

Executive Director's Report

Walter Allen, Jr.



It has been my honor to serve the members of Local 30 for the past several years. Not many people have to run for re-election to their job on a regular basis as I do but when those whom you serve choose you to continue in that position it is very gratifying. I would like to thank all of our members for the trust you have placed in me by re-electing me to continue the work that we have been doing together, and for the opportunity to lead Local 30 to even greater heights. The best is yet to come.

I would also like to congratulate my partners in office our President, Marianne Giordano, our Vice President Cathy Young, and our Recording Secretary Cathy Engler. In addition,

Katie Doyle, Senior Trustee, Trustees Erica Dewar and Raleigh Ruff, and Executive Board Members Annie Watson and Ruth Porches from our Los Angeles units, Linda Winters from our Phoenix units, Roger Lester from the California Service Center, and Carmen Corral, Jan Nikodym, and Michael Ramey from our San Diego units. I look forward to working with each of these outstanding leaders as we continue to move Local 30 into the future.

I am also pleased to report that we have now successfully completed contract negotiations at our units at the United Way of Los Angeles and the University of Southern California. Negotiations are under way at two of our newest units at First Transit group in Phoenix, Arizona.

Continued on page 7

President's Report

Marianne Giordano



It has been a great privilege to serve as president of our union. I am very proud of the progress we have made over the past twelve years and of the support I have received during that time to make this all possible. I want to thank all of our members for the vote of confidence given me by my re-election this year. We are on the right path and will continue to build and strengthen our organization in the years to come.

Congratulations to all of our elected officers as they each begin their new term of office. I am confident that our team will continue to

Continued on page 6



Local 30 Re-elects Leadership

The members of Local 30 have re-elected their leadership team to continue the work of leading their Union through 2014. From well attended membership meetings in July where nominations for officers were held, through the election process in August and September, the message was loud and clear; Local 30 members approve of the jobs their leaders are doing.

Vice President's Report

Cathy Young



At all the events, and the parties, and the meetings and training seminars we do for our members each year we always include a small drawing to raise money for our Charity Fund. Charity to others, to our communities, to our own members in times of need says a

great deal about who we are as an organization, and what we care about. At Local 30, we care a great deal.

As we enter the last quarter of 2011 there will be yet another opportunity for Local 30 members to show others who we are and how important we think it is for those of us who have to share with those who do not. I am talking of course about our annual Toy Drive. In our San Diego region we have for the past several years been successful in col-

lecting toys for those in need and in fact, we are the largest contributor to the Labor Council's Community Services Program. And, we think we can do better.

This year we are expanding our Toy Drive to include efforts in our Los Angeles and Phoenix regions as well. Local 30 members will be asked to donate a toy, for a girl or a boy, in whatever age bracket they choose. Toys must be new, they should not be

Continued on page 2

National Hispanic Heritage Month

Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America. The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30 day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively.

Today, according to the U.S. Census Bureau, more than 44 million people in the



Monika Phillips, Local 30 Steward

United States are of Hispanic origin. That's about 14 percent of us! Many Hispanic Americans trace their roots to the cultures of

the indigenous peoples of the Americas—including the Arawaks (Puerto Rico), the Aztecs (Mexico), the Incas (South America), the Maya (Central America), and the Tainos (Cuba, Puerto Rico and other places). Some trace their roots to the Spanish explorers – who in the 1400s set out to find an easier and less costly way to trade with the Indies.

Other Latinos trace their roots to the Africans who were brought as slaves to the New World. For purposes of the U.S. Census, Hispanic Americans today are identified according to the parts of the world that they or their ancestors came from, including Mexico, Puerto Rico, Cuba, Spain, or the nations of Central or South America.

So together let us celebrate National Hispanic Heritage month, and let us not forget that our diversity is what makes this country strong.

Vice President's Report

continued from page 1

wrapped, and they can be any price you can afford. All toys collected will be distributed in the communities we cover by local labor councils and help agencies. We will work together with these agencies to ensure that every single toy donated goes to children in need.

Very soon Local 30 members will receive an announcement which will explain all the details; when to bring in the toys, where, and when they will be picked up. It will be simple and easy for our members to participate.

