

## Executive Director's Report

Walter Allen, Jr.



At our General Membership meeting at the end of July among the other business of the union we conducted our nominations for union offices for the ensuing three years as our constitution requires. There is a full article on the outcome of the elections in the pages that follow but for this article I wanted to offer a few observations.

The first thing to note was that the meeting was very well attended. The conference room in the Union's office was full to capacity with good participation from Colorado and

Arizona as well. I mention this because low attendance is the norm these days for meetings of organizations like ours due mostly to how busy people are, but for this meeting members came out.

Throughout the process of taking nominations for the various offices there were also a lot of very positive comments from members about their candidates and their Union. The members present cited numerous successes and accomplishments of those nominated, and expressed strong feelings toward continuing the forward progress that has been made. Those members were very vocal in their

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## President's Report

Marianne Giordano



I would like to offer my congratulations to all of our officers for winning re-election. All of their dedication and hard work has earned them another term. I am also extremely grateful for the opportunity to continue to serve as president of this great union. We are proud of all that we have accomplished together and certainly intend to continue the trend. We thank all of our members for your support of our work and for your support of Local 30.

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## Generation Next! Youth Council, Local 30 Young Members Unite

Recognizing the importance of member involvement in their unions, and committed to ensure that the success of Local 30 continues on long into the future, the Generation Next! Youth Council has been formally chartered as a permanent standing committee of the union. At their meeting in September members on the Council adopted their Charter and sent it on to the Executive Board for final approval. Generation Next! Youth Council is now a part of the framework of Local 30.

"This is one of the most important committees of the union as we look toward the future," stated Walter Allen, Executive Director of Local 30 and a key sponsor of Generation Next! Youth Council. "No one who is here now, who holds office now will be here forever and it is incumbent upon those of us who are here now to make sure that we educate, train, and prepare our next leaders in a way that ensures that Local 30 will continue to provide for its members."

Generation Next! Youth Council is a Council

comprised of Local 30 members under age 40. The idea for such councils came from an AFL-CIO initiative to engage younger union members across the United States. All unions were encouraged to form such councils and OPEIU has led the way in this effort since then.

Generation Next! members attend meetings  
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Kay Lester  
Chair of  
Generation Next!

## Vice President's Report

Cathy Young



I am pleased to report that Local 30 members who attended our summer event at the San Diego Zoo back in August were very happy with the choice. Members from all over enjoyed the food and the fun with their families. With such positive feedback the Events Committee has decided to hold the 2015 summer event at the Zoo as well. Plans are being made for next August, more information to come.

As we enter the latter part of the year we turn our attention to our annual Toy Drive. As you know Local 30 is the single largest contributor to this AFL-CIO sponsored event. As always, we strive to do even better

this year as last. I would ask all of our members to step up and help in this worthy cause. Donate a new toy, not gift wrapped and the union will make sure your contribution is included for distribution. All toys are appreciated. For further information about where to make your donation contact your steward, or call the union office. Together we make the Holidays a bit brighter for those in need.

Lastly, I would like to thank our members for your continued support of my role in our union. Being elected by the members to serve as your Vice President has been one of the greatest honors of my life. As always I will continue to do my best for all of our members and our great union. Thank you. ■

## ACP, Is it Worth It?

By Jon Larson



The Alternate Compensation Program is an option that we have in the local bargaining agreement with Kaiser and Local 30 starting with paragraph 1900. In lieu of benefits those that participate will be paid 20% over base wages. We will look at what is being given up in exchange for this and will be referring to the contract which is available on [www.opeiulocal30.org](http://www.opeiulocal30.org) and MyHR. It is something that should not be taken lightly as you are locked in the program for a year. You may want some writing materials available to help keep track of and make comparisons.

Signing up for or discontinuing ACP is done through the Open Enrollment Period on MyHR. Though medical benefits are part of what is being given up, your own medical coverage is a requirement to be able to participate. To look at the current value of your medical and dental just take a look at your current paycheck.

For vacation accrual see paragraph 1427, this is dependent on your status and years worked. Life balance is five days for a full time person and has another added benefit that will be mentioned later. For a full time person with a dozen years seniority this totals up to thirty days. If you are on ACP and want time off then paragraph 1908 states that you may take two weeks a year.

