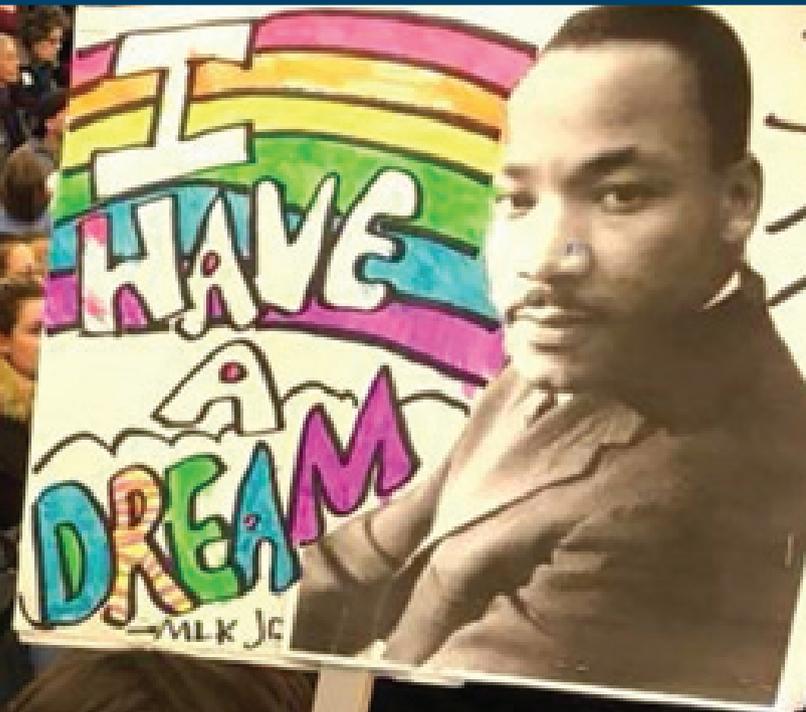




WHITE COLLAR

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO, CLC

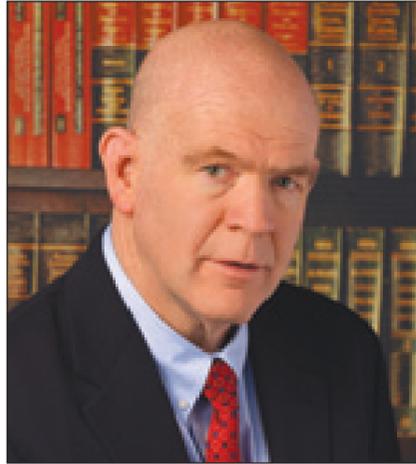
The Time Is Now!



OPEIU members, such as recently elected Seattle City Councilmember Teresa Mosqueda, are getting off the sidelines and jumping into political races all over the country.

What about you? There's never been a better time to run for office, become part of a movement or get more involved in your union. There are lots of ways, big and small, you can make a difference in your community. So, what are you waiting for? Now's the time to make it happen and make a difference!

(Read Mosqueda's story on page 5)



Membership Engagement Builds Power and Strengthens the Union

By Richard Lanigan, President

The latest challenge to our union will come after the U.S. Supreme Court decides the case, Janus v. AFSCME Council 31, which is scheduled to be heard Feb. 26, as this issue of White Collar went to press. Many predict the outcome will undermine how public-sector unions are funded. Such a decision will undoubtedly impact these unions' ability to build or maintain an infrastructure that makes them effective in representing those they have a duty to represent.

While these global and economic factors made bargaining more complicated, the conservative legislatures of some states passed so-called "right-to-work" laws. These laws undermine the finances of the unions representing working people in those states. When asked why those unions did not wage battle against the enactment of those laws, the unions repeatedly said they did not see the change coming so they couldn't prepare.

As for the Janus case, OPEIU has had some indication that it would be considered by the Supreme Court and has begun shifting resources, conducting and sending members to organizing trainings throughout the country and preparing in a number of other ways to meet the coming challenges. The prospect of an unfavorable ruling has prompted us to prepare for more aggressive management demands to take away more of your benefits and security.

Research suggests the best way to continue to have power or to build more power is to build and maintain membership engagement. So, our resources are being directed toward increasing member involvement. In the future, member, community and political involvement will be necessary to maintain

During my many years of work as a union representative, I have frequently asked members two questions: What do you want from your union? And, what do you like or respect about your union? I've also met with many people who sought union representation, and of them I've asked what would you want from a union if you had the opportunity to be represented by one?

The most frequent answer in almost 40 years of conversations is people want a union to be powerful. When you ask those people what they mean by powerful, they mean the union should have the ability to have a positive impact on their work and compensation for their work.

For years, societal, global, economic and political factors have made it increasingly complex for a union to build and maintain that kind of power. In the last three decades since the Professional Air Traffic Controllers Organization (PATCO) strike, many in government have sided with management in trying to limit or reduce a union's ability to represent its members. In the time since PATCO, management has fought unions on two-tier conditions, pension reductions, more costly health care and on an employee's paid time off. Recently, employers are increasingly coming to the bargaining table seeking to amend protections to job security that have been in many contracts for decades.

“ We will also be asking you to take a more active role in your local union. Membership engagement will strengthen the position of union negotiators at the bargaining table for your contract. ”

or improve quality of life and security at work. Along those lines, OPEIU leaders and activists will convene in Memphis in early April to discuss the best practices for making our local unions effective and powerful.

In the coming months, we will also examine ways to facilitate local unions working together so they can be more effective. OPEIU will encourage local unions to consider how such resources can be used to build power. We will look for other ways for local unions to work together and for the International union to support that work.

We will also be asking you to take a more active role in your local union. Membership engagement will strengthen the position of union negotiators at the bargaining table for your contract. Consider volunteering in your local union activities. Ask your shop steward if there is a role you can play in your union. Tell the shop steward when you see something of which the union should be aware. Working together we can build and maintain the strength the union needs to be a powerful force for all members on the job. ■

#MeToo? Your Union is Here to Help

A movement has swept across the country: Women and men will no longer stay silent in the face of sexual harassment and assault, and these behaviors will no longer be tolerated in the workplace.

While Hollywood and some high-profile cases grab the headlines, most do not. The reality is many who speak up about harassment in the workplace still face intimidation and retribution. Many are not believed and don't have the resources to seek justice through the court system.

The fact remains that the best defense against all types of harassment and assault in the workplace is a strong union.

Unionization helps advance gender equity and helps victims of sexual harassment and assault achieve justice. A contractual union grievance procedure can establish a system where those who have been assaulted and/or harassed can have the right to take an unresolved sexual harassment dispute to a neutral arbitrator rather than the employer. This frees them from having to fight against potential organizational bias and the financial burden of having to hire a lawyer and go through the courts.

"When I entered my union job 31 years ago there was not much protection for young women in the workplace," said Diversity Vice President and Local 42 President Lisa Blake. "It was with the help and encouragement of my OPEIU



sisters that I learned how to navigate the sometimes outlandish behavior of men in the workplace."

