

Executive Director's Report

Walter Allen, Jr.



First of all, congratulations to our Kaiser and California Service Center members on achieving several of the Performance Sharing (PSP) goals for 2008! As a result of this success these Local 30 members will receive bonus payouts of several hundred dollars each in the early spring. While the exact cash amounts are not yet known for certain, we do know that the 2008 payouts will be the highest since the program began. Nice work everyone.

I would like to recognize our field staff; MaryEllen Farrell, Annette Baxter, Lolita Babaran, and Mark Bailey for their extraordinary leadership throughout the year in directing and supporting our members toward this achievement. I would also like to recognize all the hard work and support that our Contract Specialists Ann Johnsonbaugh and Jon Larson provided as well. Without their day-to-day involvement and encour-

agement this would not have been nearly the success that it is. And finally, special thanks to our President Marianne Giordano for her leadership not only within our membership but also within the entire San Diego Coalition of Unions. With Marianne serving as the Chair of our Coalition, and as the Co-Chair of our Labor Management Partnership Council, all the members of our Partner Unions will share in the money being paid out. Thanks to you all.

As we speak, the goals for 2009 are being set. Our success this year should prove to us all that we can do this. 2009 will present even more opportunities for bonus payouts and more money in the pockets of our members. Let's keep the role going.

Speaking of success, in this edition of the News & Views you will read about more contract settlements in Arizona. Our members working at the Teamsters Union, the Plumbers and Pipefitters Union, and the AFL-CIO have all reached agreements.

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President's Report

Marianne Giordano



As 2008 comes to a close, Local 30 members have certainly had a good year. From the great events this year to the expansion of our scholarship program to the great contract settlements many of us won, and now success in our PSP for Kaiser employees, this truly has been a year to celebrate.

Most of us have taken advantage of at least some of the benefits and programs offered by our Union such as the many events held throughout the year, and now there are even more benefits being added. For 2009 our Union will roll out two new financial benefits to assist members with everything from first time home buying to credit repair and improvement. In addition, new benefits to assist members with retirement planning and investing in these uncertain times will also be available.

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Vice President's Report

Cathy Evans-Young



I would like to take this opportunity as 2008 comes to a close to recognize some of our successes.

As a union, Local 30 shines bright in the labor community because of our broad based support of so many labor functions and events. Our union stands out as a committed leader among unions. This year's events were no exceptions. Participating with our partner organizations, Local 30 leaders and members marched in the Martin Luther King parade

and the Cesar Chavez parade. We attended functions for Pride at Work, the Coalition of Labor Union Women, the A. Phillip Randolph Institute, the numerous diversity groups we belong to as well as the San Diego Imperial Counties and Los Angeles Labor Councils.

Local 30 members attended our own Awards Recognition Banquet, our Family Fun Day, and the Day at the Races, the Padres Game at Petco Park, and other events.

Our Scholarship Fund handed out \$7,500 in awards to help our members and their families with the high cost of college, and help many of our members and other organizations through our Charity Fund. And once

again we are in the midst of another successful toy drive to help families in this unprecedented time of need.

All of these and so many other things we do as a union everyday are what make Local 30 the great union we have become.

I would like to thank our great leaders Marianne and Walter for their undying support of this great work, our Officers for all their hard work to make this all possible, our Stewards and activists for always being there when we need them and most of all, I want to thank all of you, our members for your generosity and your support throughout the year.

Together, we make Local 30 the best! Happy Holidays to all. See you in 2009.

Executive Director's Report

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Our annual 'Day At The Races' event in Los Angeles was another huge success as well. More than 100 Local 30 members were on hand to enjoy the beautiful weather, the great food, and the chance to win some money as well. As always, a good time was had by all. Thanks to Los Angeles Executive Board Member Annie Watson for all the hard work on this event each year. She always delivers a great event for our Los Angeles members and their families.

Next up, is our annual Steward's Holiday celebration and our annual Toy Drive. As always, Local 30 Vice President Cathy

Young has set her personal goal for us to do even better than last year. The incredible generosity of our members makes Local 30 the largest contributor to the San Diego Labor Participation/United Way. We are very proud to lead the entire Labor movement in this regard. And, Cathy promises the Holiday Celebration to be even better than last year as we reward the hard work and dedication of our Stewards once again. Thanks to all of them for all they do for their Union every day of the year.

