

## Building Stronger Partnerships — Labor Management Council at Brilliant Corners



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ATTEND THE NEXT  
GENERAL MEMBERSHIP  
MEETING APRIL 23, 2026  
AT 5:30PM PT

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## **EXECUTIVE DIRECTOR / CFO'S REPORT**

**Marianne Giordano**

As we begin 2026,  
the New Year offers  
a renewed sense of

purpose and hope during challenging  
times both in our country and around the  
world.

At OPEIU Local 30, our commitment to  
our members remains one of our highest  
priorities. Maintaining a financially  
sound, fully staffed, and well managed  
organization is essential to fulfilling that  
commitment.

As shared at our recent  
membership meetings, Local  
30 remains financially stable.  
Our investments continue to be  
well managed, and our financial  
systems and processes are  
closely monitored. Because  
of this strong foundation, we  
are well prepared for whatever  
obstacles we may face as we  
represent our members.

Sixteen years ago, Local 30  
purchased the building that  
houses much of our office  
space, and we continue to lease  
space to long term tenants. As  
property owners and landlords,  
we recognize the importance of  
reinvesting in and maintaining this asset.

This year, we began a series of significant  
building improvements. On January  
31, 2026, we completed Phase One of

our exterior upgrades, which included  
drought resistant landscaping, an  
updated sprinkler system for improved  
water efficiency, added drainage to  
protect the building's foundation, and a  
redesigned entryway and parking lot to  
enhance accessibility for tenants and  
visitors with disabilities.

Phase Two will include updating window  
tinting throughout the building to reduce  
UV exposure and heat, lowering energy  
usage and supporting our environmental  
goals. We are also exploring repainting  
the entire building—an upgrade that  
would complete our planned exterior  
improvements for 2026.



As with everything we do at Local 30, we  
take great pride in maintaining a building  
that reflects who we are and the members  
we serve.

*Continued on Page 3*



This year, we also enhanced our steward training program under the leadership of our Director of Education, Mark Englehart. Our monthly evening training sessions are now open to all stewards across our bargaining units, creating new opportunities for learning, collaboration, and connection. We look forward to continuing to strengthen steward and leadership development efforts.

Last year was exceptionally busy as we negotiated contract openers for members in Los Angeles, Colorado, and Arizona. Business Representatives Carter Dix and Carly Regina, along with Assistant Director Briggett Mitchell, successfully bargained and ratified four first time contracts organized by our Director of Organizing, Jamie Campbell. We are proud to welcome our new members from The Center for Policing Equity, Brilliant Corners, San Diego Pride, and Linden Oaks.

Here at Kaiser, we completed the accretion of the Pulmonary Coordinators into the National and Local 30 Kaiser contracts, with support from Aurie Ancho

and Chief Negotiator Mark Englehart. Additional accomplishments include securing closed shops at Sodexo Sharp Chula Vista and Sodexo Sharp Memorial through the work of Ezequiel Diaz, and successfully bringing North County's Kaiser EVS services back to Local 30 after years of outsourcing, thanks to Assistant Director Margie Chavez.

I am incredibly proud of the Local 30 staff. Each achievement this year reflects teamwork, dedication, and collective effort. I am grateful for the commitment each staff member brings to Local 30 and to the labor movement.

As Local 30 continues to grow and organize within the communities where we live and work—amplifying workers' voices, improving wages, and strengthening benefits—everyone benefits. There is power in our unity, and strength in our solidarity. Together, we accomplish what cannot be matched.

In the months ahead, we anticipate negotiating several contract openers and welcoming new groups currently in the organizing process. As always, we remain focused on addressing grievances and advocating for our members.

A new year brings new challenges but remember—your union is here for you. Together, we can and will make a difference.

**In Unity,  
Marianne Giordano**



## PRESIDENT'S REPORT

**Michael Ramey**

I often use this column to thank and recognize our Union members for the work

they do and the dedication they show to both our Union and one another. Leading an organization like ours is made easier because so many hands contribute to our shared success. From our staff to



our stewards, and from our committee leaders to our negotiating teams, we succeed because of their commitment and effort.

So, as always, thank you for everything you do every day. And, as always, there is more ahead.

In addition, we will have several contracts to negotiate and certainly there will be grievances to handle on behalf of our

members. We will enjoy some events together and conduct our trainings for stewards and other leaders. We will participate in events in our communities and in support of our families and all working people.

