

Executive Director's Report

Walter Allen, Jr.



2012 has been a good year for Local 30 despite the turmoil around us in the world and our economy. Local 30 members continue to bargain good contracts, maintain their benefits, and increase wages. Our membership has grown some this year and we continue to organize new members as well. Our finances are in good shape, our investments are performing well, and our expenses are well managed. Local 30 continues to do well and provide for our members.

At this time of year I like to take the opportunity to thank some of the people who have helped to make this all possible. There

are a lot of people who invest a great deal of time and effort to accomplish our goals as an organization. Here are some of the leaders of our union who make us great.

Local 30's Shop Stewards. Our Stewards are engaged and active in so many ways in addition to representing our members every day. They are the ones who work on the various committees to bring us such great benefits as the Scholarship Fund, Charity Fund, the many wonderful events we sponsor, and additional benefits that we provide our members. A great deal of our success is due to the hard work and dedication of these frontline leaders.

Local 30's great staff of professionals. From Maria, and Che', and Maria S, and Kim, and Mariana managing our office functions, and providing prompt and courteous service to our members are Annette, Lolita, Mark, and Geshalem who provide the best representation possible, we are very fortunate to have such great employees at

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President's Report

Marianne Giordano



As we conclude another year it is once again time to take a quick look back, but more importantly to look ahead to plan our next successes in 2013. While

2012 was another good year for Local 30 overall, 2013 will again present challenges as our economy continues its long, slow climb out of the recession. We managed to bargain contracts for our members that included wage increases and some benefit improvements despite the difficult economy, and we have organized new members into Local 30 as well. These are clear indications that Local 30 is moving forward.

In 2013 we will continue to bargain and organize in this tough environment all while protecting the rights of our members in all our units. We will continue to ensure the same great service to our members that has earned us the good reputation we have and we will bring union membership to others as well. Local 30 will continue to grow and achieve.

While we continue to advance we must also keep our focus on the many programs we support for our members and for those

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Vice President's Report

more rewarding than that.

Last year our Los Angeles membership donated toys to our drive which were distributed by the LA Federation of Labor which helped many families struggling with unemployment and homelessness. In Phoenix our members donated barrels full of toys which were distributed to families there through our partners at Labor Community Services. Again, toys and smiles for those hit hard by current circumstances. And in San Diego where our toy drive began Local 30 continues to be the largest contributor to the Labor Community Services Program

donating hundreds of toys each year.

One toy, a new toy, not gift wrapped. It certainly doesn't have to be expensive, just thoughtful. The child receiving it will be ever so grateful, the Labor agency distributing it will appreciate having it to give, and most of all you will have a warm feeling knowing that you helped to make that one day a little less difficult for that one child. It doesn't get any better than that.

Thanks for your help with this most worthy cause. Happy Holidays. ■

The end of the year means one thing: The Local 30 Toy Drive. Oh sure it means the Holidays are here, and it means the New Year is coming. But the Toy Drive, let's stay focused here...



Each year Local 30 collects toys for distribution in our communities. Local 30 members have generously contributed thousands of toys over the years to put smiles on children's faces despite their tough times. There isn't much I can think of that is

And the winners are...

The Local 30 Scholarship Fund Winners were announced at the October General Membership Meetings. The \$1,250.00 awards are paid directly to the winners for education expenses. And the winners are:



Esterlinda O. Ceasar



Perla Garcia Shand



Rebecca E. Wager



Ryan D. Mahelona



Jamie L. Campbell

Congratulations to all of our winners, and best of luck to them with their educational goals.



Ariadna Bello

Good Morning,
I just want to say thank you again for this scholarship it means so much to me and I am extremely appreciative.
Thank you,
Ariadna Bello

What's happening to our paychecks?

By Clare Crawford, Executive Director, CPI

Leonor Bernardez, who has to keep working at age 65 to support herself and her severely asthmatic son, can barely afford the bus fare for the long ride to her 11pm shift at a hospital laundry.

Carol Eames, an IT analyst, has a car but can't afford to insure and run it, with her salary a third of what it used to be.