In closing I would like to report that Local 30 will close the books on another good

year. We have seen some growth in our numbers this year, and even in this very difficult economy our finances remain strong. Even without an increase in the dues this year, our revenue remains strong and our expenses are well managed. Because of the very conservative investment strategy we follow all the time, we are feeling less of the downside of these bad markets now. Local 30 members expect that the assets of the Union will be well managed and I am pleased to report that they are.

Happy Holidays everyone, and all the best for the New Year.

President's Report

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With the economy taking its toll on working families these new benefits are coming just in time to assist the members of our Union to continue to make progress toward their goals financially and make the most of the wages and benefits they already receive working under a Local 30 agreement. No matter where you are on life's journey there will be something to benefit you and your family in one or more of these new programs. Watch for the announcements in the coming weeks.

And on the subject of successful programs, our members at Kaiser and the CSC in San Diego will have a lot to celebrate this spring as they receive our largest performance sharing payout ever! After working hard this year to reduce absenteeism and workplace injuries, improving service and quality, and helping Kaiser patients to improve their overall wellness through various clinical goals, every Local 30 member will receive substantial cash bonuses.

In past years we have received bonuses for our performance but this year more goals were reached and the pot of performance cash is higher than ever before. All of this will mean larger payouts for all of us. Since he has been our Executive Director, Walter

Allen has been telling us to stop "leaving this money on the table". Well Walter, we heard you and this year we are taking the money. Congratulations to all of our stewards for their hard work throughout the year on these goals, and thanks to all of our members who worked on the various teams to lead this work. And special thanks to our Business Agents who lead much of this work through the various departments where our frontline workers depend on them to make this work.

A lot of success for one year, but then again, at Local 30 we have become accustomed to success. We have accomplished a lot in recent years because we have engaged stewards, committed officers, professional staff, and great leaders. I am very proud of my Union, and pleased to have the opportunity to serve as President with so many wonderful leaders. Happy Holidays everyone.

Something To Think About

By Annie Watson,
Executive Board Member

In these difficult days with so much going on, sometimes it's hard to keep our heads when those around us are losing theirs. It is good to know that we're all in this together and that things *are* going to get better. We are all fortunate to have jobs, even when we think that they are not perfect.

Arizona Units Settle

Local 30 members employed by the **Teamsters Union Local 104** have ratified their new 3 year contract. The pact includes wage increases and some benefit increases in pensions, as well as minor language changes. The new contract did not include any reductions or take ways and continues to provide the same medical benefits with no cost increase to employees.

Meanwhile, Local 30 members working at **U.A. (Plumbers and Pipefitters), Local 469** have also ratified their new 3 year contract. In addition to wage increases each year and increases in pension contributions from the employer the contract also maintained the employee's health coverage with no increases in costs to the employees.

Finally, Local 30 members at the **Arizona AFL-CIO** have now ratified their new contract. The 3 year deal also includes wage increases each year and improvements in benefits and language as well. Once again, this new contract also keeps the employee's health benefits the same and does not increase costs.



American Financial Real Estate Executives would like to wish all fellow Union members a Happy, Safe and Prosperous Holiday Season and all the best for 2009. Thanks for all your business!

Happy Holidays to All!

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

Welcome Linda Winters, Arizona Executive Board Member



As a result of the recent changes to the Local 30 By-Laws, our Arizona membership will now be represented on our Executive Board. Having

received the approval of International Union President Mike Goodwin, our Executive Board in November approved the nomination of Linda Winters to serve on the Board from Arizona.

Linda is employed in the Local 30 bargaining unit at American Benefit Plan Administrators (ABPA) in Phoenix. A member of the former Local 56, Linda has served as steward and negotiating committee member for more than 28 years.

“Linda has been active in her union for years and was an important backer in the merger between Local 56 and Local 30,” reported Executive Director Walter Allen. “She has also played important roles as steward and negotiating committee member in the bargaining with her employer.”

Linda will be sworn in at the December board meeting and plans to attend the Steward’s Holiday Party on December 19th.

Congratulations to City of Hope’s Yvonne Rosas Petty



Local 30 member Yvonne Rosas Petty was honored with a Special Recognition Award from the American Cancer Society for her Volunteer Service in 2008. The award was presented to her by Los

Angeles County Supervisor, Michael Antonovich. Yvonne has worked with the American Cancer Society for several years. Local 30 congratulates Yvonne for her dedication to this worthy cause.