If you've been following our newsletter each quarter, you already have a sense of the important work happening across our Union. You also know that the theme of my articles is often my pride in Local 30—and especially in our members. This edition is no exception.

This quarter, you'll read about several moments that reflect that pride:

- Eight Local 30 families celebrated as their family members were awarded Local 30 scholarships. Congratulations to all of the recipients. Our scholarship program opens in July.
- Our members showed up in solidarity with UNAC and the Alliance siblings striking at Kaiser Permanente in their fight for safe staffing, respect, and fair working conditions.
- We congratulate Joelle Naeole, elected as our newest Trustee. Welcome aboard, Joelle.
- And finally, I'm proud of our members' commitment and appreciation of the work they do. You'll read more about this in the following pages.

These are just a few of the many reasons to be proud of Local 30.

**In solidarity,  
Mike**



## INTRODUCING JOELLE K. NAEOLE CORONA, NEWLY SWORN IN TRUSTEE

Local 30 is proud to recognize **Joelle K. Naeole Corona**, a dedicated member who has served the Kaiser Permanente community since 2003 in the Patient Transportation department. Joelle's commitment to her coworkers and her passion for advocacy inspired her to become a steward in 2023, where she quickly made a strong impact by representing and supporting fellow workers.

In **October 2025**, Joelle was **officially sworn in as a Trustee**, bringing her frontline experience, leadership, and deep union values to this important role. She remains focused on uplifting members, strengthening unity in the workplace, and ensuring that every worker's voice is heard.

**Congratulations, Joelle, on this well earned milestone!** Your Local 30 family is proud to celebrate with you. ★





## AND THE WINNERS ARE...

Local 30 is proud to announce the recipients of the 2025 Walter Allen Jr. Scholarship Fund awards. The annual scholarship drawing was held during the October General Membership Meeting, where eligible Local 30 members were entered for the opportunity to receive educational support.

All Local 30 members were invited to apply for a scholarship award for themselves or an eligible family member. Funds could be used to assist with current educational expenses or to help pay down college debt already accrued, offering flexibility to meet the diverse needs of our members and their families.

This year, eight winners were selected, each receiving a \$2,000 scholarship award. Programs like the Walter Allen Jr. Scholarship Fund reflect Local 30's ongoing commitment to investing in education and delivering meaningful value through union membership.

### SCHOLARSHIP AWARD RECIPIENTS



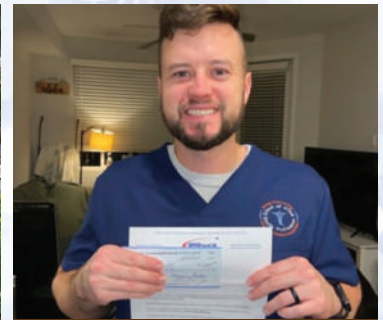
**Avery Diaz**  
San Diego State  
University, Member:  
Ezequiel Diaz,  
Local 30



**Destiny Castello**  
Mesa College,  
Member: Michele Castello,  
Kaiser Permanente,  
Garfield



**Gloria Castillo**  
National  
University,  
Kaiser Permanente CSC



**Kyle Esquibel**  
Orange Coast Community  
College, Member: Danae  
Garrido, Kaiser Permanente,  
Clairemont MOB

### STUDENT DEBT RELIEF AWARD RECIPIENTS



**Michael Abalos Jr.**  
Member: Anita Abalos,  
SMART Local 359



**Jasmine Pascual**  
Brilliant  
Corners



**Cheryl Somo**  
Kaiser Permanente,  
SDMC



**Franklin Younger**  
San Diego  
Pride



to our 2025 scholarship recipients! We are proud to support your educational journeys and future success.

## COMMUNITY SUPPORT SPOTLIGHT: THE SAN DIEGO LGBT COMMUNITY CENTER



Local 30 proudly supports diversity, inclusion, and the well being of the communities we serve. As part of that commitment, in November, Local 30 Business Representative Carly Regina and Executive Assistant/Communications Director Maria Perez visited The San Diego LGBT Community Center to tour the facility and meet with staff to learn more about the wide range of services The Center provides to the community.



