

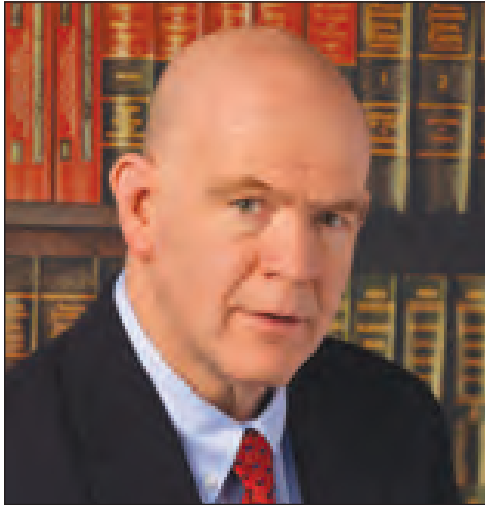
WHITE COLLAR

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO, CLC ISSUE 544 | SPRING 2021



Making History

One Organizing Win at a Time



Where is the Outrage?

By Richard Lanigan
President

Has the pandemic made us so tired that we feel no outrage when we see unfairness that cries for public scrutiny?

During the COVID-19 pandemic, essential workers — people who have kept food available, staffed health care facilities and much more — have been recognized because as they've maintained critical services, they've also risked exposure to the virus. These workers, rightly, have been held up as frontline heroes, people to whom other Americans owed a debt. Politicians stressed how important this work was and continue to do so. Their work is the subject of advertisements, lawn signs and media campaigns.

While politicians speak of how vital these jobs are, large numbers of these workers are paid significantly less than the proposed \$15 per hour minimum wage. Many also have no medical benefits, making them more vulnerable should they contract COVID-19. Those who work in the gig economy have no worker's compensation or sick days.

As people shelter in place and are reluctant to leave their homes to do food shopping, the need for in-store shoppers and delivery persons has rapidly increased. Shoppers take customers' orders, make the selections and deliver the orders by bicycle or car. Recently, I saw a report about an employer that grew 500 percent by selling and delivering food to customers during the pandemic. The employer increased the number of in-store shoppers to more than 1,850.

A group of about 10 in-store shoppers decided to form a union because they were not being compensated for their contributions to the growth of the company. Remember, just prior to the union election, there were more than 1,850 in-store shoppers. Shortly after the union election, the employer changed its business model, eliminating the job title and laying off more than 1,850 shoppers. Where is the outrage?

Even more recently, I read of a city on the West Coast that adopted a mandate for hazard pay for essential workers to supplement their low wages. In response to this legislation, one company that had significant growth during the pandemic closed two of its food stores, laying off the kinds of essential workers the mandate was intended to help. Where is the outrage?

If these workers are actually appreciated for their work, why aren't the media and politicians holding accountable companies shuttering stores and eliminating job titles, forcing hundreds of essential employees into poverty during a pandemic simply for trying to form a union to improve their compensation? Why isn't the public holding these companies accountable? Where is our outrage?

I've also read about companies that filed for and received stimulus relief even though their bottom lines have not suffered during the pandemic. Imagine millions of people out of work and businesses shuttered while politicians hand bailouts to big companies that have not lost business during the pandemic. Where is the outrage?

During the pandemic, 56 new billionaires have been minted while millions cannot pay their rents or mortgages. Where is the outrage?

Has the pandemic made us so tired we feel no outrage when we see unfairness that cries for public scrutiny? As voters, we should be very careful with politicians who claim to support essential workers but don't hold accountable profitable companies laying off people during a pandemic. Why should we support politicians who don't support providing a stimulus to people who are struggling financially through no fault of their own?

Perhaps, we are getting outraged over the wrong things. Perhaps, it's time to direct our outrage where it belongs. ■

OPEIU's Mission to Raise Standards for Tech Industry Employees

After a historic organizing win at Kickstarter in 2020, OPEIU continues to build momentum for unionization in the tech industry.



Recognizing the unique challenges facing working people in the tech industry, OPEIU has formed Tech Workers Union Local 1010 with a mission to raise industry standards and provide all tech workers a better future in their workplaces through collective bargaining. "OPEIU has been investing resources in supporting tech workers as they organize to gain rights and raise standards in the workplace for many years, but now we're focusing and strengthening that effort by having an organization dedicated to, created for and run by tech workers who understand the unique challenges facing the industry," President Richard Lanigan said. "We're proud to be building solidarity with working people across the sector, so together we can ensure tech workers have a strong voice in their workplaces."