Local 30 Day At The Races

By: Annie Watson, Local 30 Trustee and Steward

This year’s Local 30 “Day At The Races” was another huge success. With a record number of members coming out from City of Hope, First Financial, SEMCO, United Way and an impressive 50 of our members from California Service Center and Kaiser in San Diego who braved the freeways and the gas prices to try their luck and join us in this popular Los Angeles event. Many have been coming out with us since the beginning and some first timers, who boasted of possessing that well known

“beginners luck”. We were fortunate to have two professional handicappers with us this year, who really made the experience educational, interesting and fun. First timer Diane Nunez, Recording Secretary, was heard saying, “As long as I did what the handicapper told me, I won!!” It was a beautiful day with fantastic food and a lot of fun. Please come and join us next year!



Connected in Workplace Safety - San Diego Workplace Safety

By Bernard Tyson, Executive Vice President Health Plan and Operations

Safety Begins with Me....and You.....and You...

Did you know that as an organization we have made significant strides since 2001 in creating an environment that is free of worker injuries? In fact, during that time, we have experienced a 49% reduction in our injury rate Program wide. You will have to forgive the pun, but that kind of reduction in our injury rate wasn't by accident. Kaiser Permanente renewed its commitment to an injury free work environment, and took deliberate steps to create and sustain a culture of safety for many years to come. Those steps include measurable safety goals for Program, Regional, and Local Area leaders, with clear accountability at every level, and regular reporting of injuries that go directly to our board of directors.

Even after all of this, we still have too many workers' injuries. I say this not to diminish the fabulous work that is happening across this Program. A close examination of our injury statistics will show that we are still unfavorable to the national average for health care organizations. The fact is any injury is unacceptable, because every injury is preventable. So often we talk about patient/workplace injuries in terms of percentages and rates. While the facts and figures are important to track, they aren't the whole story, or even the most important. Whenever we begin to concentrate only on stats, I think there is an inadvertent effect that ultimately serves to lessen the deeper impact of injuries in our minds.

The real story behind every injury

The truth is that each and every workplace injury has a personal story behind it. That story usually includes physical, emotional, and financial stress on the person who was injured. It also includes a whole host of family members, friends, and coworkers that go through the strain of having someone they depend on, unable to carry out their normal activities, responsibilities, and pursuits of happiness.

So how do we get to the bottom of this and truly ensure that all our facilities can become areas free of workplace injuries? The key first steps have already been taken. Leadership across the Program is committed to achieving injury rates at or below the national average for health care organizations by 2010, with the long-term goal to eliminate all injuries. That commitment is more than lip service one month out of the year. It also includes measurable goals that are monitored year round, and careful analysis of our work processes and environments to ensure that they are conducive for preventing injuries.

In addition to leadership, it also takes innovative programs that reach all employees, like this ergonomics intranet site <http://kpnet.kp.org/ergoinfo/>

Safety is Personal

Even with all that, there is still one essential ingredient necessary to ensure that any safety campaign/program/culture is successful – you! I want each of you to take safety per-

sonally. You have a responsibility to work safely, to report any unsafe conditions immediately, and to participate in safety programs in your departments. This will be supported by managers who have responsibility to create and maintain a safe environment by having the right policies, procedures, systems, tools, equipment, and training in place, and by addressing unsafe conditions in a timely manner.

There are things every individual can do to prevent being injured in their work; here are a few examples of safety procedures everyone should be aware of:

- *Know the risks – understand the most common types of injuries in your department.*
- *Look for causes – identify possible causes of injuries.*
- *Let someone know – let your supervisor know about any unsafe conditions.*
- *Work safely – know the requirements of doing your job safely.*
- *Ask for help – if you need help in order to work safely, ask a co-worker.*

With everyone practicing these simple steps at work, we can reach our goal to be injury free. But as we work to get there, it is important that we all remember our service credo “We're here to make lives better.” How can we care for others if we are not able to perform at our best due to workplace injuries?

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



29th Annual Martin Luther King, Jr. Parade
Saturday, January 17, 2009
10 a.m. to 2 p.m.
San Diego, CA

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

Parade Route

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

SIGN UP TODAY by contacting the Local 30 Office: Tel: (619) 640-4840

Email: opeiu_local30@sbcglobal.net

Thank you for your support.

ALL I WANT FOR CHRISTMAS...

This is the season to be Jolly! The perfect storm for home sellers ends up being a Holiday sale for Renters.

“Buy Now!” says Frank Atrash, CEO of the first unionized Real Estate Company in San Diego, American Financial Real Estate Executives or Amfree!

