under a Local 30 contract and have begun receiving better pay and benefits as a result. Organizing new members is often difficult to do but Linda was determined to make sure that she showed them what a Local 30 contract has done for her group and the rest is history. Congratulations Linda, and welcome Zenith-American Solutions employees.

I would also like to mention the efforts of three other Local 30 leaders who got together and decided to host a small event to raise money for the Local 30 Charity Fund.

Executive Board Member Mike Ramey, Sr. Steward Robert Sparrow, and Steward Sean Kelly all from the Kaiser San Diego, Imaging Department invited their co-workers to join them at a happy hour across from the hospital to raise a little money for charity. They put out flyers and talked to their co-workers and the result was 20 or so people came to the event and those who could not attend simply made a small donation. In all the group raised more than \$500 for this event.

No one has to be reminded about the importance of the Charity Fund but we do need to remember that it is funded by our donations. If we don't constantly run events to raise this money then it will not be available the next time there is a need. Believe me, there is too often a need and when there is, we want

to be ready and able to help our members through it. Congratulations and thank you to Mike, Robert, and Sean for their leadership.

Finally, a word about safety. There is nothing more important than our health and safety. We need to focus on these things everyday because accidents do happen, illness does happen and we need to do everything we possibly can to protect ourselves in everything we do. Our workplaces can be very hazardous and without meaning for it to happen, a slip or fall can mean a long and painful recovery process that will interfere with every aspect of our lives, not just work. So take the necessary precautions at work, be ever mindful of your surroundings and the dangers that may exist there. Make 'safety first' more than just a tag line. Be safe. ■

The Weight Of The Nation

On July 12 Local 30 had a screening of 'The Weight of the Nation' which highlighted progress in the prevention and control of obesity

through policy and environmental strategies. Healthy snacks and drinks were provided along with some fun exercising.



The Fight's Not Over



By Mark Bailey
Business Agent

The continued need for unions in our country and the world is as important and necessary today as it was many, many years ago. The dedication and commitment of groups of workers that brought labor laws and work rules that protect us all and to

be treated fairly and compensated for a day's work and to expect that the environment they work in is safe from unnecessary injuries.

With the establishment of unions, the lives of workers everywhere were changed. Union agreements and successes at the bargaining table set the standards for everyone, union members or not. It was the strength and unity amongst union members that paved the way for all workers to benefit: better wages, a safe work environment, health care for their families, and so much more.

The union movement must continue to grow and your support and dedication must also continue for us to preserve a way of life so many have fought for, one which we all benefit from. Support your unions everywhere and support each other.

Over the past years we have seen our economy struggle; jobs were lost, homes were lost and unions were often blamed and attacked. The need for unions is as evident today as it was before you and I were born. It will be union workers who will lead us back to where we need to be and to a better tomorrow.

Continue the fight, It's one that we can't afford to lose! ■

GENERAL MEMBERSHIP MEETINGS

Dear Local 30 Member:

Please be advised that the next regular General Membership Meetings are scheduled as follows:

THURSDAY, OCTOBER 25, 2012

ARIZONA 6 p.m.	LOS ANGELES 6 p.m.	SAN DIEGO 6 p.m.
OPEIU, Local 30 3117 North 16th St., #200 Phoenix, AZ 85016 <i>(Enter from East Building Entrance)</i>	City of Hope Conference Room C 1500 E. Duarte Road Duarte, CA 91010	OPEIU, Local 30 6136 Mission Gorge Rd. Suite 222 San Diego, CA 92120

The Local 30 Scholarship drawing will be conducted by members of the Scholarship Committee in the presence of the members. Also, the newly elected officers will be sworn in at these meetings.

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

5 Reasons Pain is Your Friend



By Mario A. Mancini
Doctor of Oriental Medicine
Licensed Acupuncturist
Board Certified Nutrition
Specialist
Qualified Medical Evaluator

If I told you pain is a good thing would you stop reading or would you be intrigued? Pain is not a positive feeling but it can be your ally, depending on your perspective. Although we know a lot about the processes in our bodies that cause pain, it is not a precise science when it comes to individual experiences. When I ask patients to put their pain on a scale of 1 to 10, it does not always reflect the severity of an injury. Your capacity for pain is unique, both physically and mentally. Don't give up on me yet. This is not a lesson in mind over matter. I simply want to give you some perspectives on pain that can help improve your understanding so that you can use it to your advantage. The goal is not to wallow in your pain but to condition your body to manage and avoid pain now and in the future.