With OPEIU's historic organizing win at Kickstarter in 2020, momentum began building for unionization across the tech sector. "Workers across the tech industry are facing many similar challenges as they build power with their colleagues," said RV Dougherty, a former tech employee who is now a Local 1010 organizer. "Tech companies have tremendous power and influence throughout the world, but within their own companies there is often a large imbalance of power that directly impacts salary, benefits and other working conditions and perpetuates inequality in the workplace.

"With Local 1010, we are creating space for tech workers to learn from one another so we can build strong campaigns and win legally binding contracts that help correct that imbalance," Dougherty continued.

Local 1010 is now working with tech workers whose concerns run the gamut from ensuring their jobs are sustainable, to increasing transparency at work and creating fair and equitable pay and benefits for all workers no matter their role or identity.

"The campaigns vary based on the unique needs of each workplace and employees," said Grace Reckers, an OPEIU lead organizer. "OPEIU puts employee creativity and leadership at the center of each campaign, while offering guidance, structure and training on how to navigate a union campaign." The campaigns are inclusive of all employees in the industry, from engineers and designers, to community support agents, trust and safety analysts, product managers, salespeople, operations specialists, finance administrators and every other person who makes tech companies run.

"Unionizing tech is going to be a long road, but I'm stoked Local 1010 is helping build solidarity with tech workers across the

industry," said Dannel Jurado, an engineer and organizer with Kickstarter United, the employee group that led the organizing effort at Kickstarter to form a union with OPEIU. "A win for some tech workers is a win for all, and Kickstarter United is stronger as more tech workers join us in organizing their workplaces. We can't wait to see what comes next, and hopefully it won't be long before saying you have a union job in tech is commonplace."

"Tech changes the world," Reckers observed. "It's time all the hardworking people who make that possible have a say in how that change comes about."

For more information, visit techworkersunion-1010.org.



Dannel Jurado, an engineer and organizer with Kickstarter United, the employee group that led the organizing effort at Kickstarter to form a union with OPEIU, says OPEIU's Tech Workers Union Local 1010 is "helping build solidarity with tech workers across the industry."

A Tech Workers' Bill of Rights

OPEIU's Tech Workers Union Local 1010 is organizing workers for a better future through collective bargaining in their workplaces and beyond. Now, they've joined forces with a coalition of tech industry employees, unions and solidarity networks to establish a Tech Workers' Bill of Rights, a set of principles to create an equitable future by raising the standards for all workers across the industry — whether full-time office workers who deserve a say in the products they build, warehouse workers facing unsafe conditions or gig workers seeking security in tech's competitive landscape.

Continued on page 4

Dear President Lanigan:

Thank you so much for signing the labor letter in support of my candidacy for Speaker. The letter, which made a case for my speakership, is a treasure that I will always cherish.

Now, we look forward to working with the Joe Biden and Kamala Harris administration — fighting for America’s workers who are the backbone of our democracy.

Many thanks for your friendship — especially during this tumultuous time for our nation.

Nancy Pelosi
Speaker
U.S. House of Representatives

On the Cover: Maria Betances-Koegle is among the employees at EMILY’s List who formed a union with Local 2 in the Washington, D.C. metropolitan area. See the cover story, **Making History, One Organizing Win at a Time**, beginning on page 10 for more about Maria, her co-workers and others who have chosen to make their collective voice heard at work with OPEIU.

