

Executive Director's Report

Walter Allen, Jr.



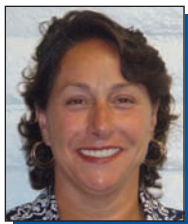
As 2010 winds to a close we at Local 30 have a great deal to be grateful for. This has been a very good year for our organization.

In January of this year we closed escrow on our new home at 6136 Mission Gorge Road in San Diego. After decades of renting office space for our Union we were presented with an opportunity to buy a building of our own to secure a future for Local 30. Over the past several months we have done a great deal of work to the property to make it a professional environment we can all be proud of.

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President's Report

Marianne Giordano



As the end of another year fast approaches, it is normal to take stock of where we are and how far we have come. For Local 30, 2010 has been a very good year despite the continuing economic calamity in our country. As an organization we enjoyed a great deal of success this year and are very grateful to many people for that success.

This year we saw our members receive wage increases and benefit improvements in units across our membership. We enjoyed time together with our co-workers and their fam-

ilies at our various events and raised money for charity along the way. And we bought our very own building to house our union's offices ensuring a home for Local 30 well into the future. All in all it was a very positive year for our organization.

Naturally, when you enjoy so much success you owe thanks to many for their efforts. In the case of Local 30 as an organization we owe a lot of thanks to a lot of people. As President of this great union I have the pleasure, and I think the responsibility to recognize those people on behalf of our entire organization. To start with, our officers and I are very grateful to our incredible staff for all their hard work everyday on behalf of our members. MaryEllen Farrell, Annette Baxter, Lolita

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Veolia Supervisors Ratify First Contract

Local 30's newest members, the Transportation Supervisors at Veolia Transportation in Tempe, Arizona have ratified their first ever union contract. The three year deal provides wage increases and benefit improvements. And in addition brings the protections of a union contract to employees who have previously not enjoyed any such security.



"When these workers first contacted us for information about joining the union I was pleased to share with them what membership in OPEIU, Local 30 would mean", recalled Local 30 Business Agent Mark Bailey. "For me this entire experience was a reminder of how different working some-

place where there is no union can be, and how difficult. It was very gratifying to bring the union to these hard working people."

The union negotiating committee, elected by the members of the unit were Jay VanPatton, Perren Robertson, and Franklyn Robertson. Mark Bailey and Local 30 Executive Director Walter Allen led the bargaining for the union.

"We had been working at a place where the drivers we support and oversee were better off as employees than we were", said Jay VanPatton. "We wanted to enjoy the same level of protection and security that the drivers had, and we wanted to be able to negotiate for our wages, benefits, and work rules as well."

"Whenever you make a choice like this you make a leap of faith. You have to trust in someone and then work really hard to make it work out. With Local 30 we certainly believe we made the right choice", stated Franklyn Robertson.

Transportation Supervisors are responsible for keeping the system moving. Supervisors spend much of their time on safety for both

the customers and the drivers. They conduct accident investigations, train drivers on safety regulations, and provide supervision for those in the field.

Local 30 welcomes our newest members to our organization and congratulates them on their accomplishment. We look forward being a part of their future successes as union members.

Vice-President's Report

By Cathy Young



Kaiser Permanente's 33rd Annual National Diversity Conference was held October 27th - 29th at Universal City, California. Representing Local 30 were Diane Nunez Recording Secretary, Erica Dewar Trustee and myself. The attendance at this very popular conference drew over 500 employees, physicians, senior executives, labor partners such as John August Executive Director of The Coalition of Kaiser Per-

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Recipients Of The 2010 Local 30 Scholarships are...



Recipient
Harold Tan Dimagiba
Sponsor: Hazel Tan Desoto,
works for California
Service Center



Recipient
Julie Kapaska
Sponsor: Patricia Kapaska,
works for California
Service Center



Recipient
Dylan L. Keller
Sponsor: Jacqueline Post,
works for Kaiser
Permanente Zion,



Recipient
Christine Elizabeth Ellis
Sponsor: Brandy E. Ellis,
works for City of Hope Case
Management Dept.

Dear OPEIU Local 30
Scholarship Committee,
Thank you very much for the
scholarship. Both my family
and I appreciate your
generosity. My Education is
very important to me and this
gift will help me to accomplish
my goals.