Both women are among the more than 1 million people in the San Diego region struggling with relentless economic hardship. In the U.S. Census Bureau's 2011 data released yesterday, CPI found a clear reason why:

Earning for full-time workers were lower than in 2007 across 10 of the region's 15 largest industries, and stagnant in two other major industries, compared to the cost of living. Just since 2010, households throughout the county lost an average of \$2,337 in buying power.

CPI's four-page report on the 2011 poverty and income data is available on our website at www.cpi.org. News coverage of our message spread across TV, radio, print and online media.

Our analysis demonstrates the dire need for industries to provide good-paying jobs with healthcare, rather than poverty jobs. The entire local economy suffers when companies that are thriving here fail to pay wages that allow their employees to have a decent quality of life.

The tourism industry paid the least in 2011. Half of full-time hotel and restaurant employees in the county earned less than \$24,422 last year. That's only slightly above the federal poverty level for a family of four.

And CPI's research has shown repeatedly that families of all sizes need more than double the federal poverty level just to get by in San Diego. The next time your public officials are considering policies requiring profitable corporations to provide good-paying jobs with health coverage, tell them to listen to Leonor:

"Things are not supposed to be like this," she said. "I was raised that we work hard and accomplish what we can. But this life is not right." ■

Executive Director's Report continued from Page 1

Local 30. These dedicated union leaders are a large part of our success as they take care of the needs of our members every day.

Local 30's officers. From our President Marianne, Vice President Cathy, Recording Secretary Cathy E, to our Board Members and Trustees Carmen, Jan, Mike, Linda, Annie, Ruth, Roger, Raleigh, Katie, and Erica, Local 30 members elected great leaders to move our Union forward. I am proud to work with each of them and thank them for all their contributions on your behalf. Our Union is only as strong as our members and officers make it.

I would also like to recognize the great work that our frontline leaders are doing on our UBT's at Kaiser. These members serving as co-leads and partners with their management colleagues are Local 30 members who have stepped forward to ensure that our members are involved in the day to day decision making around the work they do every day. These members are not necessarily stewards or officers. They simply understand the need for leadership in their departments and have stepped up to take on that role. Our Teams have become the most successful in all of Kaiser in Southern California and it is absolutely due to the efforts of these Local 30 members. I thank them all for their extraordinary commitment to the work they do every day in support of our members.

A long list of people to thank, all dedicated and motivated. Exactly why Local 30 has done so well. There is no one leader or officer or member who could accomplish all we have accomplished. It truly requires the effort of many to make this happen. And I thank each of them for all that they do. There is still much to do, more to accomplish and there will be more struggles and challenges ahead I'm sure. And I also know that as long as we continue to work together and grow together we will succeed together. Happy Holidays to all. ■

OPEIU West/Northwest Area Educational Conference, October 18-20, 2012

By Geshalem Perez, Local 30 Business Agent

Located in the Hollywood Hills, this year's weekend long Educational Conference was filled with important information and tools to continue providing quality service and representation to our members. Speakers shared their expertise on topics such as advanced grievance handling, arbitration, campaign management, and General Election races important to working families. Highlights of the conference included lunch with International President Michael Goodwin and listening to an invigorating speech by Keynote Speaker Congresswomen Loretta Sanchez. ■



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.

Working Out of Scope – What Does That Mean To You?

By Lolita Babaran, Local 30 Business Agent

Do you ever wonder if you're working outside the scope of what you were hired for? Have you ever performed a task at work and questioned yourself on whether or not you should have done that? Hmmmm, well I know I have, and with Compliance being the flavor of the day, workers today have to be more aware of what they can and can't do during the course of their work assignment. I mean think about it: Can a Maintenance worker put on scrubs and assist in surgery? Can an Administrative Assistant prescribe medication to a patient? Can a Licensed Vocational Nurse give legal advice? Yikes! It doesn't take a rocket scientist to know those sound ridiculous. I mean it just takes common sense, right? One would think so. But what happens when the lines aren't as

clear-not so defined. What do you do then?