She added, "The security that a strong union contract provides can never be underestimated as it is a powerful tool for working women. Sexual assault and harassment should never be tolerated in work spaces. Unions, with all of our members working together, have the great responsibility of being the voice and shield for working people."

WANT TO MAKE THE WORLD A BETTER PLACE? Join the OPEIU Action Network!

OPEIU members take action every day to make our world a better place for everyone. That's why we've created the OPEIU Member Action Network. We need members like you who we can call on for a rapid response to urgent situations impacting working people. The future of our labor movement and your union, OPEIU, depends on leaders who are committed to advocating for justice and helping to bring the benefits of unionization to all working people.

Will you join us? It just takes a few moments to sign up for the OPEIU Member Action Network. Go to opeiu.org to sign up today.

WHITE COLLAR

Official Organ of
**OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION**
affiliated with the AFL-CIO, CLC
www.opeiu.org

RICHARD LANIGAN
President



MARY MAHONEY
Secretary-Treasurer



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Hurricane Relief Still Needed

Dear OPEIU Officers and Members:

I would like to thank OPEIU for the disaster relief funds I received after Hurricane Harvey flooded my home. Although we had flood insurance, funds were not available to us for the first few weeks after the storm. The money I received from OPEIU really helped and made me feel thankful for and proud of the organization that I belong to. This is what unions are all about!

Thanks so much!

Janice Zalesnik
Vice President, Local 129
Deer Park, Texas



Local 129 Vice President Janice Zalesnik, center, with President Sherry Patton, left, and Recording Secretary/Chief Steward Pam Olive.

Editor's Note: Relief is still needed in the Gulf states and in Puerto Rico for victims of the recent hurricanes. [See page 12 for more about OPEIU local unions' relief efforts and how you can help.]

Lots of Love for OPEIU's Weight Watchers Reimbursement Program

Weight Watchers is saving my life! I am down 35 pounds and maintaining. There's more to go but, it's a great start! I witnessed my brother, who is more than 400 pounds, almost lose his leg to diabetes, and if that doesn't change your perspective on your

own health, I don't know what will. I love the program and EVERYTHING it represents. The meetings are key. It is definitely a tight, supportive community. Thank you so much for supporting this journey.

Respectfully,
Cherie Antoine
Local 30
San Diego, Calif.

Editor's Note: Congrats to Cherie on her healthy lifestyle journey! Cherie was among the first 100 to apply for the OPEIU's limited time offer to lose weight with Weight Watchers. OPEIU is so pleased Cherie, and other members like her, are finding success on the program. And Cherie didn't hesitate when we asked if we could share her story with others. "I don't mind sharing my story with anyone," Cherie said. "If it gets one person to consider their health and a lifestyle change... I'm all for it."

Educational Conferences 'Inspire and Uplift'

I just wanted to reach out and thank you for sending out a copy of White Collar with pictures from the Memphis [Southeast/Southwest regional] conference. It was such a pleasure to meet you and your team. I found the conference to be so informational, inspiring and uplifting. At the same time, it gave me an opportunity to meet fellow brothers and sisters who I wouldn't normally have the chance to meet. You and your team did an awesome job!

Sincerely,
Christine Richards
Executive Board Member and Chief Steward
Local 6
Braintree, Mass.

I just wanted to send a note of thanks for such a great [West/Northwest regional] educational conference. As always, you and your team did an outstanding job and the conference was well worth attending! [It

provided] relevant information and topics we can put to use in our local unions.

Thanks again,
Kellie McGuire
President, Local 8
Seattle, Wash.

Grateful for OPEIU Towing Program

The Organization of NYS Management Confidential Employees (OMCE), an affiliate of Local 153, shares the following letter from a member named P.J.:

I just wanted to share the experience I had while using the OPEIU Towing Benefit.

My son's car broke down earlier this week. I called our mechanic and told him what was going on with the car and he told me to have it towed to the garage. I called the number on the OPEIU towing card that OMCE had given me. I was greeted by a friendly operator who took down all of my information and was told that a tow truck would be there within the hour.

I then received a text on my phone from the tow truck service, which included the name of the tow company and their number should I need to get in touch with them before they arrived. The tow truck arrived 50 minutes later. The driver was polite and courteous. The car was promptly towed to my mechanic. The tow service is one of the benefits I receive as a member of OMCE.

I was very happy with my experience and am grateful for this benefit!

Thank you,
P.J.
OMCE Member, Local 153
New York



We Want to Hear from You

Letters to the editor are welcomed. Send correspondence to:

White Collar Editor
OPEIU
80 Eighth Avenue
20th Floor
New York, NY 10011

or email to frontdesk@opeiu.org.

OPEIU Member Teresa Mosqueda Wants You to Join Her in Public Service



Seattle City Councilmember Teresa Mosqueda.

Local 8 member Teresa Mosqueda was elected to the Seattle City Council Nov. 7, with the support of organized labor in the state of Washington and the AFL-CIO's labor candidate program.

She took time to speak with us about her journey, her decision to run for public office, and why she thinks it's the perfect time for you to do the same.

Teresa Mosqueda has public service in her DNA. Both her mother and father are public servants and proud union members. Dad is a teacher and a member of the American Federation of Teachers, the oldest of six children and the first in his family to go to college. They both are longtime union activists.

"My parents taught me and my sisters that we have to fight oppression," Mosqueda said. "Good union values were instilled in me," when she learned first-hand from her parents what it means to stand up for the most vulnerable and to fight for transformational change.

That's what Mosqueda has done throughout a career dedicated to advocating for working families. In school, she studied international relations and public health.

Then, she put that education to work, first advocating for children's health and then serving as political and strategic campaign director of the Washington State Labor Council, AFL-CIO, where she advanced immigrant and refugee rights and enacted worker and workplace safety protections. She is proud to have drafted and later lead the campaign to pass Initiative 1433, guaranteeing paid sick and safe leave for all workers in the state and raising minimum wage for all low-wage working families.

She was a proud union member working inside the labor movement and doing great things to better the lives of working families. But, Mosqueda felt like she could do even more and started contemplating public service. As her frustration grew over her state lawmakers' responses to issues such as paid family leave, child care, equal pay for equal rights and other threats to the rights of working people, she started thinking more about running for office to achieve her goals for women and working families. The election of Donald Trump was a tipping point.

"We went to the streets and took to the airports" she said at the AFL-CIO's Martin Luther King Jr. conference in January of her reaction, and that of thousands of women and unionists, after Trump entered into power and issued a Muslim travel ban and other anti-woman and anti-worker actions. "Running for office was the resistance. We don't have a choice, and we haven't had a choice for a long time."

She further told White Collar, "People always told me I should run, but I thought maybe I could be more effective outside of politics for some reason and questioned if I was ready. But, there never is a perfect time to run. When Trump won, it underscored that more union members need to run for office. We need to step up now and change the narrative."

She added, "Until you do it, you are not prepared to do it." She took part in the AFL-CIO's Path to Power: A Political Candidate Training Program, which provides union members and local community activists with the tools and resources to run a successful political campaign and guidance to get elected to make positive change in our communities.