Sincerely,
Carlie R. Spore



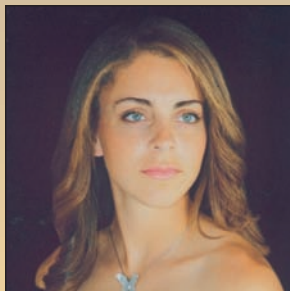
Recipient
Carlie R. Spore
Sponsor: Eric W. Spore,
works for Kaiser
Permanente on Call



Recipient
Joseph G. Durago
Sponsor: Edna G. Durago,
works for Kaiser
Permanente Zion,
Respiratory Dept.

I am writing to thank you for
your generous \$1250
scholarship award. It will help
me tremendously with my last
year in pursuing a M.S. in
Electrical Engineering at
California Polytechnic State
University, San Luis Obispo.
This scholarship will ease my
financial pressures and help
me achieve my passion to
becoming an engineer.

Recipients Of The Howard Coughlin Scholarship Awards are...



Recipient
Autumn Davis
Sponsor: Carol Davis, LVN
II, Medical Surgical Unit 3
SDMC.



Recipient
Rachel E. Gurlin
Sponsor: Gwen Utterberg,
California Service Center
Senior Account Admin. Rep.

Local 30
Congratulates all
the recipients for
their scholastic
achievement!

President's Report

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Babaran, and Mark Bailey who provide the service that distinguishes Local 30 in the labor movement and ensures that every member of our union receives the very best representation possible. They work long hours, travel throughout California and Arizona, and often give up weekends and holidays as a result of the commitment they make to do their jobs. I thank them for their dedication and hard work.

Next, without the talented and dedicated people in support of the field staff they would certainly not be able to get all the work done. At Local 30 we have great people working, often times behind the scenes performing the duties required to keep any business running smoothly. I would like to recognize and thank Charlotte Kilgore our Office Manager, Maria Serrano and Kim Tyler our Administrative Assistants, and Maria Perez our Executive Assistant. These women make up the backbone of our organization and their dedication and professionalism is a large part of our success.

When it comes to representing so many members in so many different locations it takes far more than the four staff people we employ to lead that work. Without the great steward network that we have built over the years this task would be impossible to accomplish. So I would like to recognize the dedication of all of our stewards in every unit, and offer special thanks to our chief and senior stewards for their mentoring of all of our stewards. The steward's job in a large local union like this is critical to our mission and makes sure that the union's presence is felt at the frontline. We thank our stewards and appreciate their efforts.

Finally, I would like to thank our officers and Executive Board Members as well. Under our structure there are many checks and balances, all designed to support those of us responsible for the proper running of Local 30. Our Executive Board works very hard to make sure that we are the best union we can be for the members who pay the dues. I am proud to work with such a dedicated group of union members who always put the best interests of Local 30

first. Our Executive Board Members: Carmen Corral, Jan Nikodym, Annie Watson, Ruth Porches, Linda Winters, Michelle Marschall, Mike Ramey, and our Trustee's Katie Doyle, Erica DeWar, and Cathy Engler. And to my fellow officers Recording Secretary Diane Nunez, Vice President Cathy Young, and Executive Director/Chief Financial Officer Walter Allen. I can only say that I am very proud to work with such committed and competent leaders. We are truly lucky to have them at Local 30.

And certainly no amount of appreciation for those who lead and support our local union would be complete with recognizing the real source of our strength and our success; our membership. So to all Local 30 members everywhere we all thank you for your continued support of our union.

***Happy Holidays
to all!!***

Executive Director's Report

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In the spring our officers & representatives from Kaiser Permanente and the California Service Center began negotiations for our new agreement. Given the economic climate, the fierce competition in health care, and the unknowns of the new national health care act the time was not the best to be bargaining for wage increases and benefits protections for workers. Despite all the obstacles the parties faced, in May we reached agreement on a new contract that would provide wage increases and secure all of our benefits for the next two years. The agreement ratified overwhelmingly in June.

In July, together with with stewards, our representatives at the City of Hope in Los Angeles and Duarte bargained their new contract covering some 460 Local 30 members. Their new agreement also included increases in wages, both across the board and merit bonuses in addition to some benefit improvements and above all, no take aways. The membership there ratified their new agreement by a large margin as well.

Our University of Southern California members also received wage increases and merit bonuses and are at this moment negotiating with management for their next contract.