“Home prices are near historic lows! Interest rates are down to levels we have not seen for a long time, and falling. The government is talking about a 4.5% loan for new homebuyers! There is a ton of inventory available to choose from. The Federal Housing Administration (FHA) is promoting home ownership with zero down for qualified customers! It’s Crazy” he quipped!



Give your children the stability and future security of their own home!

“In the last two years rents have increased 10% but monthly housing costs are half of

what they were. In other words it’s costing a renter 10% more, whereas a new buyer could be spending half as much.” Atrash concluded.

Clifford Arellano, the Cofounder recommends that everyone re-examine whether they should buy now. “We have automatic calculators on our web-site which allow you to put in your own numbers and compare various scenarios. It is important that you do this because for many of our clients it is actually LESS expensive now to buy than to rent!”

Visit www.UnionAmFree.com to see the calculators. As an OPEIU member they offer a free no obligation consultation, in person, or on the phone at 800-209-8249.

State’s Global Warming Solutions Should Produce Good Jobs

On June 26th, the California Air Resources Board reached another milestone on its path toward making California the leader among US states in reducing greenhouse gas (GHG) emissions and slowing global warming. It announced its draft plan for how the state can meet the ambitious goals of AB 32, the “Global Warming Solutions Act,” which are to reduce greenhouse gas emissions to 1990 levels by 2020 and to 80% of 1990 levels by 2050.

It makes us proud to know that our state will be one of the first to devise a GHG reduction plan of this magnitude. But because California will be a role-model for other state and even federal programs, it’s important that we do it right. And doing it right means that the plan needs to not only benefit the environment but also benefit California’s economy and workers.

One area that has so far received less attention than it should is the key role California’s workers must play in restructuring our economy to reduce our carbon footprint, and the impact this change will have on them. Here are some ideas we should incorporate into the plan:

Invest in the California workforce. We need to make sure there is an adequate supply of workers trained in the new technologies of a greener economy. While some green jobs will be in new businesses and new occupations, most green economy jobs are actually variations of traditional occupations in the construction trades, utilities, manufacturing

and transportation. Workers in those fields will require new training as employers adopt cleaner processes. Community colleges, union apprenticeship programs and other training programs will need expanding. It is also essential that we reinvigorate career technical education in California public schools for the next generation of workers who will build our green future.

Favor policies that are proven to create good, middle-class jobs. We applaud the strong emphasis on energy efficiency and renewable energy in the AB32 draft implementation plan. Both of these areas have been shown to create large numbers of jobs. However, there must be measures to ensure that these are high-quality jobs with family-supporting wages, benefits and career pathways.

Prevent jobs from leaving the state. If businesses leave California for other states or other countries with less stringent greenhouse-gas emissions restrictions-and then ship the products that are made elsewhere back to California-this will hurt California workers and undermine the state’s goal of reducing greenhouse gas emissions. The California Air Resources Board can prevent this by implementing policies to ensure that out-of-state producers compete on the same playing field as in-state producers.

Help workers transition to a greener California economy. AB32 is likely to result in some job losses in specific heavy polluting industries, although overall employment is projected to grow. To support and provide

retraining for displaced workers, the state should create a climate adjustment assistance program, modeled on the federal Trade Adjustment Assistant Program.