Well, in this day and age of "what to do" and "what not to do," I would want to make sure that my work duties fall within the scope of what I was hired for. To find this out, ask your Manager for a copy of your job description. It is you right to ask and get a copy of this for your records. If there are any questions, ask your Manager for clarification. I don't know about you, but I think it is much better to ask your Manager questions to cover yourself, rather than your Manager asking you questions, after the fact.

Be wise - Become familiar with your job description. It's the best way to keep you focused and out of trouble. ■

From The Inside

By Mark Bailey, Business Agent



A little over ten years ago Local 30 had a rebirth. By that I mean it dug itself out of turmoil and restructured itself with a renewed focus on the direction it needed to take in order to better serve our

members. Its leadership has shown impeccable service to you our memberships in Arizona and California. Our members have seen wage increases and benefit improvement though several contract negotiations over that time period.

In my opinion it is the dedication to service and the commitment of the leadership of Local 30 and its employees that has made all this possible. The members of Local 30 deserve the best we have to offer.

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Upcoming Events



FEBRUARY 16TH

DAY AT THE RACES
Santa Anita Park



FEBRUARY

(TBD)
STEWARDS TRAINING
Los Angeles



APRIL

(TBD)
STEWARDS TRAINING
San Diego



LATE SPRING

(TBD)
STEWARDS TRAINING
Arizona



MAY 17TH

**SCHOLARSHIP
GOLF TOURNAMENT**
Admiral Baker Golf Course
1 p.m.-7 p.m.

AUGUST 24TH

FAMILY FUN DAY PICNIC
SeaWorld



Join Us!

A Message From OPEIU President Michael Goodwin



Every day, our nation's elected leaders make decisions that affect us as working families. Corporations spend millions of dollars in political contributions to ensure that their interests are protected, but what about working people? We deserve to have our voices heard when it comes to issues such as jobs creation, collective bargaining rights, health care and education. By joining together as union sisters and brothers, our collective voice can be heard loud and clear in Washington, D.C. and at the state and local level. When we come together, we are a strong force that can make a huge difference in moving America forward on the path to prosperity for all.

Keep in mind that without political leaders working to protect the interests of working people, we could lose everything that the labor movement has worked so hard for and gained over the years, such as the 40 hour work week, paid overtime and holidays, pensions, worker safety protections and the elimination of child labor. In fact, as we saw in Wisconsin, we could even lose the right to collectively bargain!

OPEIU has established the J.B. Moss Voice of the Electorate (VOTE) Fund, a political action committee (PAC) fund that ensures OPEIU has the necessary funds to support pro-worker political candidates and to push for legislation that matters to us as working people.

In this regard, all OPEIU Local Unions must comply with Article XIX, Section 10 of the OPEIU Constitution regarding procedures for check-off of contributions to the J.B. Moss VOTE Fund. Section 10 reads:

"Effective July 1, 2010, all Local Unions in the United States shall ascertain whether any employer(s) with which the Local Union has a collective bargaining agreement allows its stockholders, executives, or administrative personnel to contribute to an employer Political Action Committee Fund (PAC) through payroll deduction. Any employer which allows any such payroll deduction must be required to permit employees in the bargaining unit to utilize the same procedures for check-off of contributions to the J.B. Moss Voice of the Electorate Fund.

In all collective bargaining negotiations which begin on or after July 1, 2010, each Local Union in the United States must vigorously pursue agreement with the employer(s) to a provision permitting check-off of contributions to the J.B. Moss Voice of the Electorate Fund.

All Local Unions in the United States shall be required to use a standard form(s) approved by the International Union Executive Board for check-off of dues, fees and/or J.B. Moss Voice of the Electorate Fund contributions."

The International has prepared Form 35 and made it available to all Local Unions for this purpose. OPEIU also urges all Local Unions to include a discussion of the J.B. Moss VOTE Fund on all membership meeting agendas, and to make Form 35 sign-up cards available at all meetings.