Local 30 members at a number of our Arizona units have also bargained new contracts, some for terms of one year to allow for the recovery to help with the construction trades there who are presently suffering very high unemployment. Most of our members there work for the construction locals whose members are out of work. Despite these measures Local 30 members have maintained their wages and their benefits and look forward to bargaining longer term agreements next year.

In August we enjoyed our annual Family Fun Day once again enjoying time with our sisters and brothers and their families. As usual, the weather was great and so too the food and prizes.

Another high point this year was winning a representation election at the National Labor Relations Board for a unit of transportation supervisors at Veolia Corp. in Tempe, Arizona. This group of professionals oversees the bus operations for the City of Tempe and is pleased to be a part of the Local 30 family. Local 30 Business Agent Mark Bailey represented the group throughout the organizing process, through negotiations, and will ratify the agreement by the time you read this article. We are already working with other similar groups in the area and plan to grow in this industry. We truly do have a great deal to be thankful for. Happy Holidays to all.

Executive Board Elects New Member

The Local 30 Executive Board has elected to fill the vacancy left by former Board Member Sue Smith following her promotion to work in the Labor Management Partnership. Local 30 member Michael Ramey from the Ultrasound Department was elected by the Board.

Michael, a steward of Local 30, and has been a member of the union for more than 10 years and works as an Sonographer at the San Diego Medical Center.



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

Vice President's Report

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manente Unions and governance leaders from across the organization.

The two day conference was designed to immerse participants in a rich and meaningful learning opportunity that reaffirms what Kaiser has known since its inception, that diversity is one of the most important ways that Kaiser can achieve their mission and is central to how they grow their business. Kaiser's National Diversity agenda is one of Reform, Equity and Inclusion. Their goals are to:

- Enhance diversity, • cultural competency, • skills and performance of their workforce.

Provide culturally competent medical care and culturally appropriate services to



John August, Executive Director of the Coalition of Kaiser Permanente, Cathy Young, Vice President of Local 30, Charles Columbus, National Director of Labor Relations

improve the health and satisfaction of their increasingly diverse membership.

Grow membership through effective market segmentation approaches that target specific populations that are the fastest growing segments of the population



Executive Board Members, Erica DeWar, Cathy Young and Diane Nunez.

One of the many topics discussed at this year's conference was health care reform. This legislation promises health care coverage for 30 million more Americans. Kaiser will have to devote its resources and attention to effectively implementing this legislation and still deliver on their promise.

Kaiser has no doubt that with their integrated health care delivery system and by leveraging their highly skilled and considerably diverse workforce along with technology, they should lead the way through health care reform.

Congratulations



Jeannie Glazier is the envy of all her friends at City of Hope. Jeannie has retired after 26 years of dedicated service. Long time friend Virginia Trujillo has reported that

Jeannie will start her freedom by remodeling part of her house. We will miss her but wish her all the best in your new journey.

Fungi raises awareness about breast cancer

By Alicia Di Rado

Hungry for a mushroom burger or a Stroganoff? Head to the nearest grocer for a pack of mushrooms to help back City of Hope's efforts against breast cancer.

For the second year, select mushroom growers have created special pink mushroom packages that are available at participating retailers nationwide through mid-November. The packages feature the City of Hope logo and a pink ribbon on their labels.

As part of the initiative, the Mushroom Council is donating an additional \$50,000 to research by Shiuian Chen, Ph.D., director of the Division of Tumor Cell Biology. The research focuses on the cancer-fighting potential of mushrooms.

Local 30 Mourns Loss



It is with great sadness that we announce the passing of our dear friend and Local 30 member Candice Renee Myrick born September 14, 1988 in Phoenix, Arizona. She lived most her life in Upland and Rancho Cucamonga, Ca and peacefully departed November 4, 2010 with her family at her side. Candice worked with us here at City of Hope for only a short time but her warm smile and sweet, friendly disposition touched everyone she met, both patients and coworkers alike. Our sympathies and prayers are with her family. She will be greatly missed.