Mosqueda is using her new public forum to continue to advance the rights of working people. "I didn't leave the labor movement when I was elected," she observed. "Instead, I'm bringing the movement with me to the halls of power." In fact, Mosqueda's first actions after election were to support legislation that would ensure the inclusion of union labor in the \$600 million redevelopment of Seattle's iconic public venue, KeyArena, and to push forward the city's Domestic Workers' Bill of Rights ordinance.

In the weeks before her election, Mosqueda addressed the 2017 AFL-CIO Convention in St. Louis, speaking passionately about the need for more union members to run for public office, and how the AFL-CIO's labor candidate program can help them the way it helped her campaign.

Continued on page 23

“Running for office was the resistance. We don't have a choice, and we haven't had a choice for a long time.”

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American Women Are on the March, and This Year It's All About Voting

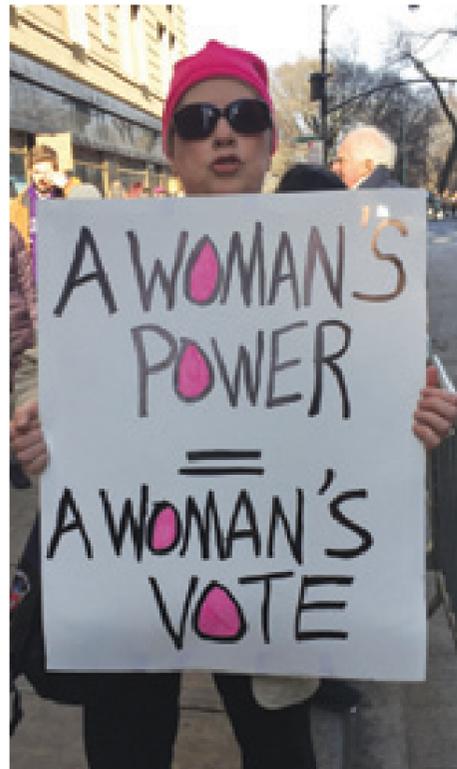
OPEIU Members Join the 2018 Women's March

In cities throughout the country, OPEIU members and millions of Americans took to the streets to march for justice and equality for all women, and force a spotlight on the importance of registering now to vote in November's mid-term elections.

"Last year's Women's March was about solidarity, about standing together to show the strength of women," said OPEIU Secretary-Treasurer Mary Mahoney. "The 2018 march was about action, about registering now and ensuring we vote in November to make our voices heard."

"We have a very important mid-term election in November, and it's crucial that working women and men march to the polls and participate. It's also important that we all hold our current lawmakers accountable to fight harder for laws that protect the interests of working women."

"We're proud so many OPEIU women and men showed their commitment to women's rights and equality by marching. We're counting on them to maintain that energy, make sure they and their families and friends are registered to vote, and then take that energy to the voting booth in November."



In New York City, more than 120,000 women and men – including members of Local 153 – gathered in Columbus Circle for the 2018 Women's March.



Suzanne Wheeler, a retired member of Local 153, participated in the Philadelphia march in both 2017 and 2018. She retired from PSE&G energy company after 25 years of service.



Marchers in Seattle, Washington.



Local 25 members Maureen Martin, Rhode Island AFL-CIO secretary-treasurer, left, and Anne Quintero, United Way labor liaison, right, with Rhode Island Governor Gina Raimondo at the Women's March in Providence.



Local 30 Steward Jacqueline Gilbert, LVN, and her husband James, center, and Hans Jensen, a CWA member and husband of Local 30 Business Agent Angela Jensen, LVN, march in San Diego.

OPEIU Activists Celebrate MLK's Legacy and Dream

OPEIU members joined hundreds of other union activists in Houston to celebrate the legacy and dream of Dr. Martin Luther King Jr., and to honor those who work day-in and day-out to advance our rights and help lift up people from poverty's grasp.

At the AFL-CIO MLK Jr. Civil and Human Rights Conference held Jan. 12-15, OPEIU activists also explored how all of us who are concerned about equality and justice can better advocate for racial and economic equity.

With the theme, "Reclaiming the Dream: Strategize, Organize, Mobilize," the conference focused on building power so that working communities can thrive



The OPEIU delegation includes, back row, left to right, Local 153 Senior Business Representative Myra Hepburn, Local 2 Staff Representative Jessica Maiorca, Local 1794 Recording Secretary Kelly Bailey and President Deborah Kline, OPEIU Diversity Vice President and Local 42 President Lisa Blake, Local 494 President Joe Mason, Local 32 Trustee Monica McCleod, Local 101 President Jeremiah Edmond, front row, Local 2 Recording Secretary and OPEIU Rising Stars Chair Caniesha Washington, Local 1794 Financial Secretary Traci Kompanik and member Lisa Elwood, Region II Vice President and Local 32 President Mary Short and OPEIU Director of Organizing Cindy Schu.

and families can enjoy the fruits of their labor. Too many of our family members, friends, loved ones and neighbors are overworked, underpaid and underemployed. And, far too many are barely making it from day to day. What Dr. King recognized more than 50 years ago is still true today: Unions, and the protections they afford working people, are our nation's best hope to realize economic equity.



Delegates participate in community projects, including providing meals to low-income elderly and assisting with cleanup and painting for those impacted by Hurricane Harvey in Houston. Left to right, Local 1794 member Lisa Elwood, Recording Secretary Kelly Bailey, President Deborah Kline, OPEIU Diversity Vice President and Local 42 President Lisa Blake and Local 1794 Financial Secretary Traci Kompanik sort bags of linen at the Bread of Life Center, which has been providing assistance to people after the hurricane.



Local 30 Business Agent Angela Jensen, LVN, and her son Josh Moats.



Local 153 member José Negroni and his son Luigi march the streets of NYC.

Did you participate in local marches?

Send us your photos and we'll post them on the OPEIU website at opeiu.org.

Email them to frontdesk@opeiu.org with the subject "Women's March." You can also share them on Facebook (facebook.com/opeiu), Twitter (@[@opeiu](https://twitter.com/opeiu)), and Instagram (@[@opeiu](https://www.instagram.com/opeiu)).