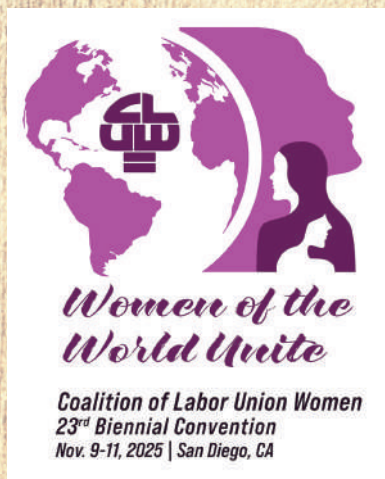
The San Diego LGBT Center plays a vital role in supporting individuals and families through advocacy, education, resources, and direct services. Each year, the demand for these services continues to grow—nearly doubling over the past five years—reflecting both the expanding needs of the community and the trust



placed in The Center's work. Visits like this help strengthen relationships between Local 30 and community organizations doing essential work. By learning more about The Center's mission and impact, Local 30 reaffirms its commitment to standing alongside organizations that promote equity, dignity, and support for all.

Together, through solidarity and community engagement, we make it possible to continue fulfilling this important mission and addressing the emerging and ever evolving needs of our community. To learn more about The Center and its services, visit <https://thecentersd.org/> ★

## LOCAL 30 DELEGATION PARTICIPATES IN 23RD BIENNIAL CLUW CONVENTION



Local 30 members proudly participated in the 23rd Biennial Coalition of Labor Union Women (CLUW) Convention, held in San Diego from

November 8–12, 2025. Centered around the powerful theme, “Women of the World Unite,” the convention brought together union sisters from across the country to celebrate leadership, solidarity, and the growing strength of women in the labor movement.



Representing Local 30 were Executive Board members Sylvia McKenzie, Tamua Newton, Jeannie Shim, and Denise Valle, along with OPEIU Vice President Lisa Blake, who joined hundreds of labor activists and leaders for several days of organizing, education, and inspiration.

Also in attendance was Catherine Chacon, a Local 30 member at UFCW



Local 99, who represented Arizona’s newest CLUW chapter. Reflecting on her experience, Chacon shared:

*“I’m glad I was able to attend, representing the newest CLUW chapter for AZ, and also getting to meet other OPEIU members.”*



The convention highlighted both emerging and established labor leadership, featuring prominent voices such as California Federation

of Labor President Lorena Gonzalez Fletcher and outgoing CLUW President Elise Bryant, underscoring the vital role women continue to play in shaping the labor movement.

Events like the CLUW Convention provide meaningful opportunities for Local 30 members to build relationships, engage with leaders nationwide, and strengthen the collective voice of working women. To learn more about CLUW and its work, visit [www.cluw.org](http://www.cluw.org). ✨



## LOCAL 30 MEMBERS ROLLED A WINNING FRAME AT THE UFCW 99 WOMEN'S NETWORK BOWL A THON!



Local 30 was proud to join the fun at the 10th Annual Bowl a Thon, hosted by the UFCW 99 Women's Network in support of *Katie's Kids Annual Back to School Drive*. The event brought together solidarity, community spirit, and a meaningful cause—helping local students get the supplies they need for a strong start to the school year.

Representing Local 30 were Linda Winters, Rosie Martinez, and Breanne Peeples, who rolled a winning frame while proudly showcasing their union spirit and raising funds for Katie's Kids. Events like this highlight that union strength extends beyond the workplace—it thrives in our communities and in the ways we show up for one another.

Thank you to our Local 30 participants for making this event a success and for supporting such an important cause! ★

## GARMENT WORKER CENTER MEMBERS ELECT NEW STEWARDS AND LMC



Garment Worker Center have elected new stewards and a Labor Management Council (LMC), further strengthening their ability to advocate for coworkers and uphold their collective bargaining agreement.

The newly elected **stewards** are **Salma Rojas, Ximena Davalos, and Carson McKinney**, who will serve as frontline

Local 30 members at the

representatives and advocates for their coworkers.

In addition, members elected a new **Labor Management Council, consisting of Maria Badillo, Ximena Davalos, and Local 30 Assistant Director of Contracts Margie Chavez**, to support ongoing communication and collaboration between labor and management.

Local 30 proudly welcomes and congratulates all of these newly elected leaders. We look forward to supporting them as they step into their roles and continue standing up for their fellow members. ★

## COALITION MEMBERS TAKE ACTION FOR SAFE STAFFING

Coalition members delivered **thousands of signed holiday cards** to Kaiser management, urging budget decision-makers to fully support our jointly



developed staffing plans. Built from frontline expertise, these plans offer a clear and powerful roadmap for **safe staffing, improved patient care, and meaningful, lasting change.**

Despite many of our calls for additional staff being rejected, our joint staffing



work over the past year has remained **strong and inspiring:**

- **We identified and recruited new leaders** across our facilities.
- **We documented and advocated** for the staffing levels our patients truly need.