Sick leave is addressed in paragraph 1910. The sick leave account is frozen when entering the ACP program and no more hours are accrued, these will be available again when leaving the ACP program. You are not paid for time not worked so any days called out sick are unpaid. That's fifteen days for a full time person that can be rolled over into a HRA for retirement or cashed out if not used.

Holidays, all six of them are not paid, paragraph 1914. If you decide to work on the holiday then the 20% does not apply and you are paid time and a half over base wages.

Overtime works about the same as the holiday, paragraph 1912 describes this.

A couple things that we have no control over is jury duty and bereavement, neither of which are paid. Being variable, either of these can add up quickly. How many day can you afford to go unpaid? In case of bereavement which is not guaranteed do you want to have to consider that while mourning?

CESLA or California AB 109 is for taking care of a sick child, parent, spouse or registered domestic partner. The amount is measured off of your annual accrual of sick leave and life balance. Under ACP you will have given up both of these and therefore have no CESLA available to you. This is very important to consider if you have an elderly parent, a newborn or plan on starting a family.

I hope to have given you something to think about if you have considered or are currently participating in ACP. ■

## President's Report

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As we enter the last quarter of the year there is still a lot to do. We continue to host happy hours to raise money for our Charity Fund. If your department would like more information about having an event please call your Business Agent. These events are a lot of fun and get members together to socialize all while raising a few dollars for charity. Give it a try.

The annual Local 30 Toy Drive will start in December. Everyone is encouraged to donate a small toy, new, not gift wrapped, to the cause. All the toys collected from unions by the Labor Councils in our areas

are given out the week before Christmas to families in need. Please join us in helping to make the Holidays special for these children in our communities. Toys can be donated at any time after Thanksgiving. Please ask your steward or Business Agent for pick up information or simply drop by the Local 30 office in your area. Every toy helps.

Finally, with all that is going on in the world, in the economy, and the job market I for one am very grateful to be part of a strong, professional union. I appreciate the pay, benefits, protections, and security that my membership in Local 30 has provided me

## New Business Agent Joins Local 30 Staff



Please join us in welcoming Angela Jensen to the union's field staff. Angela, a long time steward and most recently a Contract Specialist joins Local 30 Business Agents

Lolita Babaran and Mark Bailey, and Director of Member Services Annette Baxter on the team that provides great representation to all the members of Local 30.

Angela is a Licensed Vocational Nurse (LVN) and has worked for Kaiser Permanente since 1999. She has been a steward for 10 years, and Contract Specialist since March of 2013. Angela has been instrumental in the creation of the Generation Next! Young Council, and the founding member of the Local 30 Nurse Council, and created Angela's Closet a means for Local 30 members to acquire scrubs to work in when they cannot easily afford them.

"Angela's commitment to her union is undeniable, she takes on work that is additional to her assignments simply because she cares," reported Walter Allen, Local 30 Executive Director. "Angela is a perfect fit for this team of very professional practitioners. Local 30 members will be well served by her appointment. We all look forward to working with her."

Please welcome Angela Jensen. ■

Did you know the Kiwi fruit is also called Chinese Gooseberry!

and my family. As long as we stick together, support those who support us, and grow our union we will be better off than others. While we enjoy the things we have earned we should remember those who have not done as well. We should talk to them about becoming part of a union and share the wealth. Organizing always starts with a simple conversation and any one of us can do that. If you know of a group or have a friend where more information could be helpful, feel free to contact us. We would be happy to provide whatever information is needed. Growing unions makes all unions stronger, and that means Local 30 too. ■

## Family Fun Day Picnic



One look at these happy faces and it becomes clear that this year's event at the San Diego Zoo was a big hit. More than 500 members and their families enjoyed the food, the fun, and the residents of the Zoo, the animals. If you missed it this year, plan to join us next year.