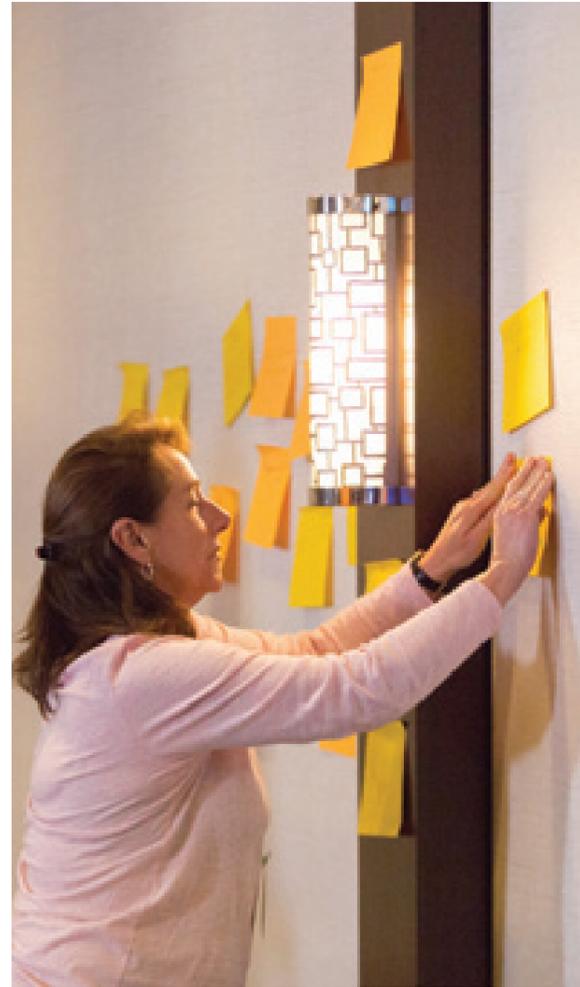
OPEIU Activists Develop Strategies at Educational Conference to Build Local Union Power

OPEIU leaders and member activists gathered in Seattle, at the West/Northwest Educational Conference to develop strategies for building the power and effectiveness of the union.

From how to conduct new member orientations to involving more members in the union through leadership development and mentoring, these OPEIU activists proved we're stronger when we work together. Check out the Local Union Resources tab at opeiu.org for conversation pointers and other helpful materials to use when talking to others about your union.



Local 8 Recording Secretary Rosalinda Aguirre.



Local 30 President Marianne Giordano.



International Project Organizer Andom "Nati" Kahsay, Local 174 Secretary-Treasurer/Business Representative Lupe Valles, Diversity Vice President and Local 174 President/Business Manager Christine Page, and Region VI Vice President and Local 8 Business Manager Suzanne Mode.



Local 8 Executive Board Member (Central Region) David Olivera, left, and Professional Helicopter Pilots Association (PHPA)/Local 107 Trustee David Williams.



Local 11 Executive Secretary-Treasurer Maureen Colvin, at podium.



Region V Vice President and Local 29 President/Business Manager Tamara Rubyn and Region V Vice President and Local 30 Executive Director/Chief Financial Officer Walter Allen Jr. update participants on the new OPEIU 401(k) plan, which launched in December.



Local 40 Crittenton Hospital Medical Center Vice President Jo Walker, RN.



United Taxi Workers of San Diego (UTWSD)/OPEIU Guild 1218 President/CEO Mikail Hussein.



Local 30 Contract Specialist Briggett Mitchell.



The Association of Minor League Umpires (AMLU)/OPEIU Guild 322 Secretary-Treasurer Nick Susie, International Representative and AMLU Executive Director Shaun Francis, Recording Secretary Zo Evans and Vice President Jeff Gorman.



Local 537 Business Manager/Secretary-Treasurer Jacqueline White-Brown, left, and President Lynnette Howard.

Free College Spring Deadline Is Fast Approaching— Register Now!

The deadline to register for Spring semester classes through the OPEIU Free College Benefit is March 16, and classes begin March 19. Don't miss out! Apply today at FreeCollege.opeiu.org.

Through the OPEIU Free College benefit, OPEIU members in good standing and their families can earn an associate degree completely free of charge. Every member or retired member, as well as spouses, children, grandchildren and dependents of OPEIU members, can earn a two-year online degree and certificates with absolutely no out-of-pocket costs for tuition, fees or e-books.

Associate degree programs are available in general studies, health care, business management, criminal justice, paralegal and early childhood education.

Here are upcoming registration deadlines (**Important note: You must have your local union number available when completing the application process**):

| | |
|-----------------|----------------|
| Spring II 2018: | March 16, 2018 |
| Summer 2018: | May 25, 2018 |
| Fall I 2018: | Aug. 17, 2018 |
| Fall II 2018: | Oct. 12, 2018 |

Visit FreeCollege.opeiu.org, or call 888-590-9009 for more information. Take advantage of this valuable benefit available to OPEIU members and their families.



To date, 524 students
have received
\$960,550
in scholarships
through the OPEIU
Free College program.



Enroll Now in Your OPEIU Identity Protection Benefit

Go to opeiuDprotect.com to register today!

Remember, all OPEIU Membership Benefit information can be found at our website, opeiu.org, and on the [OPEIU App](#).

Download the app today at the [App Store](#) and [Google Play](#).

Local 153's Amy Alfano Finds OPEIU Free College Program Affords Her Family 'Flexibility to Work and Study'



Local 153 member Amy Alfano's family, left to right, are son Cameron Rodrigues-Miller, daughters Caitlin and Shelby, and son Devin Pryor.

Hundreds of OPEIU members and their families already have taken advantage of OPEIU's Free College benefit since it was announced in the summer of 2017.

Amy Alfano has been a member of Local 153 for 12 years, and when she heard about the new benefit available through her union she was quick to share the information with her four children who range in age from 17 to 28 years old.

"My children and stepchildren were very excited for the Free College benefit," Alfano said. "It gives them the flexibility to be able to work and start their college education. My oldest works full-time and he wants to start with OPEIU's Free College associate degree program before transferring to West Virginia University to complete its aerospace program."

Alfano works for Wesleyan University in Connecticut. "Wesleyan offers a great benefit for employees and their dependents, but you must be enrolled as a full-time student by age 26," Alfano said. "One of my children is looking into culinary school, and needs the prerequisites she can get through the Free College benefit. My stepdaughter wants to work full-time and get her college education and this benefit offered by OPEIU could not be a better fit for her and all my children."

She adds, "The experience with OPEIU's Free College program has been wonderful. The school has been so easy to work with and they understand the non-traditional student. They walked us through everything from completing the paperwork to academic counseling, to how to be an online class student. Plus, we have not had to pay a single cent, as books and materials for the classes are all included. The entire experience has been fantastic."

Apply Now for OPEIU Scholarships

Applications are now being accepted for the 2018 OPEIU educational scholarships. All members are encouraged to apply. Information and applications can be found at opeiu.org under the Member Resources/Union Benefits link, as well as on the OPEIU app.

The Howard Coughlin Memorial Scholarship awards 12 full-time higher education scholarships of up to \$6,500 and seven part-time scholarships of up to \$2,650. Each scholarship is awarded on the basis of at least one per region to OPEIU members and associate members in good standing and their children. Applicants must either be high school seniors or graduates entering or enrolled as a full- or part-time student in a college, university or recognized technical or vocational school.

The John Kelly Labor Studies Scholarship awards 10 scholarships of up to \$3,250 for OPEIU members or associate members who have been members for two or more years and are pursuing an undergraduate or graduate degree in labor studies, industrial relations and union leadership and administration.

The Romeo Corbeil/Gilles Beaugregard Memorial Scholarship Fund offers summer camp for 20 children, between the ages of 13 and 16, of OPEIU members or associate members. The one-week camp will be held July 15–20 and will teach children about the labor movement while providing fun summer activities, such as swimming, canoeing and volleyball.