As we look ahead, we will once again rely on your insight, expertise, and readiness to take action until we secure the staffing our patients deserve. ★

## 2025 PSP: WORKERS SHOWED UP. NOW KAISER MUST.

Workers delivered in 2025—even when management didn't. Missed data. Weak communication. Broken partnership. Those failures should **not** cost us our PSP.

Coalition unions are responding with the **PSP Partnership Scorecard** and a clear demand:

- **\$1,500 PSP payout for PY 2025**
- **Real, accountable PSP partnership in 2026**



Where partnership existed, PSP goals were met. Where it didn't, workers still showed up. **Effort wasn't the problem—accountability was.**

Be sure to **sign the PSP Partnership Scorecard** when your union leader visits your worksite. ★

# NOTICE TO EMPLOYEES SUBJECT TO UNION SECURITY CLAUSES

This notice is for all private sector workers in the United States working under an OPEIU contract containing a valid union security clause. Union security clauses require an employee to pay dues or other fees to a union as a condition of employment. The dues or fees amount you pay to OPEIU supports the costs of negotiating your contract and the broad range of activities we engage in to support you, your family, and your co-workers.

Nonmembers may file objections to funding union expenditures that are not germane to collective bargaining, contract administration, or grievance adjustment ("chargeable expenditures") and instead pay what's known as an agency fee. Examples of chargeable expenditures include: the costs of negotiations with employers; contract administration expenses; communication with employers regarding work-related issues; handling employees' work-related problems through the grievance and arbitration procedure; and union administration. Examples of non-chargeable expenditures include: expenses made for community services; expenses for political purposes; the costs of certain affiliation fees; and expenses for benefits available only to members and their families.

Note: The International Union's I.B. Moss Voice of the Electorate (VOTE) fund is an independent, segregated fund that receives voluntary donations and contributes to political candidates who support the needs of working people. No money received from dues or fees goes to the VOTE fund. Accordingly, the VOTE fund is not considered in the calculation of the percentage of expenditures that is spent on non-chargeable expenses.

But if you choose not to join the union or if you resign your membership, and in either case file objections, the many rights and opportunities available to OPEIU members will not be available to you. For example, you will give up your ability to:

- Vote on the terms of your contract;
- Participate in strike votes;
- Participate in the development of contract proposals;
- Nominate, vote for, or serve as an officer of your Local Union;
- Nominate, vote for, or serve as a delegate to the International Convention;
- Enjoy numerous other benefits and discounts available only to members, including eligibility for OPEIU scholarships for you and your family.

Should you decide to give up all these rights and benefits and submit objections in accordance with the below procedure, you will receive a rebate of a portion of your dues or equivalent payments based on the expenditures of your local union for non-chargeable activities during the last year. The percentage of non-chargeable expenses of the Local Union, which will be effective starting with the month of July 2024 and continuing until a new percentage is issued, is 16.45%. In recent years, approximately 14-18% of the Local Union's expenditure went toward non-chargeable expenses. The major portion of a Local Union's expenditure is for items other than per capita to the OPEIU.

As you consider whether to object, you should remember the most important right you have at work is the right to be represented by a union. When workers negotiate together through the union and speak with one voice, they win higher wages and better benefits and achieve greater respect and dignity on the job than workers who do not have workplace representation. There is strength in numbers. The stronger your union is, the better your contract will be.

Individuals who choose to file objections must submit them in writing to the Office and Professional Employees International Union Local 30, 6136 Mission Gorge Rd Suite 214, San Diego, CA 92120, Attention: Marianne Giordano, Executive Director/CFO. Objections should include the objector's name, home address, employer, and local union number.

Objections must be postmarked during the month of June. New hires who choose not to join the union may also submit their objections postmarked within thirty (30) days of being compelled to pay dues or fees to the union or within thirty (30) days of the new hire's receipt of a new employee letter from a local union. Newly resigned members may also submit their objections postmarked within thirty (30) days from receipt by the union of the resigning member's letter of resignation. All objections will be deemed continuing in nature unless or until the employee requests a change in status. Timely submitted objections will be effective on the first day of the month following the month in which the objections were received by the union.