Pleasure's Balance

Without pain there would be no pleasure. It sounds cliché but it's true. I see so many people come through my office who have been living in chronic pain for weeks, month, even years. Once I am able to treat them and they experience a reduction or eradication of that pain, it inspires them to do whatever is needed to maintain that positive feeling. Pain is a powerful feeling, but leverage pain against pleasure and pleasure will win every time. As you continue on your personal health journey, make sure to focus on feeling good. The more reasons you have to get out of pain the easier it will be to accomplish.

A Chance to Grow

Physical pain can actually trigger growth. An obvious example is in the gym. When you lift weights, your muscles adapt and grow stronger. But lifting a weight one time will not make a difference. Growth requires repetition and conditioning. It is the same in your daily work activities. Repetitive motion pain is one of the most common reasons for work injuries that I see, besides sudden traumas like falls. Consider how you can use exercises and stretches in your day-to-day activities to help strengthen the areas around those that have the potential for long-term injury and pain. The most important factor

in this kind of training is recovery. Do not forget that your body does not build strength during exercise. In fact, it is just the opposite. Exercises break down muscles and put stress on joints. How well you rest and repair afterward is what determines your level of growth.

Protective Mechanism

Pushing through the pain is advice I might give myself in the gym but it is not good advice when it comes to health. When your brain signals an alarm like pain, it is for your own safety. Your body will always do whatever it takes to protect itself from harm. When you push your body beyond its limits without allowing time for proper recovery and growth, you will cause a breakdown. That protective system can become faulty and overprotective leading to chronic pain. Seek out the cause of your pain and make adjustments to strengthen and heal the area. Ask an expert. Don't assume that your problem is gone when the pain is gone. Your pain is not caused by an ibuprofen deficiency.

"Stop Doing That"

Pain is an alarm. It alerts us to danger and protects us from injury. If you place your hand on a hot stove, you will feel pain and it will cause you to pull your hand away. Likewise, if you step onto something sharp, it will hurt and your body will trigger you to step aside. This reaction is quick and automatic. Without it, we would not only endure severe consequences but we would also never learn how to avoid pain and injury in the future. Pain is one way that the body tells you to "stop doing that" or "don't do that again." It doesn't have to be as simple as a hot stove. This lesson from pain applies to your work. How you move, lift, bend, sit, type can

cause pain either immediately or over time. Ignoring early signs like aches or stiffness is asking for trouble. Don't wait until a crisis triggers your body's immediate response. Be proactive to prevent pain.

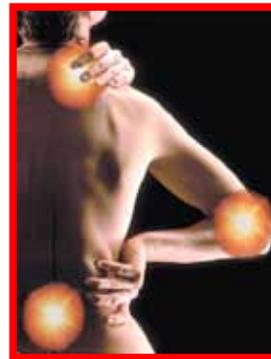
Doctor Director

The pain you feel is not always the exact place of your injury. An easy example that you have probably heard before is in the case of a heart attack. Most people feel pain mainly running down their left arm. This is a referred signal from the nerves that directly feed in and out of the heart. A more complex example is a headache. Most headaches are not a result of a head injury. Areas around the head ache because of a problem elsewhere in the body. Sometimes it's as close as tension in the neck and shoulders. Other times it could be as far away as a disruption in digestion. My job, as the doctor, is to trace the pain back to its source and then treat that problem. I always tell my patients "don't kill the messenger." Do what you must to reduce the volume on pain but remember that it is our guide to quicker recovery. ■

FREE WORKSHOP

PAIN & STRESS REDUCTION

Learn acupressure and other natural approaches to break and prevent the pain and stress cycle.



Do You Suffer From:

- Chronic Pain
- Fatigue
- Headaches
- Nausea / Dizziness
- Trouble Sleeping
- Digestive Disturbances
- Weight Problems
- Emotional Ups & Downs
- Allergies/Sinus Trouble

Presented by... **Dr. Mario A. Mancini**

Doctor of Oriental Medicine | Licensed Acupuncturist |
Qualified Medical Evaluator | Board Certified Nutrition Specialist



Thursday, October 18th @ 6:30pm

Center for Integrative Care – PLEASE BE OUR GUEST
3547 Camino Del Rio South, Suite C, San Diego

PLEASE RSVP TO 619-287-4005

www.centerforintegrativecare.com || drmancini@manciniacupuncture.com

Physician and Employee Flu Vaccinations Are Here

Kaiser Permanente Employee Health Services (EHS) will soon be providing the seasonal flu vaccine at no cost to employees or physicians. The flu shot and flu mist will be available in the EHS department at the medical center and at nurse's clinics in various medical office buildings.