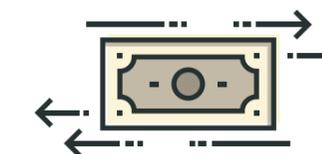
Deadlines are March 31 for the Howard Coughlin and John Kelly scholarships. The summer camp deadline is April 30. Scholarship rules and applications are available at opeiu.org under the Member Resources/Union Benefits link. Apply today!

OPEIU Aids Furloughed Government Employees

The January federal government shutdown meant hundreds of thousands of employees were furloughed for three days. Thankfully, it appears that government employees will be paid for this furloughed time, but it's a good reminder of yet another benefit of being an OPEIU member — OPEIU's government employees' furlough subsidy.

In the event that government employees or those who work for government subcontractors are furloughed and not paid as the result of a federal or state shutdown, OPEIU provides a \$300 per week benefit.

Thanks to their union, furloughed workers who are members of OPEIU have the peace of mind that comes from having a strong union in the workplace.



OPEIU Local Unions Provide Aid to Those Impacted by Hurricanes

OPEIU local unions throughout the country have been generously donating time, resources and financial assistance to those affected by the hurricanes in the Gulf States and in Puerto Rico, in addition to the many donations that continue to be made to the OPEIU Relief Fund.

You can still help your fellow OPEIU members by contributing to the OPEIU Relief Fund. All money collected will be sent directly to OPEIU members and families impacted by the hurricanes.

Checks can be sent to:

Mary Mahoney
Secretary-Treasurer
OPEIU
80 Eighth Avenue, 6th Floor
New York, NY 10011
ATTENTION: OPEIU Relief Fund



Clockwise from top left: Local 298 members in San Antonio, Texas, help with the cleanup and rebuilding efforts following Hurricane Harvey; Local 101 members help remove debris around the homes of senior citizens living in Florida following Hurricane Irma; GSAF/OPEIU Local 100 Executive Board Member Luiz Morizot, left, lends a hand to the relief effort by delivering supplies to a shelter set up at the Miami-Dade County Fair and Exhibition Center; Relief volunteers in Puerto Rico following Hurricanes Maria and Irma, including OPEIU nurses; Local 2 in Washington, D.C., holds a Diaper Drive, where they sorted, packed and shipped 22 boxes of toiletries, baby necessities, children's clothing, toys and more to Texas and Florida.

OPEIU Mourns Loss of Gary Kirkland



Gary Kirkland.

OPEIU is mourning the loss of retired Senior Vice President Gary Kirkland, who was an integral part of OPEIU for 40 years, holding the positions of organizer, International representative, Local 11 secretary-treasurer and International vice president and assistant to the International president. He also chaired the Resolutions Committee at several OPEIU conventions.

"Gary was appointed secretary-treasurer of Local 11 in 1978 and was very well known throughout the labor community," Local 11 Executive Secretary-Treasurer Maureen Colvin said. "As the executive officer of Local 11, Gary organized several of our bargaining units and, along with Mike McCoy

at Northwest Natural Gas in 1998, negotiated the breakthrough Joint Accord Partnership, which was a process to make labor relations at the company a participative effort based on mutual respect, open communication, shared success and innovative problem solving."

She added, "Since becoming a member in 1997 and in my current role as executive secretary-treasurer of the local, I had the opportunity to work with Gary and knew him to have a labor-first attitude and to fight hard for the rights of working people. I always referred to Gary as the closer in bargaining. When negotiations were struggling, he came in and got it done. Gary Kirkland definitely left his mark on the labor community."

Richard Lanigan Receives Labor Press' Hero of Labor Award



OPEIU President Richard Lanigan received the Labor Press 2017 Hero of Labor Award for his outstanding contributions to bettering the lives of working families. Attending the event were Region II Vice President and Local 153 Business Manager Michael Goodwin, Organization of Staff Analysts (OSA) Chairperson Robert Croghan, OSA Executive Director Sheila Gorsky, Labor Press Publisher Neal Tepel, Local 153 President Steve Turkeltaub who accepted the award on President Lanigan's behalf, NYC Council Member Vanessa Gibson, Labor Relations Attorney Vincent Pitta, and Armao LLP's Salvatore Armao.

LOCAL UNION NEWS



Local 459 Settles Historic Contract with American Red Cross

A ten-year fight for a fair contract at the American Red Cross resulted in a new contract and the resolution of an unfair labor practice charge that means settlements for lost benefits in excess of \$1.6 million for the members of Local 459 in Michigan.

The struggle of Local 459, which represents the majority of Red Cross employees in Michigan, to obtain a contract has been well-documented in White Collar over the years. Local 459 members worked under the terms of the expired contract while enduring a year delay in the start of negotiations, extreme violations in labor law as the Red Cross implemented unilateral changes to the contract without bargaining, a federal trial that found Red Cross violated the law in 17 ways and two strikes.

Local 459 striking members held strong, even when other unions decided to end the fight and agreed to the Red Cross's demands for concession. "They had contracts, but that was actually a bad thing," said Region VII Vice President and Local 459 President Sharon Taylor. "Their old working conditions were better than their new contract. The Red Cross eliminated the defined pension plan for long-term employees shortly after the strikes ended — something they hadn't proposed during negotiations, but they had insisted on language that allowed them to make changes in the pension plan without bargaining."

She added, "Since Local 459 members didn't have a contract including this language, the Red Cross couldn't legally eliminate the pension plan for our members."

The second strike eventually ended, but the fight for a contract continued. After an NLRB decision in favor of the union and a lost appeal by the Red Cross, negotiations finally began, and in December 2017, a final contract and settlement of the unfair labor practice charges was reached.

The Red Cross has agreed to pay the employees, and those who left or retired during the 10-year saga, \$1,637,000 for most of the losses incurred as a result of the unilateral changes it implemented. The 318 current and former employees will receive an average payment of \$5,510, with the largest payment of \$31,300.

Unlike Coalition partners, Local 459 was able to maintain a quality, affordable local Blue Cross Blue Shield healthcare plan, and wage increases of 5 percent in the contract's first year, and 2 percent in each of the remaining two years, plus a \$3,000 bonus. The contract provides for maintenance of guaranteed hours per week, an automatic wage progression and regular breaks. Local 459's contract also doesn't allow merging of some classifications that other coalition partners' contracts allow.

Continued on page 14

Local 459 Settles Historic Contract with American Red Cross

Continued from page 13



Local 459 pickets the Red Cross in 2012.

Congratulations to bargaining team members (Collections) Cindy Krieger, Freda Holley, Kelly Brust, Chris Summers, Lashawnda Norman, Stephanie Daniels, Delma Casto, Gary Hamm, Tina Grahn, (Lab/Clerical/Distribution) Cindy Dine, Richard Jeeter, Mary O’Dea, Kristin King, Elizabeth McGwin, Pamela Ross, Julia Seida, and Local 459 Service Representative Lance A. Rhines and attorney Tinamarie Pappas.

“Despite there being no legal requirement since 2009 to support their union and the Red Cross eliminating dues deduction, around 80 percent of Red Cross employees continued to support their union and remained members in good standing. Today, it is nearly 100 percent,” Taylor said.