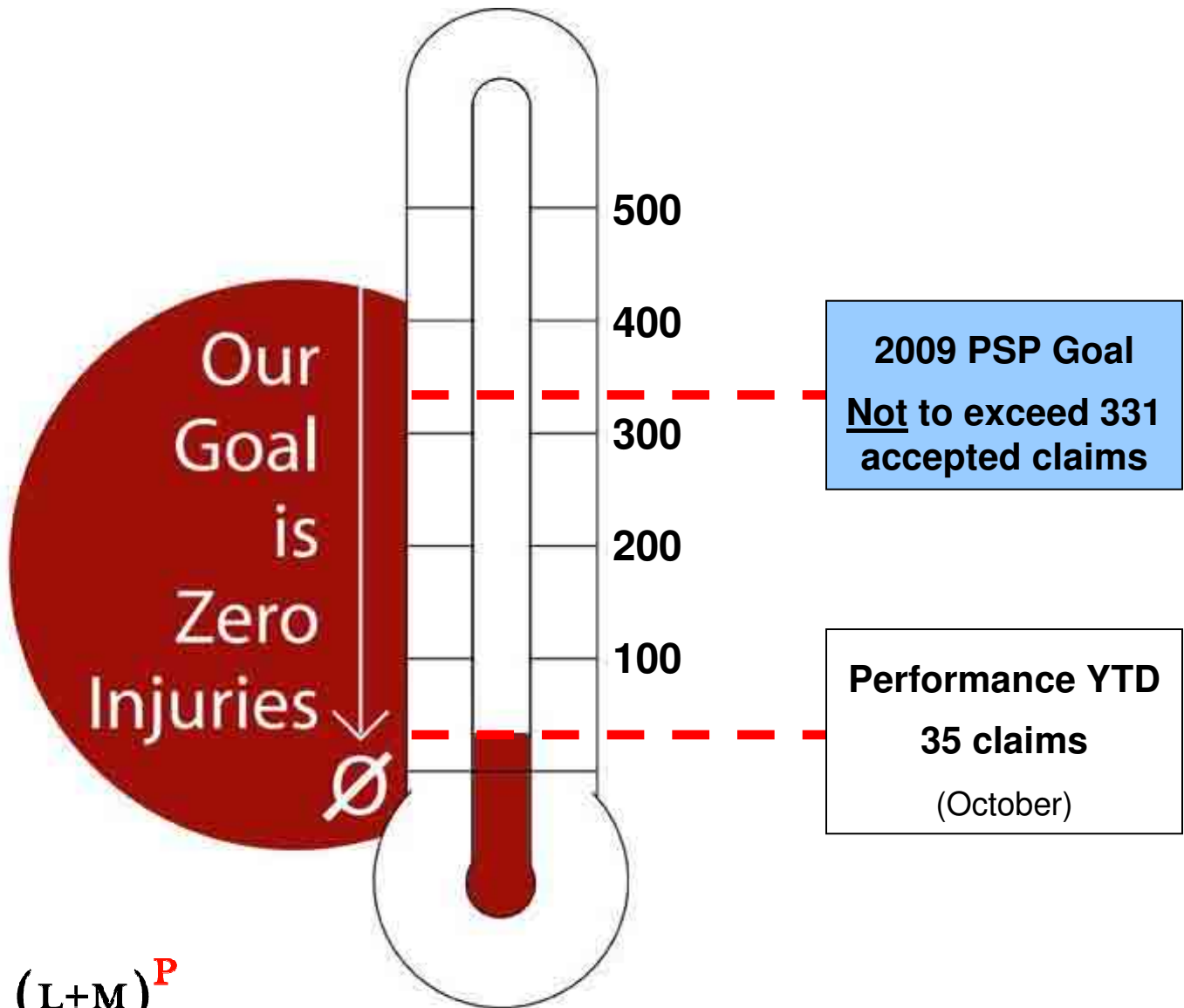
Invest in infrastructure and innovation. Whatever system is crafted to lower greenhouse-gas emissions, that system and revenues generated from it should be closely managed by the public for the public good. Revenues will be needed to help financial innovation and adoption of new technologies that can lead to permanent emissions reduction in California. This includes retooling industry, research and development of new technology, rebuilding California’s manufacturing base, and upgrading our infrastructure. This would include investments in public transit, denser urban development and building retrofits. Additionally, because rising energy prices will hit low-income consumers the hardest, the state will need to fund programs to help them make them transition to more energy-efficient housing and transportation.

AB32 can be a win for the environment and a win for working people. But the win-win is not going to be created by wishful thinking; it’s going to be created by intentional policies like those above. The Air Resources Board has the opportunity to help shape this major restructuring of our economy in a way that promotes California businesses, creates good jobs for a skilled and stable workforce, and reduces our carbon footprint. Our planet and its people depend on it.

Safety begins with me.



KAISER PERMANENTE



The Local 30 Awards and Recognition Committee is pleased to announce the 3rd Annual

“EVENING WITH THE STARS” AWARDS EVENT

This event will honor Local 30 leaders and members who have made significant contributions to our success.

This year's event will take place:

Saturday, March 28, 2009

6 p.m.-12 a.m.

The Handlery Hotel & Resort

950 Hotel Circle North, San Diego, CA 92120

Cocktail or Business Attire

Tickets will be available and can be purchased by contacting the Local 30 office.

Tickets are free for honorees and their guest.

Please RSVP to Maria Perez by March 20, 2009

(619) 640-4840 or via e-mail: opeiu_local30@sbcglobal.net

Please join us to help present the awards and recognize the outstanding achievements and accomplishments by members of our union.