So, why bother? Why do this? What is to be gained by all this effort? Well, times are tough for millions of people right now and unfortunately it is the children who often suffer the most. If putting a toy in the hands of a child during the holiday season can help even a little, Local 30 is interested. Helping others, especially a child coping with these hard times is what the season is all about. And helping those less fortunate is certainly what we are all about.

Please join us, join your co-workers and friends, and help make this year's Local 30 Toy Drive the best yet. Let's come together to help to make things just a little brighter for those with less and at the same time show your community who we really are.

Lastly, do it for yourself. It sure feels good to do good.

Welcome Local 30 new members

- | | | |
|-----------------------|------------------------|----------------------|
| Salvacion Adcock | Guadalupe E. Fierro | Fridalyn A. Ocampo |
| Luis P. Alarcon | Valarie D. Files | Lisa Oki |
| Vicki B. Bahn | Benjamin Garcia | Crystal A. Patterson |
| Steve R. Baker | America Giordano- | Tanesha Perry |
| Bernard Baltezar | Lopez | Lenora Powell |
| Joseph R. Banzon | Tammy Gonzales | Jason Preuschoff |
| Serena Bernolaki | Mercedes Gutierrez | Deborah Ramirez |
| Michael Birouty | Michael T. Halburt | Summer S. Ramirez |
| Cynthia Bleigh | Joselane JeanGilles | Felix Regala |
| Marc R. Bowling | Kathrine Jung | James B. Rickel |
| Iona L. Canonizado | Monica D. Knox | Marisol Romo |
| Rachel Carrillo | Crystal Kostick | Rosa G. Ruiz |
| Elvira Castillo | Tawni R. Latinette | Maribel Sainz |
| Llesel Cervantes | Adriana Lepe | Matthew I. Salazar |
| Angeline C. Chen | Kellie Lee | Maria E. Santillan |
| Denise A. Conway- | Diane Librera | Diana Serratos |
| Hansen | Cheryl M. Lopez | Mariana Lizeth Silva |
| Blanca E. Delgadillo | Robert L. Magnuson | Katherine S. Thomas |
| Laura S. Egea | Darla G. Martinez | Shantaye L. Thomas |
| Gaudalupe Elizarraras | Colleen S. Miller | Nam H. Tran |
| Nanette Erickson | Sherry B. Mones | Mayra Y. Velazquez |
| Josefina Espinoza | Holly J. Moreno | Claudia Weber |
| Vichelle M. Esteban | Stephanie Moreno | Tara A. Whitaker |
| Coleen E. Farias | Monica Leticia Moriega | Mallory E. Wiswell |
| Amelia Ferrer | Kayla Nguyen | Chuan Cheng Wu |

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

United Way of Los Angeles Approves New Contract



*CJ Cancino
Chief Steward*

Local 30 members at the United Way of Los Angeles ratified their new three year agreement in July. Chief Steward CJ Cancino and Executive Director Walter Allen led the bargaining which resulted in wage increases and some minor improvements in the contract. There were no loss of benefits or conditions in the new contract.

“Given the tough times we are all in right now, and the especially tough times for charities like the United Way we knew this would not be an easy negotiation for us,” reported Cancino. “It is when hard times hit that the United Way is most needed. But that is also when it is most difficult for those who are still working to be able to help. These are very hard times for charity.”

Local 30 members employed at the United Way perform a number of administrative functions. Their contributions to the agency help to make the United Way successful.

“No contract negotiations are easy these days,” said Allen. “But when most employers tell us that they are having a hard time and need to cut back we demand proof. In this case the proof is right there to see in how much less the agency is able to do to help the community. Despite their difficulties the employer did not look for the union to give back benefits or conditions in these negotiation and they agreed to modest wage increases recognizing that our members are finding this economy difficult as well.”

The agreement is for three years through 2014.

Coalition of Labor Union Women Hold 16th Biennial Convention



*Theresa Kandt, International Vice President,
Marianne Giordano, President Local 30,
Sue Reed, Cathy Engler, Recording Secretary*

The Coalition of Labor Union Women (CLUW) is an organization that represents the voice of all working women. The primary purpose of CLUW is to unify all union women into a viable organization to determine and seek remedies to our common problems and concerns and to develop action programs within the framework of the labor movement to effectively promote our objectives.

Union women share common concerns and goals despite ethnic, generational, geographic, industrial, and occupational differences. Gaining full equality within the labor force requires the full attention and participation of the labor movement especially from the women within it. CLUW has taken aggressive steps to address the critical

needs of millions of organized as well as unorganized women.