Solidarity Reception

By Mark Bailey, Business Agent, Local 30

On November 5, 2010, Local 30 held an Evening of Solidarity reception, the first ever of its kind for our Arizona members and their families. As you are aware we have the Day at the Races, which is an event for our members in Los Angeles and the Family Fun Day Picnic which is held in San Diego and so for Arizona the tradition begins. The event was an overwhelming success, the room was full and everyone had a wonderful time. In attendance were Walter Allen, Executive Director/CFO; Marianne Giordano, President; Cathy Young, Vice President; Diane Nunez, Recording Secretary and Board Members Annie Watson and Linda Winters.



Our guests were active members, their families and retirees, among them Patricia Brooks, Local 30's Retiree Club Chair. Local 30 was pleased to introduce our newest members from Veolia Transportation in Tempe, Arizona.

Special thanks to Linda Winters who was instrumental in putting this function together and also Maria Perez and Kim Tyler in our San Diego office for their hard work and organizing the event. We look forward to next year when we can do it once again.

March On Washington: One Nation Working Together

Source: AFL-CIO Executive Council Statement, Washington DC, August 2010.

Our Nation is at a critical crossroads. The 30 year drive for a low-wage, high consumption society that imports more and more of what it consumes has hit the wall. Millions of Americans are unemployed, with little recovery insight. A record number of Americans who desperately want to work have been jobless for more than six months and at the same time Wall Street continues to roll up big profits.

The days of employees being valued for what they contribute to the company's success, has long since past. The driving force of corporations today has become the share holder's interests and their return on investment, not the worker.

Banks and corporations have made off with trillions of public dollars while small businesses are unable to get loans and cities are being forced to cut public education and public safety, harming our children and our communities. Working people are frus-

trated and angry, incensed by the governments' inability to halt massive job losses and reverse declining living standards for the middle class

On October 2nd 2010, Carmen Corral, Executive Board Member, and Marianne Giordano, President of Local 30, joined



OPEIU International President Michael Goodwin and many of our OPEIU brothers and sisters along with thousands of other union members, in a march on Washington DC with One Nation.

One Nation is a multi-racial, civil and human rights group whose mission is to reorder our nation's priorities and to invest in our nation's most valuable resource- our people. This organization, like those in our labor movement and civil rights movement believes that our goal should be a future of shared prosperity, not stubborn unemployment and lost generations.

One Nation shares the labor movement's policy agenda of an economy that works for all, good jobs, safe jobs, reforming Wall Street, repairing our immigration system, and quality education for all.

This solidarity march on Washington showed that we are many and diverse, strong and unified and together we can make our voices heard, so that every American can once again realize the promise of the opportunity to achieve the American Dream.

*May the Peace
and Joy
be yours this
Holiday Season
and throughout
the Year*



Happy Holidays!

Hawai'i UBT's Exchange Ideas With Southern California Peers



Nurses from the Hawai'i region recently visited Southern California in a knowledge exchange with unit-based team leaders and consultants in San Diego.

Seven members of the Hawai'i team of managers and union members arrived October 11th and shadowed their colleagues in the San Diego service area for three days. For the Hawai'i team, which is entering its second active year in the Labor Management Partnership, the trip was an effort to learn successful practices firsthand, develop mentoring relationships and get tips on getting teams up and running.

Members of the Hawai'i Nurses Association, Local 50 of OPEIU and the sole labor partner in the Hawai'i region LMP, saw no reason to reinvent the proverbial wheel and initially turned to their labor peers in California.

Lessons from the leaders

"We are happy to take what we've learned along the way and share it with you," Marianne Giordano, President of OPEIU, Local 30 and labor co-chair of San Diego LMP Council, told the Hawai'i group.

The San Diego team shared everything from their service-area LMP governing structure to day-to-day operations, such as partner-

ship training, team communications, budgeting, time management and prioritizing resources. Ray Hahn, Assistant Medical Center Administrator in San Diego, told the group that support from regional leaders is essential. "We track (the UBT's) progress so we can step in and help them. And we can make these decisions because of the support structure we have in place."

Hahn and Giordano lead the UBT implementation team, which includes facilitators, consultants and trainers.

A glance at what San Diego shared:

Strategy for UBT co-lead training to advance teams to higher levels of performance.

Curriculum of the UBT Performance Academy, regionally and locally sponsored half-day programs open to all co-leads.

Advice on the UBT facilitator pool program.

Report-outs from select UBTs.

Invitation to sit in on San Diego LMP Council and UBT Implementation Team meetings.

Demonstration of UBT Tracker to track team progress.