Local 153 Has New Contract at Wesleyan University

Local 153 in New York, New York, has ratified a contract for clerical staff employed at Wesleyan University in Connecticut that means an 8.25 percent wage increase over the three-year contract.

In addition to the wage increases of 2.25 percent in the first year and 3 percent in each of the following two years, employees will receive a 3 percent lump sum payment, an additional \$500 ratification bonus and a \$125 lump sum payment in the third year of the contract. The contract also provides for auto enrollment in the 403(b) retirement plan.

UAW Legal Services Employees Join Local 42



The new members of Local 42 include, back row, left to right, Nick Woodward, Shenika Brown, Kiana Reynolds, Tiffany Jeter, Steward Sherri Tartt, Anna Ring, Miranda Chandler, Sonya Montgomery, front row, Hazel Trapp, Felecia Rumbley and April Crews.

Local 42 in Michigan has organized the United Auto Workers FCA-Ford-General Motors Legal Services Plan employees and has negotiated a first contract for them that includes a 7.5 percent wage increase over the life of the agreement, a signing bonus and employer-paid medical coverage.

In January 2017, UAW hired a legal services team consisting of intake specialists and

support staff. Two months later, a member of the staff, Sherri Tartt, reached out to Local 42 about union representation, and began talking to her fellow co-workers about the idea of joining OPEIU.

International Diversity Vice President and Local 42 President Lisa Blake and International Organizer David Flores then set about having one-on-one conversations

with the potential members. “One-on-one meetings were the reason behind our organizing success,” Blake said.

She added, “When we sat down with the potential members, they asked more questions than they would if we met as a big group. Our initial contact, Sherri, who is now a union shop steward, participated with us in some of the one-on-ones. It was a great training and learning experience for all involved.”

During the two months of conversations, Local 42 received signed cards from a majority of the staff members. With a majority, the union was able to go into negotiations right away, without an election process.

There are an additional six employees who work out of state, and Local 42 is working to bring them into the union. “We are using the OPEIU Reference Guide for Members as an organizing tool and it has been working in our favor,” Blake said. The Reference Guide can be found at opeiu.org, where it highlights all benefits that are only available to OPEIU members, including a free towing service, identity theft protection, a \$2,000 death benefit, a Free College benefit, student debt reduction, scholarships and much more.

Local 9 Organizes Chicago Teachers Union Organizers

Congratulations to Local 9 for organizing six new members employed as organizers at the Chicago Teachers Union (CTU) Local 1.

“The campaign to organize these working people started in October 2017,” Local 9 Business Manager Dave Rehberg said. “We were contacted by a person who spoke with another individual who we already represent.”

Through word of mouth, Rehberg took the next steps and met with the group at a luncheon, where he introduced himself and Local 9. A week later, the organizers for CTU Local 1 decided they wanted to be represented by OPEIU.

After receiving the majority of the vote to join Local 9, Rehberg sent a letter to CTU Local 1 notifying them they had the majority. CTU Local 1 recognized the decision that the organizers wanted to be represented by Local 9 without going through the NLRB.

Local 9 is currently working on their first bargaining agreement.

Recognizing There is Strength in Numbers, Local 376 Merges with Local 153



Local 376, which represents 24 members in Connecticut, has merged with Local 153 in New York. Left to right are members Lisa Martinelli and Sarah Brown, former board members President Nancy Swanson, Vice President Patti Buchanan-Norcross, Secretary Cathy Wynne and Treasurer Joan DeMatteo. Not pictured is Trustee Aleta Looker.

Local 2 AFGE Contract Update



Local 2 members employed in the offices of the American Federation of Government Employees (AFGE) have ratified by overwhelming majority a new contract that includes parental leave provisions, a \$500 signing bonus, an almost 3 percent wage increase and many other provisions.

This contract followed months of negotiations that resulted in mediation after the unit voted down the previous agreement. Congratulations to the negotiation team and all the members who stood strong and worked for a fair contract.

OPEIU Nurses Honor Guard Offers Loving Tributes

OPEIU nurses are always ready to lend a helping hand to fellow nurses, regardless of their membership in OPEIU. In January, the OPEIU Nurses Council (ONC) received a request for an honor guard to attend a funeral in Florida. A nurses honor guard pays tribute to nurses at the time of their death by performing the Nightingale Tribute at the funeral or memorial service.

The service is similar to a military tribute and officially releases the nurse from her/his nursing duties. A nurses honor guard dresses in the traditional white uniform complete with cap and cape for the brief ceremony that consists of reciting the Nightingale Tribute and laying of a white rose on the casket or next to the urn, symbolizing the nurse’s dedication to the profession.

ONC Vice Chair and Local 459 McLaren Greater Lansing Chief Steward Julie Murray, RN, handled the situation right away, reaching out to an honor guard organization in Florida to see if they would cover the funeral. Even though the Northeast Florida Association of the Friends of the Nightingale are approximately two hours away, they agreed to attend the funeral to pay their respects to a fellow nurse who dedicated her life to serving others for more than 30 years.

If you would like more information on the OPEIU Nurses Honor Guard, please visit opeiunursesCouncil.org.

Did You Know There Are OPEIU Hypnotists?



Did you know OPEIU represents professional hypnotists? National Federation of Hypnotists/OPEIU Local 104 President Dwight Damon, right, and Region V Vice President and Local 30 Executive Director/CFO Walter Allen Jr., recently attended the National Guild of Hypnotists Annual Convention, held in Marlborough, Massachusetts. Damon is also the president of the National Guild. For more information about unionized hypnotists, call 603-429-9438 and ask for OPEIU Local 104.

OPEIU Free College Benefit Call Center Employees Join OPEIU

Thirteen hard-working employees of the Student Resource Center in Cranston, Rhode Island, have voted to join Local 25 and have ratified a first contract, according to Local 25 Organizing Director Jim Riley.

These new members are employed by the subsidiary of Higher Education Partners and are the folks staffing the call center helping OPEIU members who are taking advantage of the OPEIU Free College Benefit through Eastern Gateway Community College.

Thousands of OPEIU members are benefitting from the Free College program through their union. It's terrific that these helpful employees can now have access to the same protections and benefits available to OPEIU members because of their union membership.



New members of Local 25 employed at the Student Resource Center are, back row, left to right, Jashve Martinez, Ro Prum, Ra'Jean Townes, Jonathan DeAndrade, Christian Macedo, front row, Lacharne James, Pamela Reyes, Nelsey Reyes, Chet Materra, and Veronica Jackson.

Local 30's Shoes for Kids Drive a Huge Success



Kids at Perkins Elementary School in Barrio Logan, San Diego, California, show off their new shoes courtesy of generous members of Local 30 who donated hundreds of pairs of shoes to the students, many of whose families are struggling financially, are homeless or living in shelters.