## Local 30 Officers Re-elected

In a clear demonstration of satisfaction for the hard work and success of their elected officers, the members of Local 30 have once again re-elected to leadership the Officers and Executive Board Members of the Union. At the July membership meeting before a packed house Executive Director/CFO Walter Allen, President Marianne Giordano, Vice President Cathy Young, and Recording Secretary Cathy Engler were re-elected without opposition. Each received multiple nominations and seconds and members present had many positive comments to offer about their leaders.

Mike Ramey was re-elected without opposition to his seat as Trustee, and Executive Board Members Annie Watson and Ruth Porches from the Los Angeles units were re-elected without opposition as were Linda Winters from the Arizona units and Chris DeBay from Colorado. From the units in San Diego Roger Lester was re-elected without opposition from the California Service Center (CSC), and there were six members nominated for the three remaining seats in San Diego. Nominated for Executive Board for San Diego were Carmen Corral, Jan Nikodym, Jon Larson Dustin Teske, Tony Hawkins, and Donald Murphey.

As a result of the election held through August and early September, incumbents Carmen Corral, Jan Nikodym and Jon Larson were re-elected to the Executive Board. The term of office for all those elected is three years.

"Electing the right people to office is the responsibility of each and every member of the union," said longtime member and Officer Katie Doyle, now retired. "We all want our union to be strong, well-managed, and working for the members at all times. The expectation of the membership is that those people we elect will do

just that, and with Walter and Marianne and all our officers that is exactly what we have. I was proud to support them in re-election."

"We have a well-organized, well managed union run by very competent leaders with a proven track record of success. I am proud to be a part of this team", declared Mike Ramey, Trustee.

The officers will be sworn in at the General Membership Meeting on October 23rd. Congratulations to all of our officers as they begin their terms. ■



1st Row left to right Catherine Engler, Catherine Young, Jan Nikodym, Marianne Giordano, Walter Allen, Soralla Arellano. 2nd Row Mike Ramey, Roger Lester, and Jon Larson.



Walter Allen  
Executive Director/CFO



Marianne Giordano  
President



Catherine Young  
Vice-President



Catherine Engler  
Recording Secretary

# TOTAL HEALTH FOR ALL!



Thank you for everyone who showed up for the "We Remember" Blood Drive on September 11 at the Vandever Medical Center.



Staff at Zion completing their Total Health Assessment. We will be in the basement every Tuesday from 7 to 4. Come by

Chef Mark would like to share with you 'Food Facts & Secrets'

A potato will bake faster if the skin is rubbed in oil rather than being wrapped in tin foil.

### DID YOU KNOW...

Ground poultry in supermarkets usually contain dark meat, skin, and a high amount of fat.

Mushrooms are 90% water and do contain some natural toxins. Best not to eat too many raw ones, however, cooking tends to kill the toxin. As a general rule only white mushrooms are edible raw the rest need to be cooked.

## Zumba? What Was I Thinking?

By Lolita Babaran

When my friend, Annette, initially asked if I was going to take the zumba class that Local 30 sponsors on Wednesday evenings, my first comments were, "Zumba! What? I don't think so." I mean what kind of "real" exercise is zumba; all you do is a few dance moves and you don't even sweat. Now, don't get me wrong – I exercise; but I do more of the traditional type of "real" exercises like running on a treadmill, taking long walks, and occasionally lifting very heavy weights up to 4 lbs (don't laugh.)

So, when I decided to finally give zumba a try, after much insisting and pushing from Annette, I egotistically thought I would have to stop by my gym afterwards. Boy, was I wrong, and I mean that with the utmost sincerity! You could say that my ego was deflated – a lot.

Now, I always fancied myself as being a pretty good dancer. For the most part, I'm coordinated and move with the beat of the music, but not when it came to zumba. I

put the "un" in un-coordinated. While everyone in the zumba class was going one way, I was going the opposite way. While everyone was bending, I was jumping. And while everyone was moving to the music, I was stumbling with the music. It was truly a sight to see.

I could barely keep up with DJ, the zumba instructor. I was panting, profusely sweating, and constantly moving. I could hardly breathe. Much to my surprise, zumba entails both mental and physical strength. For me, it was difficult keeping up with DJ's moves, let alone making sure the moves were correct. By the end of the zumba class, every part of my body was sore - already. I woke up the next morning with my knee, ankle, feet, arms, legs, stomach – you name it – aching. With zumba, every part of your body gets a work out. I felt like I was 100 years old, but oddly enough, I also felt good.

