

## Executive Director's Report

Walter Allen, Jr.



There is a lot to report on from the past few months including a number of contract settlements, events both recent and upcoming, initiatives we are leading such as healthy workforce, our Generation Next program, Zumba classes, and a number of other things as well. See how many of our members are getting involved and finding what's right for them. All of this is covered in the following pages so don't miss a thing.

When I think back over the past several years and look at the progress we have made

together in growing and building Local 30 into the strong, inclusive and successful organization it is today I see a lot of change. Imagine the view of someone who has been working for Local 30 since 1981. Charlotte 'Che' Kilgore is Local 30's Bookkeeper and Office Manager, she has been working for Local 30 for the past 33 years, and she is retiring.

When I came to Local 30 in 2000 and started to work with the leaders who were here at the time Che' was probably the most important employee in the union given her position and institutional knowledge. No growth or improvements could be made to bring this

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## President's Report

Marianne Giordano



You will see a lot written in this edition of the News & Views about health, the health of our members, our health. While much of this information is the result of our Union's involvement in the Total Health initiative within our Kaiser Permanente bargaining units, employee wellness is meant for everyone.

At Kaiser we have entered into agreements with the employer to promote healthy workforce initiatives, enable employees to

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## Letter from Charlotte "Che" Kilgore

Dear Sisters & Brothers,

I am Charlotte Kilgore, prior Bookkeeper of OPEIU Local 30 for the last 33 plus years. I was 24 and single when I started with Local 30 and recently at the age of 57 I was able to retire.

I was hired while Gwen Newton, the first Secretary-Treasurer was the Administrator of Local 30. During my 33 years of employment with Local 30; I married my husband of 26 years; conceived two beautiful boys; raised my niece and nephew and am now a proud grandmother!

I am also a three time survivor of Breast Cancer.

Throughout my years of employment Local 30 gave me stability, treated me with fairness and became my second home.

In this journey, I have met and worked with people from different areas. I can even say that some of my co-workers became part of my family. This is a gift which I will always treasure.



I would like to take this opportunity to thank Walter Allen our Executive Director, Local 30's Administrative Staff and all the Executive Board members through my years with Local 30 for allowing me to be part of your lives and for assisting me with my duties at Local 30.

I have started a new chapter in my life but I will miss all of you and I can truly say I was blessed to be part of OPEIU Local 30 for the last 33 plus years. Thank you!

Gratefully,  
Charlotte R. Kilgore (Che')

## Vice President's Report

Cathy Young



Our Local 30 Scholarship Golf Tournament was held in May and was another great success. Despite the unusually warm weather, and the terrible wildfires in the area, the tournament went off without delay and raised the money that funds now six, \$1500 scholarships we award each year to our members and their families. Local 30

Scholarship Committee Chair Katie Doyle and her committee put on a great event for the benefit of the scholarship fund.

I would like to thank all those who volunteered to help at the tournament including Events Committee members CCarmen Corral, Catherine Engler, Jan Nikodym, Diane Nunez, Annie Watson,

LindaWinters, and Annette Baxter, and the members of the Scholarship Committee, Katie Doyle, Chair, Mark Bailey, Cris DeBey, Maria Perez, Mike Ramey and Linda Winters and certainly the great Local 30 staff, especially Kim Tyler, Mariana Almarez, and Maria Perez for their incredible work to bring this all together. Thanks to all.

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Chef Mark, Executive Chef from Kaiser Permanente San Diego Medical Center has shared some fun food facts & secrets. Watch for them scattered throughout the pages of our newsletters.



## 2014 Local 30 Scholarship Golf Tournament

Katie Doyle, Scholarship Chair

Once again the annual fundraiser for the Local 30 Scholarship Fund was a great success. Held this year at Carmel Highlands Golf Club on May 16th, golfers and guests braved the unusually warm weather, and the wildfires in the area to help raise money for the scholarships given each year to Local 30 members and their families. Many thanks to

those who played and to those who volunteered to help staff the event.

Special thanks to all of our sponsors this year, listed on this page. We certainly urge all of our members to patronize these thoughtful businesses and organizations.

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## San Diego Cesar Chavez Committee Celebrates Local Scholars

By Diane Nunez

The San Diego Cesar E Chavez Commemoration Committee has organized several events and programs in 2014. The Committee is dedicated to engaging students in all of its programs.

of an essay response to a prompt which encourages students to be critical observers of the world around them and encourages them to take action in their communities. Winners were determined by a community

panel of judges at the Day of Service held at Emerson-Bandini Elementary School in Southcrest. Nunez, Director of Educational Outreach & Programming, and OPEIU Local 30 member says, "I am so proud and honored to work closely with our SD Chavez Scholars (as they are known) and follow them as they advance in their studies."