The core objectives of CLUW are to empower women to participate at all levels in the labor movement, organize the unorganized, promote affirmative action, and social and economic justice in

the workplace. To achieve this it's imperative that women's participation increase in political and legislative processes. This is a struggle that goes beyond the borders of this Nation and CLUW urges working sisters throughout the world to join the cause to accomplish these objectives through their labor organizations.

OPEIU Local 30 is also committed to inspire and educate union women and men to insure and strengthen our participation in the labor movement.

Buy American and Help the Economy

We live in an increasingly global economy and now, more than ever, we must support our nation's workers and the products they make. If every American spent just \$64 on American-made goods each year instead of buying those goods made abroad, we would add 200,000 jobs to our economy. By simply changing what we buy we can keep American workers employed and ensure our competitiveness in today's economy, while strengthening our economies and helping our neighbors.

Staying Healthy

Everyone is potentially at risk for heart disease and stroke, even you. But once you understand your risk factors, you can improve your odds. Even small changes in your lifestyle can significantly reduce your risk.

Take a minute to measure your risk for heart disease and stroke:

Risk Factors you can control:

High Blood Pressure
Tobacco Smoke
High Blood Cholesterol
Physical Inactivity
Obesity

Risk Factors you can't control:

Increasing Age
Sex (gender)
Race
Family Medical History
Previous Heart Attack or Stroke

Be Well

2011 OPEIU Nurses' Council Leadership Seminar

On August 18th, 2011 President Goodwin and the International staff held the first over OPEIU Nurses' Council seminar in Seattle, Washington. Over sixty nurses and licensed vocational nurses from around the country represented their constituencies at this seminar. The OPEIU International union represents nurses around the country. This Council's purpose is to facilitate collective bargaining representation for nurses and to provide a means for participation by members of the council in the resolution of issues that affect the nursing profession.

OPEIU is committed to promoting a climate of professionalism with the nursing community and to the public at large. One way to accomplish this is to promote best practices regarding patient care, patient safety and employee safety, along with compensation issues for nurses.

The objective of this council will also be to support the aims and objectives of OPEIU and to render assistance on workplace issues, to provide continuing education to Council members, to promote and impact legislation for the nursing profession, such as mandatory overtime, staffing ratios, and the rights of all workers to organize, and collective bargaining.

Moving forward this council will meet annually to address many of these issues and OPEIU, Local 30 will be represented. Attending this year's meeting for Local 30

were Vice President Cathy Young, Recording Secretary Cathy Engler and Steward Michael Huff. All three are LVN's employed by Kaiser Permanente in San Diego. Thanks to all of them Local 30 will



Cathy Engler, Recording Secretary, Michael Huff, Local 30 Steward, and a participant from another union

be part of building unity and leadership among the nurses represented by OPEIU.

During this first seminar the council developed and agreed upon a constitution and bylaws and by doing so conducted an elec-

tion of officers that will govern the council. The days were also filled with informational learning sessions on continuing education on neurological assessments, chronic kidney disease and hypertension. But the learning did not stop there. Donna Schaffer a senior organizer for the International shared her extensive wealth of knowledge and experience in an "Organizing Healthcare Workshop."

With so much going on in the country today and legislation that is being pushed to limit workers rights and their ability to belong to a union, Linda Mulligan, Senior AFL-CIO National Field Staff, Organizational and Leadership Development Coordinator stressed the importance of "Building Community Relationships" in her workshop. By understanding what influences employers, we can help lessen the employers hostility and support workers ability to form a union. Involving the community in the union's campaign strategy that puts workers front and center helps to create recognition that they are an integral part of their own community.

This council is just one of the many ways OPEIU's International President, Mike Goodwin continues to engage and involve OPEIU's membership in the things that are most important to them and their daily lives as union members.

General Membership Meetings

October 3, 2011

Dear Local 30 Member:

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

ARIZONA

Monday, October 24, 2011

5:30 p.m.

OPEIU, Local 30

3117 North 16th St., #200

Phoenix, AZ 85016

(Enter from East Building Entrance)

LOS ANGELES

Wednesday, October 26, 2011

5:30 p.m.

Courtyard by Marriott

Los Angeles/Pasadena

180 North Fair Oaks Avenue

Pasadena, CA 91103

SAN DIEGO

Thursday, October 27, 2011

6 p.m.