An objector may challenge the International Union's and/or the local union's classification or calculation of expenditures before a neutral arbitrator appointed by the American Arbitration

Association pursuant to its Rules for Impartial Determination of Union Fees. Challenges may be coordinated or consolidated before a single arbitrator. Objectors must submit written notification of any intended challenge to Mary Mahoney, Secretary-Treasurer, Office and Professional Employees International Union, 80 8th Ave, Suite 205, New York, NY 10011. Notifications must be received by the Secretary-Treasurer within thirty (30) days of the challenger's receipt of a letter from the local union informing the challenger of the amount of the rebate, the basis for the calculation, and the internal procedure for filing a challenge. That challenge should specify which classification and/or calculations of the International Union and/or local union are being challenged.

The union(s) shall bear the burden of justifying their classifications and calculations. If a hearing at which the parties or witnesses may be present is held by the arbitrator, it will be held at a location most convenient to the largest number of involved challengers. The cost of any arbitration proceeding will be paid for by the union(s). Challengers, however, will not be reimbursed for lost time and will have to pay for their own travel expenses and the fees, costs, and expenses of any persons they involve in the proceedings.

When a written challenge is received from an objector, the local union will place an amount equal to the challenged portion of the fee into an interest-bearing escrow account. It shall remain in that account until the appointed arbitrator issues a decision. Should the decision lower the percentage of chargeable expenditures to the challenger(s), the appropriate portion of the escrowed fees, plus the interest earned by that portion while in the escrow account, will be refunded. All objectors in each local union affected by the decision of the arbitrator will be responsible for the adjusted fee amount determined by the arbitrator. If the arbitrator approves all or part of the unions' classifications and/or calculations, the escrowed money and interest allocable to that part of the fee will revert to the union(s).



## MEMBER ONLY BENEFITS CHECKLIST

As a member of Local 30 I am entitled to (and have signed up for): **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! ✨



## 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.



# 2026 GENERAL MEMBERSHIP MEETING DATES

Mark Your Calendars! All Meetings  
Will Be Held at 5:30pm PT on:



**Thursday, April 23, 2026**  
**Thursday, July 23, 2026**  
**Thursday, October 22, 2026**



Stay tuned for more details as each date approaches. We look forward to seeing you there!

## SIGN UP FOR MOBILE ALERTS!



**Be the first to know! Stay  
connected and informed  
with updates sent straight  
to your phone or email.**

### WHY SIGN UP?

As a member of our OPEIU Local 30 union community, you'll receive important news, events, and updates about our initiatives directly to your email or phone. Our goal is to keep you informed and engaged in our ongoing efforts to support and empower all members.

### HERE'S WHAT YOU'LL GET:

- **Latest News:** Stay updated on union activities, negotiations, and policy changes.
- **Event Announcements:** Be the first to know about upcoming meetings, workshops, and rallies.
- **Action Alerts:** Receive important information about how you can make your voice heard in our community.

Click **HERE** to Sign Up  
for Mobile Alerts or scan:



**DON'T MISS OUT—SIGN UP TODAY AND NEVER MISS A MESSAGE!**



**SOUTHERN CALIFORNIA/  
ARIZONA/COLORADO**

## **STAFF OF LOCAL 30**

<b>Marianne Giordano</b>	<b>Executive Director/CFO</b>
<b>Mark Englehart</b>	<b>Director of Education and Development</b>
<b>Margie Chavez</b>	<b>Assistant Director</b>
<b>Ezequiel Diaz</b>	<b>Assistant Director</b>
<b>Briggett Mitchell</b>	<b>Assistant Director</b>
<b>Jamie Campbell</b>	<b>Organizing Director</b>
<b>Maria Perez</b>	<b>Executive Assistant/ Communications Director</b>
<b>Carter Dix</b>	<b>Business Representative</b>
<b>Carly Regina</b>	<b>Business Representative</b>
<b>Theresa Zallis</b>	<b>Office Accountant</b>
<b>Kate Saengmanivone</b>	<b>Administrative Assistant Dues</b>
<b>Yoli Morales</b>	<b>Administrative Assistant</b>
<b>Alfred Barrion</b>	<b>Administrative Researcher and Collective Bargaining Analyst</b>

## **OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION**

### **SAN DIEGO OFFICE**

6136 Mission Gorge Road,  
Suite 214

San Diego, CA 92120

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Toll Free: (866) 673-4830

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**Web Site:** [www.opeiulocal30.org](http://www.opeiulocal30.org)

**Facebook:**

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

**Instagram:** opeiu30



**Happy  
Valentine's Day**