Izzy Vasquez, Tania Estrada, Nelly Cervantes Escarrega, Edgar Vega, Andrea Fuentes, Rob Bonta (Ca. Assembly), Sandy Naranjo, Alex Montoya, Nena Diaz, Diane Nunez, Alex Vasquez

Through the Chavez Scholars Program, the Committee outreaches to high school students in San Diego and Imperial Counties. This program is currently in its 14th year and the Committee was proud to distinguish 11 winners in the annual contest consisting

of an essay response to a prompt which encourages students to be critical observers of the world around them and encourages them to take action in their communities. Winners were determined by a community panel of judges at the Day of Service held at Emerson-Bandini Elementary School in Southcrest.

This year's Grand Prize winner, a junior from Crawford High School, was awarded \$1000 and a laptop and was able to share his essay at the 16th Annual Community

Breakfast. He was received with a standing ovation from the audience. All Scholars were also invited to a special audience with breakfast keynote speaker, CA Asm. Rob Bonta (Oakland). Diane Becerra-



To date, the Committee is proud to have awarded over \$60,000 in scholarships and prizes. In the future, the Committee looks forward to expand the program to engage more students across a broader range of education levels.

¡Sí se puede! ■

## First Financial Credit Union Workers Settle New Contract

First Financial Credit Union (FFCU) workers represented by Local 30 ratified a new five year contract in May. While efforts during negotiations were extremely efficient, the good quality of the discussions had to do with the relationship which labor and management have built over the years. To this point, the union certainly appreciates

the company's effectiveness and thorough consideration of all proposals during bargaining in order to provide members with clarifying language and yearly across the board wage increases. FFCU members voted to accept the agreement overwhelmingly. FFCU members range from Tellers, to Financial Consultants, to Member Support Representatives, to Loan

Officers. Our members provide services at eleven different sites, including ten branches across Southern California. The bargaining committee consisted of Chief Steward, Ruth Porchas, Business Agent, Geshalem Perez, and Executive Director/CFO, Walter Allen, Jr. ■

## Longtime Local 30 Leader Doyle Retires

Kaiser employee and Local 30 member since 1988 Katie Doyle has worked as a sonographer in the Ultrasound department at Zion Medical Center. Katie stepped down from her position on the Union's Executive Board recently as she retired from her employment after 26 years.



Doyle has been an active Local 30 member for many years serving in various capacities including steward and senior steward, and as a Trustee. She has served on the Union's Building Committee, Technical Professionals Committee, and Scholarship Committee as its chair. She has also been Local 30's representative in Pride At Work and KP Pride.

The officers and members of Local 30 wish our sister a long and happy retirement and thank her for her unselfish dedication to her Union. ■

### DID YOU KNOW...

Chicken grades are U.S. Grade A, U.S. Grade B or U.S. Grade C, if a grade stamp doesn't appear on the chicken it is probably labeled by the supermarket as "Premium" or "Superior" and is in all actuality its Grade B or Grade C.

### Vice President's Report

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Next up: The Family Fun Day. This year our annual summer event will be held at the San Diego Zoo on August 16. Tickets to the event go on sale soon. Flyers will go out to members who are in good standing with a form to fill out and returned with payment to Local 30.

See you at the Zoo! ■



**DID YOU KNOW...**

The E. coli bacteria that may cause illness or even death normally resides only on the surface of meats, steaks or roasts, when grilled on both sides it will kill any bacteria. However, hamburger is another story, since the meat is ground from the outside to the inside a higher temperature is needed to kill the bacteria (155°F).



**FREE ZUMBA CLASS**  
OPEIU LOCAL 30 OFFICE  
6136 MISSION GORGE ROAD  
SUITE 222  
SAN DIEGO 92120

Zumba classes are every Wednesday at 5:30 to 6:30pm all are welcome.

Check out our facebook page at [www.facebook.com/OPEIUlocal30](http://www.facebook.com/OPEIUlocal30) for upcoming Zumba dates.

**619-640-4840**

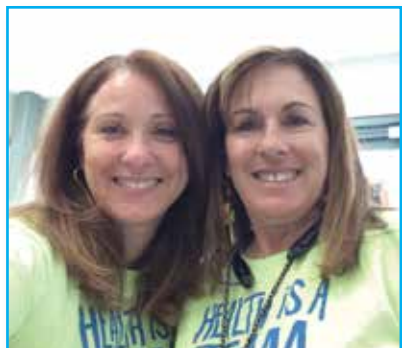


**DID YOU KNOW...**

Sushi Grade does not guarantee it's safe to eat, or any safer than other fish as restaurants want you to believe. It's not even associated with the FDA or any other governmental agency at all. There aren't any official regulations about the fish itself or its quality; your best bet is buying from a reputable source. However, the FDA Recommendations on Freezing to Kill Parasites in Fish Freezing and storing at an ambient temperature of -4°F (-20°C) or below for 7 days (total time).