OPEIU, Local 30

6136 Mission Gorge Rd.

Suite 222

San Diego, CA 92120

The Local 30 Scholarship drawing will be conducted by members of the Scholarship Committee in the presence of the members. Also, the newly elected officers will be sworn in at these meetings.

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

Local 30 Re-elects Leadership



*President
Marianne Giordano*



*Executive Director/CFO
Walter Allen*



*Vice President
Cathy Young*



*Recording Secretary
Cathy Engler*



*Sr. Trustee
Katie Doyle*



*Trustee
Erica DeWar*



*Trustee
Raleigh Ruff*



*Executive Board Member
Carmen Corral*



*Executive Board Member
Jan Nikodym*



*Executive Board Member
Mike Ramey*



*Executive Board Member
Roger Lester*



*Executive Board Member
Annie Watson*



*Executive Board Member
Ruth Porchas*



*Executive Board Member
Linda Winter*

Local 30 members congratulate these members for outstanding service to their Union.

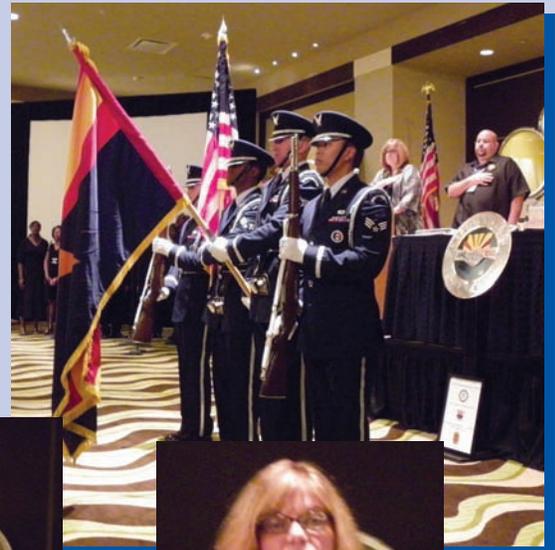
Allen Re-elected to Arizona AFL-CIO Council

Local 30 Executive Director Walter Allen has been re-elected to serve on the Executive Council of the Arizona AFL-CIO. Delegates to the 2011 Biennial Convention held in Phoenix September 30- October 1 re-elected Martin “Buzz” Murphy as President and Rebekah Friend, Secretary-Treasurer/Executive Director, as well as the entire Executive Council, including Allen representing OPEIU.

“The challenges of this economy have certainly had an adverse effect on working people everywhere, and certainly on less in Arizona,” stated Allen. “As the Arizona AFL-CIO continues to fight for the rights and benefits of Union members and all the people of Arizona who work for a living, I am proud to be a part of their team.”

The Executive Council is comprised of union leaders from the various unions of the AFL-CIO. Working together to promote trade union principles, fight adverse legislation, ban together to protect jobs in the community, and organize the unorganized are among the goals of the AFL-CIO in all states. Congratulations to Brother Walter Allen and all the officers elected.

Congressman Raul Grijalva



Congressman Ed Pastor



Rebekah Friend

HealthCare Environmental Services Week



Yolanda Adair (left) and Margarita Lutz-Partain

In recognition of the vital role environmental service workers play, Kaiser Permanente San Diego recognized EVS workers during the week of September 13th – 17th. The third week of September is known as National Environmental Services Week.

With emerging infectious diseases, contagious viral strains, and antibiotic resistant ‘superbugs’ which are a major threat for healthcare institutions large and small,

knowledge of proper infection control measures within the healthcare setting is of paramount importance. Naturally, prevention of infectious disease is the primary concern for our EVS workers.

In a healthcare environment, harmful or pathogenic microorganisms must be reduced or killed in order to protect and ensure the well-being of patients, staff and visitors. Disinfection, sanitizing and decontaminating surfaces, whether they are found in the isolation room, operating room, patient room or elsewhere within the facility, can be enormously challenging. EVS staff play an essential role in providing a clean and safe environment for all through infection prevention and control practices.

Join us in celebrating and acknowledging our Local

30 EVS staff for their contributions to providing quality healthcare to the members we serve. Let’s be sure to celebrate by saying ‘thank you’ to them, and be respectful of them for the hard work they do not just this week, but all year long. OPEIU, Local 30 EVS employees at Kaiser do not just clean rooms, they clean rooms that save people’s lives.