Roving flu carts will provide vaccines throughout the service area beginning **Monday September 10th** making it convenient for employees and physicians to get a flu shot. Look for information on dates and locations below.

Kaiser Permanente Southern California policy requires all Southern California employees of Kaiser Foundation Health Plan and Hospitals and their subsidiaries and all Southern California Permanente Medical Group physicians and employees to be vaccinated for influenza or to complete and sign a Influenza Vaccine Declination Form.

Performance Sharing Program Flu Vaccination Goal – 95%

Flu vaccination is one of the **Performance Sharing Program (PSP)** and **Variable Pay Program (VPP)** goals this year. To protect our employees and members from the flu, the maximum target vaccination goal is 95% by November 30th.

Frequently Asked Questions

Q. I don't like shots. What other options do I have to prevent the flu and achieve our PSP/VPP goal?

FluMist, the intranasal spray, is available for healthy employees who are not pregnant, do not have a chronic condition, and are younger than 50 years old. It is as effective as the injection. There is no needle—it is sprayed into your nose in a few seconds.

Q. Does filing a declination for the flu vaccine count towards the PSP/VPP goal?

No. Only the flu shot or FluMist counts towards the PSP/VPP goal. A declination is required by California law if you choose to not be vaccinated, but does not count towards the PSP/VPP goal regardless of the reason for the declination.

Q. What if I'm allergic to the flu vaccination or have a religious belief that won't allow me to take the shot?

As an employee of KP, you can decline to

be vaccinated (you must sign a declination indicating the reason you are declining). For purposes of achieving the Healthy Workforce Goal, only those vaccinated are counted towards the goal, which is paid at the medical center level.

Q. Do Flu Shots outside of Kaiser count towards the PSP/VPP goal?

Yes, vaccinations received after August 1, 2012 will count towards PSP/VPP. Employees will need to complete and sign the Flu Attestation form and provide it to EHS. The Attestation will soon be available.

Q. I was vaccinated this past February. Do I have to get another vaccination?

Yes. Employees and physicians who were vaccinated or signed a flu declination before August 1, 2012 are not compliant for the new Flu season. Vaccinations and Declinations prior to August 1, 2012 counted towards last year's requirement. The new Flu season is August 1, 2012 – March 31, 2013. (Important Note: the PSP/VPP Goal Measurement Period ends November 30, 2012). Also a new vaccine is needed every year. The flu virus changes over time and immunity wears off. This year's vaccine is different from last year's. The new vaccine contains changes in all three strains which make up the vaccine.

Flu Facts

FACT: Unvaccinated healthcare workers are a major source of flu outbreaks in healthcare settings. Up to 50% of people infected by flu virus have NO or only slight symptoms but are still infectious and can transmit flu to patients and co-workers. A healthcare worker can transmit flu to patients 24-36 hours before they are symptomatic with the flu.

FACT: Flu vaccination prevents flu in 70-90% of healthy adults younger than 65.

FACT: The Flu Vaccine does not give people the flu. The vaccine contains only certain strains of inactivated ("dead") virus or attenuated (non-infectious weakened virus). People may still catch a cold or other virus that the vaccine is not designed to match. Some side effects make people think they got sick but in fact that is their body's response to building immunity. Mild body aches, runny nose, nasal congestion, headache may be a side effect from the vaccination but it is NOT the Flu.

Commitment to Patient Safety

Flu vaccination is not simply a Compliance issue or performance goal. Receiving a vaccination for influenza is the best way to prevent transmission of this infectious disease. It is important everyone consider vaccination to keep patients, co-workers, our families and our community safe from this serious illness.

BE A FLU FIGHTER! You are the first line of defense against the flu. Protect yourself, your patients, your co-workers, and family.

Physician and Employee Vaccination Services

Employee Health Services: EHS is providing vaccination services to all physicians and employees at no cost. **Phone: (619) 528-5057 Tie-line: 280.** EHS, located at the Medical Center is open during the following times for vaccination services and no appointment is necessary:

Monday 7:30am – 4:00pm, Tuesday 7:30am -12:00pm, Wednesday 7:30am – 4:00pm, Thursday 12:30pm -4:30pm, Friday 7:30am – 4:00pm

FACILITY	DATE
Bonita	9/26
Bostonia	9/25, 9/28
Camino Del Rio S. (Member Services)	10/1
Copley Dr. (KP On Call)	9/24, 10/4
CSC Murphy Canyon	10/5
CSC Rio Dr.	10/3
El Cajon	9/26
Escondido	9/26
Garfield	9/25
Mission Bay	9/28
Mission Road	9/25
Mission Trails	9/27

Questions or comments, please contact Employee Health Daniel.D.Spain@kp.org or Lori.M.Coltrain@kp.org

Office and Professional Employees International Union, AFL-CIO, CLC

Michael Goodwin
President

Mary Mahoney
President Secretary-Treasurer

August 23, 2012

Dear Local Union Leader:

The fight for our union is center stage in California with the anti-worker "Proposition 32" on the November ballot.