UBT tips and tools

The San Diego exchange included a demonstration of UBT tools and resources often used in Southern California, such as UBT Tracker. The Hawai'i group also learned about San Diego's facilitator pool-employ-

ees trained to support new UBT's through their beginning stages-and the content experts' directory, which includes regional staff who can help teams with attendance, workplace safety and other programs.

In one session, UBT consultant Sue Smith explained how she offers new teams just-in-time training so they can learn by doing. "We deliver the training when the team is ready to do that test," she told the Hawai'i group. "For example, a team is trained on CDM (consensus decision-making) right before they write the team charter, then 15 minutes later they are actually using CDM to give the thumbs-up to their charter."

A learning journey

Linda Puu, interim chief nursing officer for Moanalua Medical Center and a member of the Hawai'i LMP Council, found it as valuable to learn what not to do, as what to emulate.

"We can learn from their mistakes," said Puu, who was intrigued by San Diego's engagement in the Southern California regional goals. "They can tell us what not to do...and if we have anything they don't have, we can share with them."

"I think it's the best then we done since we've been in the partnership," Jane A. Hamel, an improvement advisor and HNA member, said of the exchange. "They were so completely generous in opening to us. I think this has saved us countless hours of trail and error."

Local 30 New Members

Ruth A. Agbayani
Keenan T. Alforque
Mona Lisa Allen
Santos Aloï
Rosa E. Alvarez
Luis Arcena Jr.
Adriana Arias
Keyly L. Arredondo
Stephanie Arrieta
Yvette D. Arzate
Ricardo Baca
Bertha Baltazar
Marshaun Barr
Maria F. Baumann
Leonila Bautista
Christina Jean Bayne
Toni Beaz-Pecoraro
Michael C. Belasco
Renee M. Bennett
Maria C. Bongolan
Diane Bringas
Joyce Bromley
Tanya Denise Calderon
Maria R. Calhoun

Nicolas E. Calvo
Stephanie Carter
Claudia Z. Chavez
Michael T. Conroy
Jorge Corona Jr.
Jami Crouch
Shannon I. Davenport
Michael John Davidson
Ronnie Diaz
Catherine Dittrich
Melissa Dominguez
Mayra Donado Salazar
Diana Duarte
Selene Edmerson
Susan Ekshian
Renee El-Shazly
Catherine Esendencia
Helene Fagan-Hodby
Alfredo Fortuno
Veronica Galan
Heather M. Galyen
Molly Garcia
Remedios Garretson
Sara Garrison

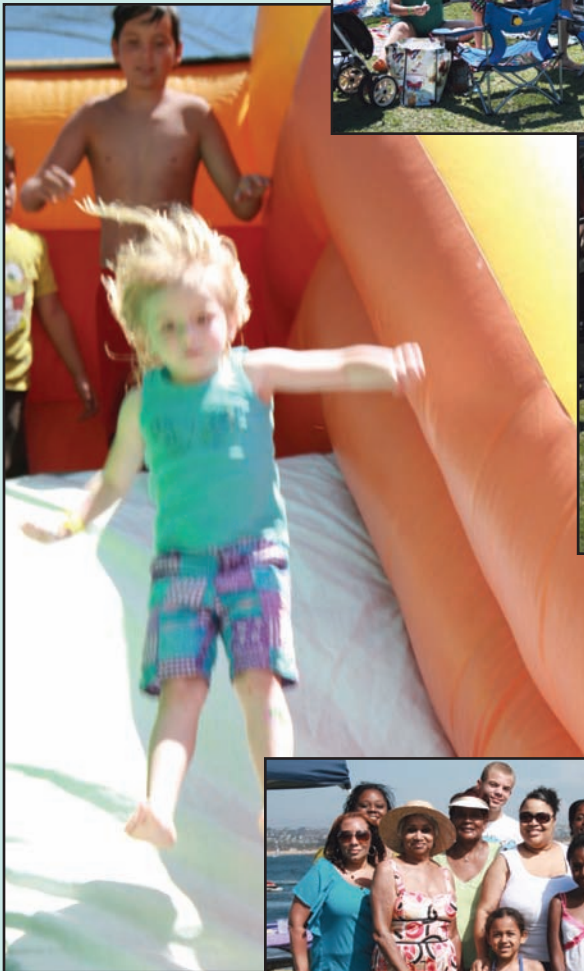
Raymond Gaviola
Jennifer Gonzales
Natalia Gonzalez
Floranda D. Grant
Renee L. Ha
Jolyne G. Hamilton
Sylvia Hardy
Star L. Hassfeld
Yesenia Hernandez
Jaclyn Hiett
Loan Ho
Mary N. Houlemarde
Stephanie Huang
Rozanne Hyatt
Damian Ibanez
Geri Kazmin
Lisa Marie Keenan
Chris M. Kennedy
Sekal Kusama
Jessica Ellen Lamphere
Miguel Landeros
Benjamin D. Lee
Vanessa Lesley
Cierra N. Lewis
Nereida Limon
Zandra Lindblad