# TOTAL HEALTH FOR ALL!

## San Marcos Kick-off



Annette Baxter and Elise Parson



Walter Allen, Executive Director/ CFO for Local 30 and Elise Parsons, Regional Labor Lead for Total Health



Walter Allen, Annette Baxter, Lolita Babaran and Angela Jensen



**Total Health Champions** (from left to right)- Bianca Hancock lost 178 pounds from FANS(Sodexo Sharp), Jessica Larson, UBT Consultant lost 96, Nancy Fahey from Periop lost 50+ pounds and 8 BMI's



Ramon Ramos from Pathology Monitors BMI from app on phone.



## Healthy Recipe Book

By Annette Baxter

Join Local 30 members in creating the first Local 30 Steward's Cook Book. We are looking for healthy recipes to share. Please mail, fax, e-mail or drop by the Union office your recipes. The e-mail address is [info@opeiulocal30.org](mailto:info@opeiulocal30.org) and the fax number is 619-640-4830 and the addresses are:

- 6136 Mission Gorge Rd. Ste. 214, San Diego, CA 92120.
- 705 West Arrow Highway, Second Floor, PO Box 9000, Claremont, CA 91711
- 3117 North 16th Street, Ste. 200, Phoenix, AZ 85016
- 7510 W. Mississippi Ave., Ste. 240 A, Lakewood, CO 80226

Freezing does not kill bacteria it only stops their growth. The only thing that kills bacteria is cooking.

Pinto Beans contain 22% protein compared to 13% from beef and 13% from eggs.

Do not buy Potatoes if they have sprouted or have a green tint to the skin (this indicates high solanine, a poisonous substance that occurs naturally in potatoes, a very small amount of solanine can be toxic, and in very large doses it can be fatal.

## Bargaining, Benefits, Healthy Workforce and You

By Jon Larson



The time to negotiate the next National Agreement with Kaiser Permanente is coming up next year. Many long term Kaiser Employees have experienced negotiations

many years ago that didn't go so well. For those employees whose years are in the single digits it has been much better. Most were here through the last negotiations a few years ago where keeping our benefits were the main concern. It is imperative that we look at how these benefits were maintained and how to continue to do so.

The cost of benefits was and still is an issue for Kaiser and was addressed with the non-partnership unions by shifting the cost to those employees. One advantage that we in the Coalition of Kaiser Permanente Unions enjoy is to be able to work in the Labor Management Partnership and to look at ways to reduce the costs. The agreed upon solution was to reduce these expenses by improving our overall health.

The biometrics that will be measured through the Total Health Assessment are blood pressure, cholesterol, body mass index and smoking. These numbers looked as a whole group and not as individuals. Nobody is being told to become a marathon runner or a triathlete but to be more aware of your health and what direction that you are taking it in. An improvement of 1.4% a year is the goal.

Who is benefiting from this? You are with better health, a better bargaining position and potential for extra money with the Total Health Incentive Plan. Kaiser also benefits with a healthier workforce and reduced expenses on employee healthcare.

For information on the Total Health Assessment or the Total Health Incentive Plan see the Healthy Workforce link on MyHR. You will also find information and resources to help you with improving your health. ■



## In Memory of Dianne Saldano

Local 30 member Dianne Saldano worked at IBEW Local 640 in Phoenix, AZ back in 1970. In 1974 she married and left for Texas with her new husband where they started an auto repair shop. When she returned to Phoenix in 1995 she also returned to IBEW, Local 640 and was once again a member of OPEIU. Dianne retired on August 30, 2013.



A long time union activist Dianne was a Steward for many years. Dianne unfortunately lost her courageous battle with cancer on May 19, 2014. Dianne is missed by all those she assisted and supported through the years. ■

### DID YOU KNOW...

Rock Shrimp are the only shrimp that are rarely sold with shell on, as the name implies the shell is as hard as a rock and very hard to peel?

## President's Report

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participate, encourage that participation, and finally, reward success. This is a first of its kind joint effort between labor and management aimed at improving the overall health of the employees, and their supervisors and managers.