- **If Prop 32 passes**, our union would no longer have a voice in politics and we would be unable to defend the many important gains we have won, both locally and statewide.
- **If Prop 32 passes** the next step will be to attack collective bargaining, pensions and Project Labor Agreements. Right to Work laws are next and our hands would be tied to fight back.

We will not allow the 1% and corporate super pacs to destroy our Labor Movement.

I'm asking you to fully engage in this campaign. We need every Local Union to get at least 76% of the members to Vote NO. Here are steps to take:

1. Designate one of your staff as your Local Union's Campaign Director/Coordinator. S/he will be responsible for helping develop a plan, working with staff and members and running your Local Union's campaign.
2. Develop a worksite program and talk with 50% of the members where they work.
3. Please do at least two worksite sweeps talking with your members - one now and another in September/October.
4. Recruit members to volunteer at worksites and Central Labor Councils' phone banks and walks.
5. Release leaders/activists full-time to the Central Labor Councils starting Labor Day.
6. Send three letters to the members: one now, another in September before mail ballots are mailed; and, lastly, in mid-October before Get-Out-The-Vote (GOTV) weekend.

In California, Walter Allen, Jr., Tamara Rubyn and Christine Page are coordinating the campaign for OPEIU. They can be reached at (619) 640-4840, (510) 995-1425 and (818) 842-5572 respectively, should you need any help, resources or training.

Your work in California is critical to building OPEIU. I look forward to hearing reports from you and to celebrating the defeat of Prop 32!

In solidarity,
Michael Goodwin
International President

CITY OF HOPE

For more information or representation please contact our team.

Annette Baxter: (866)673-4830
Director of Member Services, Local 30

STEWARDS @ COH

Annie Watson: Ex. 65922
Leisa Whitfield: Ex. 26195
Jill Jertson: Ex. 63682
Elsa Vasquez: Ex. 63155

Longtime Local 30 Member Retires

Congratulations to Margie Melby Zacker on the occasion of her retirement from Kaiser Permanente after 23 years of service. She served many years as a Local 30 Steward and will be greatly missed by staff and co-workers. We wish her the very best in her retirement.



Staff of Local 30

Walter Allen Jr.	Executive Director/CFO
Annette Baxter	Director of Member Services
Lolita Babaran	Business Agent
Mark Bailey	Business Agent
Geshalem Perez	Business Agent
Maria Perez	Executive Assistant
Charlotte Kilgore	Office Manager/Bookkeeper
Maria Serrano	Administrative Assistant
Kim Tyler	Administrative Assistant
Mariana Almaraz	Administrative Assistant

Office & Professional Employees International Union

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Fax: (619) 640-4830

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Facebook: facebook.com/OPEIULocal30

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705 West Arrow Highway, 2nd Floor
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Remember to Vote on 11/6!



Help us promote
OPEIU, Local 30 by
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<http://www.facebook.com/OPEIULocal30>

We would like to provide you with information, fun facts, and general communications on the actions and events of our Union.



Stop Proposition 32 this November by voting NO.

Dear Sisters & Brothers,

Proposition 32 is the most anti-worker measure we have ever seen. It threatens our jobs, contracts and wages. In short, it silences our rights while giving even more power to corporate special interests and CEOs to attack us.

The billionaires supporting Proposition 32 pretend it's about "stopping special interests" but that's a lie. They don't care about reform. They don't care about our jobs. They certainly don't care about us. They care about their profits, and they'll do anything to get us out of the way.

The fact is simple: Prop 32's backers intentionally designed it to confuse voters in order to cover up their real agenda. This proposition is the first blow of a one-two punch. If anti-union CEOs behind Prop 32 eliminate our voice, they'll waste no time attacking our jobs, our wages and our benefits.

Prop 32 is bad for our families, communities and our jobs. We must defeat this deceptive measure. We urge you to vote NO on Prop 32 this November, and ask your friends, family and co-workers to do the same.

To learn more, visit www.CaliforniaLabor.org/NoOn32. To volunteer, please contact Annette Baxter, Prop 32 coordinator at 619-640-4840 or e-mail at annettebaxter@opeiulocal30.org

In Solidarity,

Lorena Gonzalez, Secretary-Treasurer/CEO
Local 30 Member