Denise Lizarraga
Sandra Martinez
Regina N. McCall
Heather M. McCaslin
Tracy R. Mejia
Ashley N. Mizuno
Jonathan Molina
Lauren Emily Mumpower
Celina Munatones
Nancy Muniz
Janet Anays Munoz
Claudia Nambo
Analy Nava
Jose F. Nevarez
Cindy Nguyen
Maureen K. O'Donnell
Joni O'Keefe
Abigail Palmer
Linda Pelayo
Arlyn N. Pickering
German Pomperada
Kelly M. Preston
Katie Richardson
Jose Rivas
Steve Robitaille
Amber Romero

Laura Romero
Marysol Romero
Aaron Michael Sampson
Candice Sandoval
Mary Edith Saracho
Deanna A. Sellers
Natalie Joy Smith
Sally Sornoso
Lisset Stack
Frank Lee Swann
Angelica Tamayo
Hahn Nguyen To
Ramon S. Tojos
Rosa G. Valdez
Andrew B. Valle
Heidi Valle
Concepcion Verdin
Flora Villatta
Jacquelyn Will
Nathan Daniel Winslow
Carol L. Winters
Shan Zhong

Family Fun Day 2010

It was a great day of fun with music, food, and lots of different activities and prizes for all. The school crates were another big hit again this year. Thank you to everyone who made the school crates successful.



Staff of Local 30

Walter Allen, Jr.	Executive Director/CFO
MaryEllen Farrell	Director of Education, Training & Research
Annette Baxter	Director of Member Services
Lolita Babaran	Business Agent
Mark Bailey	Business Agent
Maria Perez	Executive Assistant
Charlotte Kilgore	Office Manager/Bookkeeper
Maria Serrano	Administrative Assistant
Kim Tyler	Administrative Assistant

Office & Professional Employees International Union

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Claremont, CA 91711-9000

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Fax: (909) 624-0549

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3117 North 16th Street Ste. 120
Phoenix, AZ 85016

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Claremont, CA 91711-9000



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*Thank you for your
support for your union.*

General Membership Meetings

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

ARIZONA

Monday, January 24, 2011 • **5:30 p.m.**

OPEIU, Local 30

3117 North 16th St., Suite 200 Phoenix AZ 85016

Enter on the East side of the building

LOS ANGELES

Wednesday, January 26, 2011 • **5:30 p.m.**

City of Hope - Conference Room A

1500 E. Durate Rd. Duarte, CA 91010

SAN DIEGO

Thursday, January 27, 2011 • **6 p.m.**

OPEIU, Local 30

6136 Mission Gorge Rd., Suite 222

San Diego, CA 92120

All members of Local 30 are encouraged to attend these meetings to obtain current information on the business of the Union. Union officials and staff will be available to answer questions and provide reports, updates and other information regarding Local 30.

I hope to see you there. In unity,

Walter Allen, Jr.
Executive Director/CFO

Attention All Local 30 Stewards and Members!
Please join us as we participate in the

31st Annual Martin Luther King, Jr. Parade
Saturday, January 15, 2011
10 a.m. to 2 p.m.
San Diego, CA

*Participants will be walking along the parade route
holding signs and a banner, which will be provided by Local 30.*



Parade Route

Staging Area at Tailgate Park
(13th Imperial Avenue)
Parade Route will be
North on Park Blvd. to "J" Street
West on "J" Street to 7th Avenue
South on 7th Avenue back to Tailgate Park

SIGN UP TODAY by contacting the Local 30 Office:

Tel: (619) 640-4840

Email: info@opeiulocal30.org

Thank you for your support.