Please sign up for the OPEIU J.B. Moss VOTE Fund today! Just \$1 per paycheck can make a huge difference and ensure OPEIU members are heard and that our interests are protected!

Sign Up Today for the J.B. Moss VOTE Fund Check-Off! ■

From The Inside *continued from Page 4*

I have witnessed growth in membership through the addition of new units and we hope for more with your help in organizing. I have witnessed community involvement which ultimately benefits our members and this commitment and dedication to service, to be here for you will not change.

So I would like to take this opportunity to say thank you to Walter Allen for his leadership, thank you to Marianne Giordano and the Executive Board, thank you to our Business Agents, Annette Baxter, Lolita Babaran, Geshalem Perez and all the Contract Specialists present and past. Thank you to Maria Perez, Kim Tyler and

President's Report

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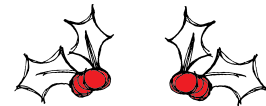
around us in our communities. Our Local 30 Scholarship Program provides several scholarships to our members and their families each year to help pay for the high cost of education. If you or a family member is attending college make sure to send in your application. No tests to take or essays to write, just sign up for the drawing.

Our Charity Fund has helped many of our members in their time of need. Every time you buy a raffle ticket, or a hat or shirt from Local 30 you are helping others in a big way. A small contribution of a dollar here and dollar there can change the life of one of our own when they need it most. Make a small donation and feel good about helping someone in need.

And our Member's Only Benefits Program can help bring down the cost of many of the things we purchase, saving each member even more of their take home pay. From travel and leisure activities to our one-of-a-kind towing program we have benefits that you are entitled to and should be aware of. If you do not have information about these Funds and programs, go on our web site (www.opeiulocal.org) or call the office and see what you are missing.

Finally, there is nothing we have or do or provide that is more important than our health. Without good health the rest is far less important. We must protect ourselves and our families and eat right and exercise. There is so much data out there to show just how important these things are so let's get started. Lower calories intake, more walking, less fat, more vegetables, and so on. It's really not hard to do, we just don't focus on it enough. Let's improve our health and at the same time lower our costs and enjoy all the other things our Union has to offer besides great representation.

Happy Holidays everyone. See you in 2013! ■



Mariana Almaraz, Charlotte Kilgore and Maria Serrano. It is their commitment, their dedication and passion that makes it work and makes Local 30 special.

Just my opinion from the inside, I hope you agree.

Happy Holidays ■

Dear Local 30 Union and the Coalition of Kaiser Permanente Unions

We, the San Diego Kaiser Permanente Environmental Services (EVS) group of employees, would like to express our gratitude for all the hard work invested by the Local 30 Union and the Coalition of Kaiser Permanente Unions in fighting for our contract renewal. Thanks to the Union's efforts, we will continue to enjoy all of our current employee benefits, as well as an improved dental plan and a three percent wage increase for the next three years, among other benefits. We feel that this agreement gives us and our families continued security and peace of mind for the next three years.

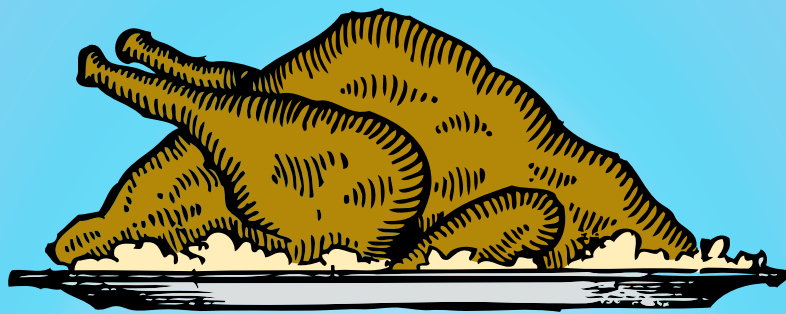
We extend our special thanks to Walter Allen, Jr., John August, Marianne Giordano, Cathy Young, Lolita Babaran, Annette Baxter, Mark Bailey and the rest of the Local 30 Union and Coalition of Kaiser Permanente Unions teams.