Local 277 Elects Tyler Turner as President



The newly elected Local 277 officers and stewards, back row, left to right, are Allan Widner, DeAundra Cephus, Kim Whiteman, Kelley Box, Moses Contreras, Lynda Gray, Dana Fite, Diane Gonzalez, Vickie Butler, Matthew Campos, Debbie Engelke, Phyllis Trigg, Dan Eudaley, Erica Haggerty, Crystal Gentry, OPEIU President Richard Lanigan, Tyler Turner, front row, Gene Patton, Teresa Vasquez, Cecilia Guerra, Debra Johnson, Melanie Kemp, Teresa Griggs, LaShun Hawkins, Cheryl Hunter, Ramona Alexander, Linda Escamilla and Patricia Carroll, seated.



OPEIU President Richard Lanigan, Region IV Vice President and Local 277 Business Manager Becky Turner and new President Tyler Turner.

Senior Business Representative Tyler Turner was elected in October without opposition as the new president of Local 277 in Ft. Worth, Texas. Also elected were incumbents Kim Whiteman as Kansas Missouri executive board member at large (formerly Local 320) and DeAundra Cephus as Waco trustee.

OPEIU President Richard Lanigan attended the membership meeting to swear in the officers and stewards, and spoke eloquently of passing the torch from one generation to the next. He also thanked longtime former president Becky Turner, who also serves as Region IV vice president, for her service. Turner, who remains the local's business manager, said, "We are excited to see Local 277 preparing to meet the future with a new president and fresh ideas to equip us to succeed and remain strong for the future."

Tyler Turner is the seventh president elected since Local 277's charter in 1952.

Local 32 Officers Meet with New Governor



Region II Vice President and Local 32 President Mary Short, left, and Business Manager Sharon Eastwick meet with newly elected New Jersey Governor Phil Murphy at the New Jersey AFL-CIO holiday party, where Murphy pledged to support the interests of labor and working families in New Jersey.

Local 30 Swears in Officers

Local 30 has re-elected and sworn in officers for a three-year term through September 2020. The officers are Executive Director/CFO Walter Allen Jr., President Marianne Giordano, Vice President Cathy Young, LVN, Recording Secretary Catherine Engler, LVN, and Trustee Mike Ramey. Elected to the executive board are Carmen Corral (San Diego), Jon Larson (San Diego), Jan Nikodym (San Diego), Roger Lester (California Service Center), Annie Watson (Los Angeles), Jamie Campbell (Los Angeles), Linda Winters (Arizona) and Gayle Noon (Colorado).



Left to right are Board Member Roger Lester, Trustees Soralla Arellano and Mike Ramey, Board Member Jon Larson, Vice President Catherine Young, LVN, President Marianne Giordano, Executive Director/CFO Walter Allen Jr., Recording Secretary Catherine Engler, LVN, Trustee Diane Nunez, and Board Members Carmen Corral and Jan Nikodym. Not pictured are Anne Watson, Linda Winters, Gayle Noon and Jamie Campbell.

Allen and Giordano were first elected to office in 2002 and have been re-elected every three years since. New to the board are Noon and Campbell. Local 30 wishes to thank retiring board members Ruth Porches (Los Angeles) and Chris DeBay (Colorado) for their many years of service to the members.

Keep Informed: Sign up for OPEIU Text Alerts

Receive information about your union and issues that are important to you and your family by signing up to receive text messages from OPEIU on your mobile device.

There are two easy ways to sign up:

Text **OPEIU to 97779*** **or** Visit **opeiu.org** and click on the **“Sign Up for Mobile Alerts”** button

Other ways to stay connected with your union:



*By providing your cell phone number, you understand that OPEIU may send you automated calls and/or text messages on your cell phone on a periodic basis. OPEIU will never charge for alerts, but carrier message and data rates may apply. You can text HELP for more information and STOP to stop receiving messages to 97779 at any time.

Local 1937 Officers Elected to CLC



Local 1937 President Dottie Miller, center, and Vice President John Edwards have been elected to the Montgomery County Central Labor Council in Pennsylvania. Miller becomes the first female executive vice president, and Edwards will serve as trustee. They are pictured with the CLC's Community Services Director Heidi Cory, who is also a Local 1937 member. All three understand that getting involved in their local central labor council is a great way to make a difference and improve the lives of working families in the community.

Local 102 Pilots Ratify New Contract

Professional Helicopter Pilots Association (PHPA)/Local 102 has voted overwhelmingly to ratify a new contract that means a decrease in healthcare cost sharing, increased wages of upward of 9 percent in the first year and 2 percent in the second and third years of the contract.

After voting down the company's first offer by a 97 percent margin over its efforts to increase the pilots' share of health insurance costs and an offer of very low wage increases, the membership undertook a successful "Fair Contract Now" campaign, wearing bright orange lanyards at the base at Ft. Rucker and Union Strong wrist bands. Standing together, the union prevailed and the pilots now have a fair contract.



The PHPA/Local 102 bargaining team, left to right, are Trustees Justin Watson and Bill Haaren, Vice President Al Hauenstein, Recording Secretary James Guy, President Mark Souza, Trustees Lee Murphy, Matt Hedger and Rod Barber, and International Representative Shaun Francis.

Local 40 Nurses Help Those in Need



Local 40 registered nurses from the Ascension Crittenton Unit recently provided underwear, socks and other items for residents in need at the Rochester Neighborhood House. Pictured are some of these caring RNs, Andrea Strobel, Jessica Nicole, Cassandra Bell, Jo Walker, Dawn Rowe and Alana Boyt.



Local 40 nurses also teamed up with Mt. Clemens Community Schools to organize a backpack drive for students, providing approximately 140 backpacks full of everything a child needs when heading back to school. Every Friday during the school year, these same backpacks are filled with food to feed the children through the weekends. Local 40 Board Members and RNs, left to right, are Trustees Brian Losiowski and Michael O'Neill, Recording Secretary Joseph Smithson, President Jeff Morawski, Trustee Marty VanDerHeyden, Treasurer Joanne Czeiszperger, Chief Steward Crittenton Unit Barb Chubb and Vice President Crittenton Unit Jo Walker.

Local 459 Leadership Training Energizes Membership



Michigan member activists gain valuable leadership training.

OPEIU member activists from throughout Michigan recently gathered for a day-long training session to help them become better advocates and leaders at their worksites.

The training, sponsored by Local 459, brought together members from Michigan Locals 40, 42, 393, 459, 494, 512 and 2002 to learn more about ways to build local union power, engage and activate members and effectively conduct new member orientations. The training was led by OPEIU Director of Organizing Cindy Schu and an instructor from Cornell University's labor relations school. OPEIU President Richard Lanigan also spoke about the importance of building our membership to meet the challenges presented by widespread anti-worker laws, such as so-called "right-to-work." Local 459 McLaren Greater Lansing Chief Steward Julie Murray, RN, explored how to keep membership roles high despite open shop provisions, and staff members Murray, Charles Terry, Lois Davis-Thomas, Kerry Miller and Naudia Fisher discussed workers' Weingarten rights.

"A lot of very useful and important information was packed into the six-hour training," Region VII Vice President and Local 459 President Sharon Taylor said. "Members left saying they were energized and ready to engage other members."