Ultimately, I have to admit I was wrong.



And I also have to admit I literally ate crow that night. I will never again assume that a different form of exercising, outside the traditional form, is not "real" exercise. Zumba is invigorating, intense, and fun. I will continue to attend our zumba classes, and I challenge anyone of you to go, because you will find out what zumba is all about = real exercise! ■

## Pumpkin Pie Smoothie

¾ cup light Vanilla Soymilk  
 ½ cup canned pure pumpkin  
 ¼ cup Cool Whip Free, thawed  
 1 tablespoon sugar-free calorie-free vanilla syrup  
 ½ teaspoon cinnamon  
 ½ teaspoon brown sugar (not packed)  
 1/8 teaspoon pumpkin pie spice, or more to taste  
 2 no-calorie sweetener packets  
 1 cup crushed ice or 5 to 8 ice cubes  
 2 tablespoons Fat Free Reddi-wip  
 ½ sheet (2 crackers) low-fat honey graham crackers, crushed

Place all ingredients except Reddi-wip and crushed graham crackers in the blender. Blend at high speed until thoroughly mixed.

Pour the shake into a glass. If you like, add additional pumpkin pie spice. Top it off with Reddi-wip and crushed graham crackers.

Makes 1 serving: 172 calories, 2g fat, 147 mg sodium, 32g carbs, 5g fiber, 13.5g sugars, 6g protein.

## Chili Dog Egg Mug

Entire recipe (makes 1 serving):  
 190 calories, 1.5g fat, 998mg sodium, 15g carbs, 2g fiber, 4g sugars, 27g protein

An egg breakfast for all the junk-food lovers out there. Skip the fast food—make this instead.

### Ingredients:

¾ c. fat-free liquid egg substitute (like Egg Beaters Original)  
 1 hot dog with about 40 calories and 1g fat or less (like Hebrew National 97% Fat Free), Chopped  
 ¼ c. low-fat veggie or turkey chili  
 1 tbs. Finely chopped onion

### Directions:

In a large microwave-safe mug sprayed with nonstick spray, microwave egg substitute and chopped hot dog for 1½ minutes. Gently stir. Microwave for 1 minute, or until mostly set.

Top with chili and microwave for 30 seconds, or until chili is warm and egg is set. Top with onion, and dig in!

## Cyber Café in La Mesa



Indre-doing her THA with Jenny and Elise Parson.

## 2014 Leadership Training



Bernadette Martinez lost 10+ lbs.. Congratulations!



Bolt to the Q walk

## Healthier Turkey Burgers

### Makes 12 Burgers

3lbs ground turkey  
 1c. grated zucchini  
 ¼ c. seasoned bread crumbs  
 ¼ c. finely diced onion  
 2 egg whites, lightly beaten  
 ¼ c. chopped fresh parsley  
 1 clove garlic, peeled and minced  
 1 t. salt  
 ¼ t. ground black pepper

### Makes 6 Burgers

1 ½ ground turkey  
 ½ c. grated zucchini  
 2T. seasoned bread crumbs  
 2T. finely diced onion  
 1 egg white, lightly beaten  
 2T. chopped fresh parsley  
 ½ clove garlic, peeled & minced  
 ½ t. salt  
 1/8 t. ground pepper

- Mix ground turkey, zucchini, seasoned bread crumbs, onion, egg whites, parsley, garlic, salt, and pepper in a large bowl. Form into 12 patties.
- Heat a skillet over medium heat; arrange patties in skillet and cook until no longer pink in the center and juices run clear, about 4 minutes per side. An instant-read thermometer inserted into the center should read at least 165 degrees F (74 degrees C).

Prep. 20 min. Cook 15 min. Ready in 35 min.

## Generation Next! Youth Council, Local 30 Young Members Unite

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where they hear speakers, receive training and information, and have discussions about the Labor movement in general and Local 30 in particular. These young leaders become involved in their union in areas of interest to them and are given opportunities to lead.