Local 30 New Members

Ingrid Alvarez	Patricia Kapaska	Sokhorn Moeum	Angela Puckett	Lynn M. Steeves
Jenny Arzate	Tyrone Lawrence	Sara Montano	Chastity Purvis	James E. Stuberg
Joann Atoigue	Paul Lindsay	Gloria Montes De Oca	Albert A. Ramirez	Ansel G. Suing
Belinda Beebe	Elizabeth M. Lopez	Lauren Montes	Raul Raniagua	Sanddee A. Ssing
Faith Belville	Karrie Macawilli	Sheena N. Montoya	Megan N. Reyes	Viliamu Taafua
Jeannie A. Bender	Ester E. Maccratic	Irene Movangkhout	Andrea Reyna	Angie R. Taylor
Mary Ann Benitez	Melanie Magtoto	Ezelia J. Murray	Albert F. Riccio	Shelley Tebbe
Susan Broussard	Luz Maldonado	Jacob Navarro-De Haynes	Caneisha Robinson	Sam Tedesco
Isabel Carrillo	Aldwin C. Malveda	Elaine Navarro-Saetia	Lacole Robinson	Gregorio L. Tiantes
Raquel Castro	Camilo Martinez	Belinda Negrete	Yvonne Robinson	Jacqueline K. Ting
Mercie Chacon	Yanil Martinez	Casundra Nevarez	Hada Rolon	Lori Tisdale
Irene Chacon	Zoila K. Martinez	Harold L. Nichols	Robin D. Ross	Cynthia Torres
Christina Chavarria	Christine M. Mason	Christopher Nojadera	Jennifer Rosselli	Danny V. Tran
Rainier Cobarrubia	Emily T. Mason	Daniel Nyaggah	Shannon Nicole Rowe	Diana Vargas-Galindo
Joseph R. Cortez	Joni M. McClintock	Gavin O'Conner	Katelyn Rowell	Kary L. Varner
Veronia Cprona	Bridget McCullough	Dina M. O'Sullivan	Luke C. Roy	Yolanda Velasco
Ingrid De Jesus	Sheri S. McGee	Maria Ochoa-Barranon	Sonia Rubio	Debbie L. Veronick
Michelle L. Everett	Rose Y. McKee	Maria Padilla	Amanda Rudd	Daniela E. Villanueva
Mark Fielder	Amber A. McMorrان	Pamela Padilla	Quint D. Rumbo	Frances Villanueva
Patricia A. Fierro	Kira McNealy	Charmaine L. Padua	Jacqueline Saldana	Isabel Villanueva
Paul D. Filice	Marlene Medina	Ivy L. Page	Janett Sanchez	Alverto R. Villanin
Paulin D. Francisco	Alejandro Melero	Dante Pahuriray	Furdey Sapitan	Huong Thi Vo
Anna V. Gallegos	Maria V. Mellon	Claudia Palmas	Maria Secrest	Ashley D. Wainscott
Alma Garcia	Juan M. Mercado	Jacquelyn Palmer	Manophas Senethong	Shawana N. Walters
Stella Garcia	Susana Merida	Gerry R. Palomo	Kay Lynn Simpson	Edmond S. Watson
Christopher Gelety	Angela Miles	Felicia Payton	Rebecca Sipe	Dorothy Wiggan
Tamra Goins-Chott	Jason Miller	Natalie I. Pecina	Rexie M. Skaine	Krystal Williams
Martha Graham	Ellona Mindlin	Marnelie Phee	Stacy L. Smith	Tamara Williams
Jessica Heller	Marianne B. Mindoro	Kelly N. Pollard	Zachary Smith	
Jennifer Hewitt	Adrienne Mitchell	Lindsay Portney	Erika Y. Sparks	
Kathryn Hipshire	Christine L. Mitchell	Brittney I. Price	Eric Spencer	

Staff of Local 30

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Lolita Babaran	Business Agent
Mark Bailey	Business Agent
Maria Perez	Executive Assistant
Charlotte Kilgore	Office Manager/Bookkeeper
Maria Serrano	Administrative Assistant
Kim Tyler	Administrative Assistant

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**Come and join us on 3/29/09
for the MLK Parade**

General Membership Meetings

December 10, 2008

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

ARIZONA

Monday, January 26, 2008
6 p.m.
OPEIU, Local 30
5818 N. 7th St.
Suite 113
Phoenix AZ 85014

LOS ANGELES

Wednesday, January 28, 2008
6 p.m.
City of Hope Duarte
Room A
1500 East Duarte Rd.
Duarte, CA 91010

SAN DIEGO

Thursday, January 29, 2008
6 p.m.
OPEIU, Local 30
4560 Alvarado Canyon Rd.
Suite 2H
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