The reasons for this enormous effort and the support is has from the employer in particular are; 1. Everyone needs a little help to live the healthy, happy life they deserve. 2. Helping everyone in this particular group become healthier will lower the high cost of their health care benefits and ensure that those benefits continue into the future. 3. There is a cash bonus for every member of the group if certain goals are reached, goals that are well within reach and which will make a real difference in people's lives over time.

The cost of our health care benefits as employees has risen to a point where employers have been passing along some of those costs to employees. This phenomenon has been going on for years in most workplaces and is now the norm. But now, even those costs have become overwhelming to most workers and many are forced to choose lower cost plans that offer far less coverage and often have very high co-pays or limits on coverage. The fact is that health care costs are too high and the only way to lower those costs to the consumer is to improve the overall health of the group they are a part of. By improving the so called biometrics of the group, such things as blood pressure, cholesterol, smoking, and BMI to name a few, the rating of the group will be lowered and the cost of the insurance for the group will come down. When rating groups for insurance, the better the biometrics the

healthier the group, and the lower the rates charged by the insurer.

For Kaiser employees it all starts with taking the Total Health Assessment, a quick, easy private survey to tell employees what their risks are so they know where to focus their efforts. From there they can work with their primary care providers to get them on track if necessary or simply advise them of next steps like healthier foods and snacks, exercise, and the like. It is really pretty simple and over time will have a lasting impact on not only the cost of their coverage but on their overall health which is the real goal.

While the program I am talking about is a Kaiser initiative, the principals apply to everyone. Our Union supports these efforts for all members because we believe that everyone deserves the right to be well and to have affordable healthcare. While your workplace may not have such a plan in place, there are still things that can be done to improve the overall health of our members. We encourage all members to have their biometrics checked regularly, eat right and exercise, and get the care you need when you need it. The Union also provides helpful information through this newsletter and on our website. We also host events like Zumba classes and healthy meetings for our leaders to learn more about how we can help each other to enjoy the healthy, productive lives we work so hard to have. Join us. Ask your Business Agent for more information about our healthy workforce programs and when we can schedule an event in your area for your co-workers. Let's help Local 30 members to a better, healthier life wherever they work. Here's to good health! ■

## Executive Director's Report

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union back to the members without strong, well organized finances and for that a strong, well organized bookkeeper would be critical.

Fast forward 14 years and as Che' prepares to take her well-deserved retirement and enjoy her family and friends no one is more grateful to her than I am. The speed with which we recovered from the numerous issues that confronted us then was due in large part to Che' and her firm command of the local's finances. As I began to develop Local 30's business plan, reorganize the finances, create policies, and create an investment strategy the role of the bookkeeper changed dramatically and Che' along with it. Che' put her experience to work for us all and made the many changes asked of her, all to the benefit of our union.

Che' and I have been great partners in this growth and success and I shall be eternally grateful to her for all she has done for Local 30. She has played a very significant role in our union and for that we all wish her the very best in her retirement. Here's to long life and much happiness Che', you have certainly earned it. ■

**DID YOU KNOW...**The color of an orange is no indication of its quality, because oranges are usually dyed to improve their appearance.

## Meet Marlene, Union's New Bookkeeper



We would like to welcome Marlene Diermeier to the staff of Local 30, Marlene will be the Union's new bookkeeper. Marlene comes to us with a strong background in bookkeeping and accounting. She has experience in office and project management and human resources as well. She lives in San Diego and will work in our Local's San Diego office.

Let's all welcome Marlene to Local 30! ■

## Generation Next Youth Council

*By, Geshalem Perez*

So far, this year has proven to be quite exciting as we continue to gain interest and momentum amongst our young leaders as they get more engaged and involved in their Union. As part of the vision for growing and grooming out Union's "Generation Next," the Youth Council has already learned a bit of the history of the Labor Movement, devised strategies for successful recruitment, and brainstormed ideas for future involvement. Our meetings have been exciting and informative and have included guests who have brought the information needed to enlighten and encourage our young leaders. Here are just a few highlights:

At our February meeting our Youth Council was enlightened by an insightful "Labor 101" presentation given by our own "Professor" Walter Allen. He presented us with the honest, unvarnished truths we had asked for about today's labor movement and what was needed to succeed. His continued encouragement of our young members to step up to the plate to become strong leaders within their Union, is a testament to the importance of engaging and sustaining our developing leaders.



In March we spent time brainstorming ideas to reach out to more young members and encourage them to join us. We discussed issues and challenges that our members face and talked about community involvement and participation in the events of our Union.

April found the group at Dave & Buster's for a fun Happy Hour hosted by our Union and attended by some senior leaders including our President Marianne Giordano, who shared their experiences. Council members were also automatically entered in a free drawing to win prizes.