President’s Report

continued from page 1

provide the great service and support that Local 30 members deserve and have come to expect from their union.

As we head into the fall I would like to remind our members of some upcoming meetings and events. In October at our regular General Membership Meetings we will swear in our officers for their new terms and we will draw our Scholarship Award winners. Six, \$1,250 checks will be awarded to assist with the costs of higher education for our members or their family members. Make sure you get your application in by the deadline so as not to miss out on this Local 30 benefit.

Speaking of Local 30 benefits, if you have not received your PerksCard and OPEIU Towing membership cards please contact our office and we will send it out to you right away. These valuable benefits are for members of Local 30 and are free of charge. Make sure that you are receiving all of the benefits that we offer and are realizing the full value of your union membership.

For Local 30 members at our Kaiser/San Diego and CSC units, we will be preparing for next year’s National and local bargaining in the coming months. Make sure you take advantage of this opportunity to share your ideas and offer your support for the terms of your next contract. One of the many privileges of union membership is the right to participate in this process. Don’t miss your opportunity.

Finally, a word about charity. As you are well aware Local 30 has a Charity Fund to offer help to our members in the worst of emergencies. The money in the Charity Fund does not come from union dues but is donated through our many raffles and events throughout the year. We can never predict when disaster will strike, nor can we be there to provide assistance if needed unless we continue to grow our Charity Fund. I urge all Local 30 members to support this worthwhile effort and help those of our members who find themselves in need from time to time. At Local 30, we try to take care of our own.

Once again, thanks to all of our officers and members who have worked so hard to make Local 30 great.

The Meaning of Unions

By Linda Winter



United, formed by a combination or coalition of people similarly situated, a consolidated body of employees, all of these can be used to define a Union. An organization of employees formed to bargain with an employer, following

the guiding principle that by working collectively, more can be accomplished. Today’s Unions are no different, and are certainly no less necessary.

No matter the circumstances or challenges, our Union must stand united when it comes to fighting for our rights. We all saw what happened in Wisconsin. Despite the attacks on working people Unions are not bowing down but are still fighting for their right to bargain for wages, pension benefits and a safe work place.

In Arizona it is much more difficult for Unions since we are a ‘right to work’ state. That does not mean we will not fight the fight. Slowly our Governor is taking away our Union rights and we have to stand united for what we believe in, and worked hard to build. Local 30 is expanding and we are becoming more of a presence here. Let’s keep this going by talking to people about who we are and how we can help them by joining our Union.

We need unions more today than ever!

42nd APRI National Education Conference

by Erica DeWar

Over the years Local 30's leadership has encouraged us to be informed of our Labor history, and prepare for the present by staying informed and connected with our communities and brothers & sisters near and far. This year's A. Philip Randolph Institute (APRI) Conference was exactly that, and I have many highlights to share with you, but will only list my top 3.

Highlight #1 – The Immigration Issue: “Why hate Haitians?” The A. Philip Randolph Institute led a protest in Miami to the Krome Detention Center against disparities between Haitian and other immigrants with labor, civil, and human rights activists. Being a part of such a group was a little emotional, as I looked to my left, my right and all around to our future leaders (our youth). Diversity at its finest fighting for a common cause in the 21st Century. Then I



left to right, guest of Chris Blass, Suzanne Affalo, MD, Danny Glover, Actor, Erica DeWar, Local 30, Chris Blass, V.P. Labor & Trust at KP

had a lump in my throat, as I reflected on all who came before us using various means of communications, including the Underground Railroad for Freedom & Justice. Needless to say it was a powerful and uplifting experience that I will always carry near and dear to my heart.



Donna Brazile,
Guest Speaker

Highlight #2 – Dynamic guest speakers ranging from the White House, to community activist/humanitarian & labor leaders, such as Michael Blake Associate Director White House office of Public Engagement

& Deputy Associate Director of the Office of Intergovernmental Affairs. Blake is best known as an alumnus of the “Yes We Can” political training program in Washington, D.C. Donna Brazile, Veteran Democratic political strategist, often seen on CNN and former chair of the Democratic National Committee (DNC), Voting Rights Institute. Steven Pitts, Ph.D. Labor Policy Specialist also an adjunct lecturer in African American Studies at the University of Houston Labor Center, where he focuses on issues on job quality and black workers. Danny Glover, Actor, Producer, Activist, humanitarian, long time APRI supporter and UNICEF Ambassador. Suzanne Afflalo, MD, Former

Chief of Family Medicine, Kaiser Permanente San Diego, SCPMG, spoke on tools to aid in the treatment of Chronic Diseases.