Generation Next! members elected Kay Lester from the California Service Center (CSC) as their first Chair of the Council. Courtney Vasques from the CSC will be their first Vice Chair of the Council. Carolyn Aceves from the CSC was elected as Recording Secretary. These officers will be responsible for the content and conduct of the regular meetings of the Council, and to report to the Executive



Speaker Bryant Darris from CSC

Board on their activities.

To ensure that the Council is properly supported and provided the necessary resources to accomplish their goals sponsors have been appointed from the Executive Board and staff. From the Executive Board, Members Jon Larson and Roger Lester and from the staff Business Agent Angela Jensen joins Walter Allen in supporting the group.

"This is a very important step for our union and our future," reported Kay Lester the Council's new Chair.

"I look forward to this opportunity to help other young union members realize their true potential. I thank Walter and our officers for their unending support and confidence."

"The time has been right for this for a long time," said Jon Larson. "We all want our union to be strong and stay strong, to protect our members both now and into the future. By engaging our younger members, by supporting them as they grow and learn we accomplish that."

"Times are changing and we need to keep up," said Angela Jensen. "So much is happening



Vina Le and Manuel Santillan

so fast especially with technology. Younger members take to these changes naturally and among the many things they have to offer is their ability to lead on technology and communication. There is a lot we can learn from them as well."

For more information about how you can become a part of this vibrant and growing group, Local 30 members are encouraged to contact a steward or Business Agent. Come and join in on the fun and excitement. Let's show our support for this incredible group of Local 30 members. ■

## 2014 Calendar of OPEIU Local 30 Generation Next! Youth Council Meetings

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

Tuesday, November 18	5:30 p.m. – 7:00 p.m.
Tuesday, December 16	5:30 p.m. – 7:00 p.m.

### IMPORTANT:

- Participants must be a member in good standing with Local 30 and be between the ages of 18-40.
- Participants in the Youth Council will be paid for their time during these monthly trainings.
- Local 30 will provide up to two (2) hours pay/compensation through your Employer for participating. (\*Note: CSC will be paid Lost Time)
- You do not need to be a Steward to participate in these trainings.
- Participants need to submit their personal e-mail address for ongoing communications.

If you or anyone you know would like to get involved, please contact:

Angela Jensen (619) 640-4840 or angelajensen@opeiulocal30.org

-or-

Roger Lester (619) 312-5223 or rogerjlester@gmail.com



Did you know Scallops can accumulate toxins from naturally occurring marine algae that, when consumed, are capable of causing severe illness in humans? However, shucking the scallops, where the viscera are removed will in most cases be capable of reducing levels of toxins to the required levels. Bottom line, scallops are the only shellfish you can't purchase in the shell, they are always out of the shell.

## Thank you Sisters & Brothers

To my Local 30 Family

I can't thank you enough for your Donation to our family. We are very Blessed to have Local 30 in our lives!

Love Always, MaShalle Gilmore and Family

## Executive Director's Report

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satisfaction with the way things are at Local 30 and those of us who were nominated to offices were pleased to hear such comments.

As we all take our positions in October we do so with a renewed focus and commitment to ensure that Local 30 continues on the track we are on; growing, developing new programs and events, becoming ever stronger, and always supporting the members of our Union.

On a personal note, I would like to thank all of you for the privilege of being elected to continue to do my job managing Local 30. We have come a long way together and more than anything I have always appreciated the support of our members from contract negotiations to the events we hold and everything in between. Working together as one high functioning unit of elected leaders, staff, and members is how Local 30 has become the great Union that it is today. My promise is to continue the progress forward, including everyone, celebrating our diversity, and providing the best representation possible. Here's to another successful three years. ■

### DID YOU KNOW...

For clear ice cubes, just boil the water first.

How to tell is an egg is old: place the egg in a pan of cold water if it lies on its side it's fresh; if it tilts on an angle, it's approximately 3-4 days old; if the egg stands upright, it's probably about 10 days old; if the egg floats to the top, it is old and should be tossed out.