In May we combined our Youth Council meeting with the monthly Local 30 Steward meeting where members received important information about representing Local 30 members at work as well as on Total

Health and other current initiatives supported by Local 30 leaders. The interactions between the young leaders and their more experienced colleagues was invaluable as we discussed a number of representational issues and laws.

It is important to note, the Union continues to search for and welcomes any and all your members to join our Generation Next Youth Council as we are the future of our Union. To whet your appetite for what's to come, we are currently working on collaborating efforts with local non-profit organizations and community leaders to teach our young leaders valuable public speaking skills, effective organizing and one-on-one communications.

If you or anyone you know are 40 years and younger, and are interested in developing their leadership skills, please contact Geshalem Perez, Business Agent, at (619) 640-4840 ext. 12 or via email at geshalemperez@opeiulocal30.org. We look forward to hearing from you. Solidarity Forever! ■

## Denver Area Contracts Resolved



Gayle Noon



Marianne Giordano

Local 30 members employed at the American Postal Worker's Union, have ratified their new three year contract. Local 30 representative Gayle Noon and steward Rita Burns settled the agreement including wage increases and some benefit improvements. The members approved the contract unanimously.

At the Bricklayers and Allied Worker's Local 7 steward Denise McKnight together with Local 30 representatives Marianne Giordano and Gayle Noon reached agreement on their new three year contract with annual openers. Improvements included wage increases and adjustments to language favorable to the group.

The Denver Joint Electrical Apprentice Training (DJEATC) unit completed their

negotiations for a new three year contract. Gayle Noon, Marianne Giordano, and Steward Crissy Cook ratified the three year contract unanimously.

And at the labor law firm of Buescher, Kelman, and Perera, PC in a contract re-opener for wages Local 30 representatives and steward Irene Vasquez reached agreement. Local 30 members will receive an across the board wage increase for the current year. The sides

will return to the table next year for wages in 2015.

Local 30 has been in bargaining with The Union Taxi Cooperative in Denver where the Union represents call takers, dispatchers and administrative employees. A tentative agreement covering wages, benefits, and work rules will go to the members for ratification soon.

Other Denver units are in bargaining currently and are expected to be settled in the coming months. ■

Apples will float because 25% of their volume is made up of air between the cells.

## Staff of Local 30

|                   |                             |
|-------------------|-----------------------------|
| Walter Allen Jr.  | Executive Director/CFO      |
| Annette Baxter    | Director of Member Services |
| Lolita Babaran    | Business Agent              |
| Mark Bailey       | Business Agent              |
| Geshalem Perez    | Business Agent              |
| Maria Perez       | Executive Assistant         |
| Marlene Diermeier | Bookkeeper                  |
| Maria Serrano     | Administrative Assistant    |
| Kim Tyler         | Administrative Assistant    |
| Mariana Almaraz   | Administrative Assistant    |

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

**Facebook: [facebook.com/OPEIULocal30](https://www.facebook.com/OPEIULocal30)**

If you have a suggestion, a story, or any jobsite photos we should consider for the newsletter, please contact the Union office at (619) 640-4840 or email: [info@aopeiulocal30.org](mailto:info@aopeiulocal30.org).

## GENERAL MEMBERSHIP MEETINGS

Dear Local 30 Member:

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

### THURSDAY, JULY 24, 2014

| ARIZONA<br>5:30 p.m.   | ARIZONA-TUCSON<br>5:30 p.m.                         | COLORADO<br>6:30 p.m.  | LOS ANGELES<br>5:30 p.m.  | SAN DIEGO<br>5:30 p.m.  |
|--|---|--|---|---|
| OPEIU, Local 30<br>3117 North 16th St.,<br>#200<br>Phoenix, AZ 85016<br><i>(Enter from East Building<br/>Entrance)</i> | IBEW #570<br>750 S. Tucson Blvd.<br>Tucson AZ 85716 | OPEIU, Local 30<br>7510 W. Mississippi Ave.<br>Lakewood, CO 80226<br>Meeting Hall on<br>main level<br><i>(Sheet Metal Workers #9<br/>Building Association)</i> | Courtyard by Marriott<br>The Boardroom<br>700 W. Huntington Dr.<br>Monrovia, CA 91016 | OPEIU, Local 30<br>6136 Mission Gorge Rd.<br>Suite 222<br>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.

At this meeting we will be accepting nominations for officers for the ensuing three years. All members are encouraged to participate in this process.

I hope to see you there.

In unity,

Walter Allen, Jr.  
Executive Director/CFO

#### DID YOU KNOW...

Cucumbers have the highest water content of any vegetable and have only 13 calories per 1 1/2 oz serving.