Highlight #3 – Our very own Local 30 brother & long time steward Tony Hawkins helped lead the APRI church services during the close of this conference. It was a proud moment for Local 30.



Clayola Brown, President APRI,
Tony Hawkins Local 30,
Suzanne Afflalo, MD

In closing, I would like to thank Local 30 for the opportunity to share my reflections on this life changing Educational Conference, and share this profound quote:

“At the banquet table of nature there are no reserved seats. You get what you can take, and you keep what you can hold. If you can't take anything, you won't get anything; and if you can't hold anything you won't keep anything. And you can't take anything without organization.” A. Philip Randolph

Executive Director's Report

continued from page 1

The Kaiser Permanente National Agreement is set to expire in September of next year. Bargaining for that contract, followed by bargaining of the local agreements which are attached to it will begin early next year. Those Local 30 members covered by these contracts include our KP San Diego and California Service Center members. Preparations for those negotiations have begun already.

I am also pleased to report that the finances of the union are sound and we continue to grow although at a moderate pace. Our investments continue to remain fairly flat due to market fluctuations not different from anyone else at this point but due to our conservation investment strategy we continue to gain albeit slowly. Our expenses have been well managed despite cost increases that are

beyond our control and we continue to spend carefully and responsibly. Our year end audits will begin within the month.

Finally, I invite all of our members to take advantage of the numerous additional benefits we offer all designed around providing even greater value for your union membership. We are currently accepting applications for our Local 30 Scholarship Awards which will be drawn at our next General Membership Meetings in October. No exam to take, no essay to write, just fill out the one page application and get it in as soon as you can. Every year six lucky Local 30 families are given checks for \$1,250 to help with college expenses. Don't pass up the chance to be one of those six lucky families.

I thank you for your support of our union.

Tech Of The Year



On July 29th, Bob Krone was elected “Tech of the Year” by the Mesa College x-ray students.

He was one of the many Radiology Techs that taught the students a variety of skills including patient safety, technique and positioning, portable x-rays, and the operating room.

Bob works at the Vandever Medical Clinic, where he taught the students the difference between clinic and hospital work. He was also responsible to teach the students fluoroscopy and general diagnostic procedures.

Bob was selected by the students because of his positive instruction and dedication to student education. Congratulations to Bob from all of us at Local 30.

Staff of Local 30

Walter Allen, Jr. Executive Director/CFO
MaryEllen Farrell Director of Education, Training & Research
Annette Baxter Director of Member Services
Lolita Babaran Business Agent
Mark Bailey Business Agent
Maria Perez Executive Assistant
Charlotte Kilgore Office Manager/Bookkeeper
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*Thank you for
supporting your union.*

Estate Planning Seminar Legal Lessons for Life

Presented by Teddy R. McNamara, Attorney at Law

Tuesday, November 1, 2011 6 p.m.-7:30 p.m.

OPEIU, Local 30 • 6136 Mission Gorge Rd., Suite 222 • San Diego, CA 92120



Please RSVP by October 27th Info@opeiulocal30.org or (619) 640-4840

**Major Discount and Flat Fee Service: 30% off
Living Trust Package for OPEIU Local 30 Members**

The following legal topics will be covered in this very important seminar:

- What happens when people die or become incompetent if I do not have an estate plan?
- Living Trusts and Wills. Do I need a Will or a Trust? What should I look for in my Living Trust?
- Probate, what is it? Do I want to avoid it?
- The best ways to hold Title to Real Property
- Guardianship of the Estate and Person
- Estate taxes in 2011 and beyond, Tax basis issues in 2011 and beyond
- Proposition 13 and your estate
- Durable Power of Attorney for Asset Management
- Advanced Health Care Directives
- Assignments, Trust Administrations
- How to avoid capital gains taxes on the death of one spouse
- The pros and cons of lifetime giving and the tax implications
- Funding your Trust after it is drafted
- Avoiding Disputes with your Trustee