## Longtime Local 30 Leader Cancino Retires

For nearly three decades Carol CJ Cancino has worked at the United Way of Los Angeles where she has performed most every administrative duty there. She has also been a Local 30 leader for almost as long, also serving in numerous positions in the union. Now CJ has decided to enjoy the retirement she has earned and as of July 31st CJ has been free to travel and do the things she has been planning.

In addition to her duties as a steward and chief steward CJ has served on her unit's negotiating committee for as long as anyone

can remember. She has brought back contract after contract with raises and benefit improvements that have made Local 30 members employed there far better off than others in similar jobs in Los Angeles.

CJ also served her union as an elected Member of the Local 30 Executive Board for many years, and played a key role in the Trusteeship of the local in 2001. CJ has always represented our members in Los Angeles with zeal at every level. Her work with the United Way of LA in the fight against homelessness and how she kept Local 30 involved with

that noble cause is also noteworthy.

CJ has been an integral part of the success of Local 30 and even more so for her members at the United Way. We appreciate her contributions and wish her long life and good health in her retirement. ■



## Congratulations Service Representatives

On July 10th Kaiser Permanente acknowledged a group of our members for their achievement in service quality and point of service collections.

The group of members are the Service Representatives from around the county. Here are some of the top achievers:



Debbie Pedigo - Top Non DHMO POS Collections



Scott Bailey - Receptionist Composite Runner up



Cynthia Magana - Receptionist Helpful Runner Up



Corin Moreno - Reception Composite & Helpful Top Performer



Michelle De Guia - Top DHMO POS Collections

## Staff of Local 30

Walter Allen Jr.	Executive Director/CFO
Annette Baxter	Director of Member Services
Lolita Babaran	Business Agent
Mark Bailey	Business Agent
Angela Jensen	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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INTERNATIONAL UNION  
Local Union No. 30  
705 West Arrow Highway, 2nd Floor  
Claremont, CA 91711-9000



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## Office & Professional Employees International Union

### SAN DIEGO OFFICE

6136 Mission Gorge Road, Suite 214  
San Diego, CA 92120  
Telephone: (619) 640-4840 • Toll Free: (866) 673-4830  
Fax: (619) 640-4830

### LOS ANGELES OFFICE

705 West Arrow Highway, Second Floor  
Claremont, CA 91711-9000  
Telephone: Toll Free: (888) 390-6442  
Fax: (909) 624-0549

### ARIZONA OFFICE

3117 North 16th Street Ste. 200  
Phoenix, AZ 85016  
Telephone: (866) 673-4830 • Fax: (619) 640-4830

### COLORADO OFFICE

7510 W. Mississippi Ave. Ste. 240 A  
Lakewood, CO 80226  
Telephone: (866) 673-4830 Fax: (619) 640-4830

**E-Mail: [info@opeiulocal30.org](mailto:info@opeiulocal30.org)**  
**Web Site: [www.opeiulocal30.org](http://www.opeiulocal30.org)**

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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).

## What Are You Afraid Of?

By Mark Bailey



As union representatives we often hear this phrase from some of our members; "I'm afraid that they will retaliate against me if they know I said anything." I don't necessarily believe that it's entirely incorrect. Managers or employers do retaliate at times, true. So do you think if by fear of what might happen and not acting you make the issue go away, or that it simply fixes itself? It does not.

In order to effect change whether it's at work in how we do our jobs or seeking representation for the first time as an individual or a group; consider what it was that made you seek out help in the first place. We cannot let our fear dictate how we will act when issues arise. The idea that they are going to do what they want anyway is only bolstered by our fear of speaking out. Do nothing and nothing changes.

So I ask, what are you afraid of? Your choices are; continuing to work with a bad manager or employer with no hope of change, or forget the fear and speak out, shed light and expose those who would retaliate and hold them accountable. I recommend working for change. ■

## Day at The Races



The Local 30 'Day At The Races' event at Santa Anita Race Track in Los Angeles was once again a huge success. Executive Board Member Annie Watson from the City of Hope who hosts the event each year reported that our members there enjoyed the weather, the food, and the races. "This event has grown each year," said Watson. "This was our tenth anniversary at the races and the members still love the event. Win or not at the races, it was a great day."