Thank you for your continuous support.

Sincerely,

The EVS Kaiser Permanente San Diego Team

Evening Shift
Graciela Mainsal
Monica Pimentel
Lourdes Nguyen
Francisco Parra
Margarita Tongun?
Eusebio Villalobos
Leticia Riquelme
Gesar Johnson
Gladys Wolk
Sandra Vela
Maria Frederick
Phyllis Duffin
Doreen
John
Adam Lohnd



Greetings from Chef Mark Buying your turkey for the first time? I have some advice:

SIZE

You will get about 40% edible yield from a turkey. A 20lb Turkey will yield about 8lbs of meat. If you plan on serving 3/4 pound per person you should get 11 servings.

GRADE

Nearly all turkeys in the U.S. are inspected by the USDA for wholesomeness and bear this agency's inspection seal on the label. Another seal almost always on the label is the USDA **Grade A shield**. This means the turkey is free from pinfeathers, broken bones, and from large bruises, cuts, and skin tears. If the Grade A shield is not on the label, the turkey is safe and wholesome, but may have less than optimum appearance. If you're showing off your turkey and carving it on the table, you'll want to be sure it's Grade A.

HEN VS. TOM TURKEY

Contrary to "old wives tales", the only difference is the size. Hens are under 16 pounds and toms are over 16 lbs. They are equally tender, moist, and delicious. Either will be a young turkey, just a few weeks old at the time of processing.

PRE-BASTED VS. ALL NATURAL

This decision is merely personal preference. Most people prefer the convenience extra tenderness, and juiciness of a pre-basted turkey. Pre-basted turkeys will have a statement on the label such as "5.5% Natural Turkey Broth and Seasonings Added Deep Inside..."

Some people prefer a "natural" product with no additives. Either way it will be delicious, but the "natural" turkey will tend to be drier. All-natural turkeys have been only minimally processed and have no added ingredients. The label will say so.

POP-UP TIMERS

Pop-up timers are great and take the guess work out of cooking time. However, is it best to use a pocket thermometer. Insert the thermometer into the thickest part of the turkey (without touching the bone) it should read 165°F when done! That's it, don't overcook your Turkey. And if you are stuffing the bird, you must insert the thermometer into the stuffing to make sure the stuffing is 165°F.

FROZEN VS. REFRIGERATED

Most people will never be able to tell the difference, although some believe a refrigerated turkey is a little more tender and juicy. Both are high quality. Usually this decision will be made based on convenience. If you're in a hurry and don't have a couple of days to thaw a frozen bird, you may want to buy a refrigerated one. ■





NEW YEAR

2013

Happy New Year!

Each moment in a day has its own value.
Morning brings HOPE,
Afternoon brings FAITH,
Evening brings LOVE,
Night brings REST,
Hope you will have all of them everyday.
HAPPY NEW YEAR 2013
THE OFFICERS & STAFF OF OPEIU, LOCAL 30

New

BEGINNINGS

Staff of Local 30

Walter Allen Jr.
Annette Baxter
Lolita Babaran
Mark Bailey
Geshalem Perez
Maria Perez
Charlotte Kilgore
Maria Serrano
Kim Tyler
Mariana Almaraz

Executive Director/CFO
Director of Member Services
Business Agent
Business Agent
Business Agent
Executive Assistant
Office Manager/Bookkeeper
Administrative Assistant
Administrative Assistant
Administrative Assistant

Office & Professional Employees International Union

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Facebook: facebook.com/OPEIULocal30

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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.

GENERAL MEMBERSHIP MEETINGS

Dear Local 30 Member:

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

THURSDAY, JANUARY 24, 2013

ARIZONA 6:30 p.m.	LOS ANGELES 5:30 p.m.	SAN DIEGO 5:30 p.m.
OPEIU, Local 30 3117 North 16th St., #200 Phoenix, AZ 85016 (Enter from East Building Entrance)	City of Hope PLATT #2 Conference Room 1500 E. Duarte Road Duarte, CA 91010	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