Local 459 Wins Henderson B. Douglas Award for Organizing Excellence



Region VII Vice President and Local 459 President Sharon Taylor accepts the OPEIU's Henderson B. Douglas Organizing Award on behalf of the local for its efforts to organize 400 dietary and environmental services employees at St. John Moross Hospital in Detroit, Michigan.

Local 6's Anna Ericsson Receives AFL-CIO Scholarship



Local 6 member Fred Ericsson's daughter Anna was awarded the State Representative James O'Day \$1,000 Scholarship by the Central Massachusetts AFL-CIO at its 2017 Labor Day Breakfast.

Anna began college in the fall and is pursuing an engineering degree. "The officers, staff and membership of Local 6 congratulate Anna for her achievements and wish her the best in her future endeavors," said Local 6 Business Manager George Noel. Fred Ericsson is a senior maintenance tech at the Worcester Trial Court. Also in attendance was Local 6 Vice President Lois Ciuffredo.



In other Local 6 news, Business Manager George Noel spends a few moments with U.S. Sen. Elizabeth Warren of Massachusetts at the Greater Boston Labor Council Labor Day Breakfast.

Local 53 Officers Elected to Nebraska State AFL-CIO



Local 53 Recording Secretary Wanda S. Wrinkle, right, is sworn in as an executive board member of the Nebraska State AFL-CIO. Also pictured is Susan Martin, who was re-elected president/secretary-treasurer. Administering the oath of office is outgoing Vice President Mark A. Ondracek.

Notice to Employees Subject to Union Security Clauses

This notice is for all employees working in the United States under an OPEIU contract containing a union security clause that requires, as a condition of employment, that an employee pay dues or fees to the Union. The obligation stated in this Notice is the only obligation under such clause regardless of the wording of the clause. Individuals who are members pay dues, while individuals who are nonmembers pay equivalent fees. These dues or fees, which are authorized by law, are your fair share of sustaining your Union's broad range of programs in support of you and your co-workers, but nonmembers may file objections to funding expenditures that are not germane to the collective bargaining process and thereby be obligated to pay fees representing only expenditures germane to the collective bargaining process.

Only if you are not a member of the Union, or if you resign your membership, and in either case file an objection to the funding of expenditures that are not germane to the collective bargaining process, may you pay fees representing only expenditures germane to the collective bargaining process. However, if you resign your membership, the many rights and opportunities available to Union members will not be open to you. For example, if you resign your membership you will no longer be able to:

- Vote on 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 or the International Union;
- Nominate, vote for, or serve as a delegate to the International Convention; and
- Enjoy discounts and other benefits available only to members, including eligibility for OPEIU scholarships for you and your family.

Individuals who are employed by public employers in the states of New Jersey and Minnesota are covered by the demand and return system applicable to them and are not covered by this procedure. Other individuals who elect to be nonmembers may object to funding expenditures that are not germane to the collective bargaining process.

Expenditures germane to the collective bargaining process ("chargeable" expenditures) represent that portion of the Union's expenditures devoted to collective bargaining, contract administration, grievances, arbitration, and other matters affecting wages, hours and other conditions of employment. Examples of "chargeable" expenditures include the costs of negotiations with employers; contract administration expenses; communication with

employers in regard to work-related issues; handling employee's work-related problems through the grievance and arbitration procedure; and Union administration.

Examples of expenditures not germane to the collective bargaining process ("non-chargeable" expenditures) include: expenses made for community services; for political purposes; for certain affiliation fees; and for benefits available only to members and their families. The fee reduction will represent these non-chargeable expenditures. The International Union's J.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 men and women. 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.

Individuals who choose to file an objection will receive a rebate of their fees equal to the percentage of the Local Union's expenditures that is spent on non-chargeable expenses. The Local Union's expenditures include those amounts it remits to the International Union as per capita payments. In determining the Local Union's percentage of non-chargeable expenses, the percentage of non-chargeable expenses of the International Union is applied only to the Local Union's per capita payments to the International Union. The percentage of non-chargeable expenses of the International Union, which will be effective starting with the month of January 2018, and continuing until a new percentage is issued, is 11.31%. The major portion of a Local Union's expenditures is for items other than the per capita to OPEIU. Studies show that the final percentage of rebates for non-chargeable Local Union expenditures ranges between 0% and 8%.

Individuals who choose to file objections to funding expenditures that are not germane to the collective bargaining process should file them in writing with the Office and Professional Employees International Union, 80 Eighth Avenue, Suite 610, New York, NY 10011, Attention: Mary Mahoney, Secretary-Treasurer. The objection must include the objector's name, home address, Social Security number, employer, job title, department, work location, Local Union number and business telephone number.

In order for an objection to be recognized at this time, it must be postmarked during the month of June, except that 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, and except that 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 effective on the first day of the month following the month in which the objection was received by the Union.

In addition to any other avenue of relief available under the law, 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. Any challenge a nonmember makes may be coordinated or consolidated with other challenges to the Local Union or International Union determinations before a single arbitrator selected by the American Arbitration Association. Such challenges may also be coordinated or consolidated with challenges to other OPEIU Local Union classifications or calculations.

Challengers must notify Mary Mahoney, Secretary-Treasurer, Office and Professional Employees International Union, 80 Eighth Avenue, Suite 610, New York, NY 10011, in writing, of any challenge he or she wishes to make through this arbitration procedure. Such 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 Unions 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 Unions. However, a challenger will have to pay his or her own lost time and travel expenses, and the fees, costs and expenses of any persons they involve in the proceedings.

Once 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 arbitrator issues a decision. Should the decision lower the percentage of chargeable expenditures, the appropriate portion of the escrowed fees, plus the interest earned by that portion while in the escrow account, will be refunded to the challenger. All objectors in each Local Union affected by the decision of the arbitrator will then pay 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 Local and International Unions.

OPEIU Member Teresa Mosqueda Wants You to Join Her in Public Service

Continued from page 5

In introducing her to the convention delegates, OPEIU President Richard Lanigan noted, "We need to strengthen labor's voice in local government. We need to identify and recruit new candidates, like Teresa, who reflect the diversity and carry the values of the labor movement. We need to support these candidates who recognize the importance of community and political involvement, who recognize their responsibility to champion pro-labor values and realize this is our best way to truly effectuate change for working families."

Mosqueda feels the pressure to prove a union candidate can be effective and make a difference for working families in her community. "I want to show results, so people don't get discouraged by politics and politicians and to show that we are different."

She also wants more union members to step up and run for office. "It's not always fun and it's not easy, but when we don't put ourselves in there, we take ourselves out of the equation completely. For folks who are in the crosshairs of the Trump administration, we need to be on the forefront pushing our labor principles," she said, fighting for the rights of immigrants, low-wage working people, health care for all, equal pay, family leave, affordable child care and housing.

"This is no time to be compliant or complacent," she said. "We have some of the biggest gaps between the wealthy and the middle class we've ever seen. We can protect each other in our own local unions. Let's not get complacent or blame each other for what's happening, because that's what the forces working against working families want us to do. They are hoping we turn against each other. We have to do everything we can to unite."

"We can't assume this is business as usual. Families are getting torn apart. We must act now." ■

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