A Tech Workers’ Bill of Rights

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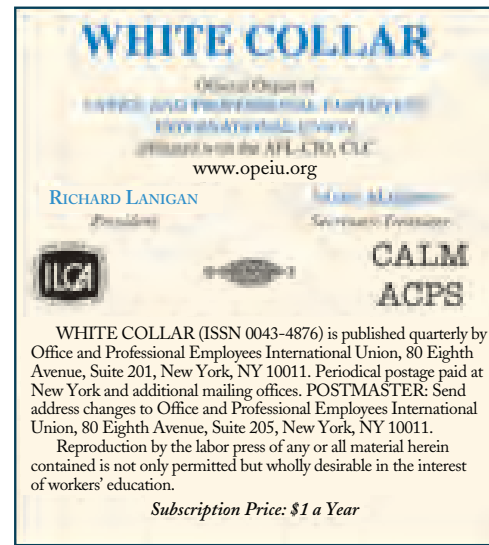
The Tech Workers’ Bill of Rights outlines protections all tech workers deserve and is based on the core values of equity, empowerment, representation, accountability, safety, autonomy, fairness and freedom. It covers a variety of issues important to tech workers, including inclusive workplaces free from discrimination, freedom to speak one’s mind without retribution and protection from company surveillance.

The last few years of organizing in tech have taught OPEIU many important lessons. Tech workers need protections at work, whether it’s to prevent retaliation for activism or pay and benefits equity in the workplace. The issues tech workers care about are vast, and tech workers are ready to make their voices heard and raise standards across the industry.

“At OPEIU, we’ve seen these trends take shape and have been fielding calls from workers wanting to organize, not just with the intention of forming a union, but to hold leadership accountable, to protect

themselves and their co-workers and to advocate for changes across the industry,” said RV Dougherty, a former tech employee who is now a Local 1010 tech organizer.

The full text of the Bill of Rights, as well as more information about OPEIU’s Tech Workers Union Local 1010, can be found at techworkersunion-1010.org.



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The Election is Over. Now What?

Here’s What Working People Should Expect from the New Administration

Working people won back the Senate and the White House. Joe Biden pledged to govern as the most pro-labor president in history. Let’s hold him to it and build back better.

With so many bills circulating — and with Biden expected to make significant political moves in his first months in office — it’s useful to put the current political moment in context to understand what working people should reasonably expect in the next two years.

Department and Agency Leadership Shakeups: Friends of Labor at the Top

President Biden’s nomination of Boston Mayor Marty Walsh — only the second union member to ever hold the job — is a welcome sign his administration is making serious efforts to put workers’ issues at the front of its agenda. If confirmed by the Senate, Walsh would be in charge of OSHA, tackling wage theft, boosting apprenticeship programs and more. (More on secretary-designee Walsh on page 6.)

On day one of his administration, Biden broke norms by firing Peter Robb, general counsel to the National Labor Relations Board (NLRB), from his post 10 months before the expiration of his term. The NLRB was established to promote and safeguard collective bargaining rights. But with Robb at the helm, the man who played a pivotal role in busting the 1981 PATCO strike, the NLRB was neglecting its responsibilities by actively narrowing the scope of acceptable union activity in an ideological play to weaken the power of working people.

By firing Robb, an advocate for at-will employment, and by nominating Walsh, Biden is building momentum for the labor movement’s top legislative priority.

A Democratic Congress Could Mean Sweeping Labor Law Reforms

With Democrats sweeping the Georgia Senate runoffs, the possibility for comprehensive labor law reform improved dramatically. OPEIU has joined a coalition of dozens of international unions to pressure lawmakers to pass the Protecting the Right to Organize (PRO) Act. The PRO Act would undo much of the damage brought upon working people by the 1947 Taft-Hartley Act, tilting the playing field closer to parity between workers and employers.

In brief, the bill would institute serious penalties on employers who illegally interfere with workers’ rights. It has mechanisms to prevent employers from interfering with and delaying union elections. It promotes the negotiation of first contracts within 120 days of a union election. It repeals the prohibition on secondary or “solidarity” strikes, prohibits employers from permanently replacing strikers,

and expands collective bargaining rights by cracking down on the rampant misclassification of employees as independent contractors. Most importantly, it overrides “right-to-work,” anti-worker laws allowing employers to pay less for the same work, in all 50 states by establishing mechanisms to agree upon “fair share fees” for nonunion employees covered by union contracts.

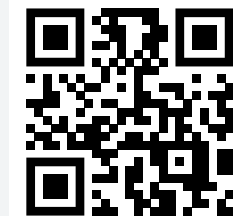
Lessons from EFCA

Organized labor learned its lesson from the setback and disappointment stemming from the last Democratic Congress’ failure to enact the Employee Free Choice Act (EFCA) in 2009. That bill would’ve enacted nationwide card check, meaning employers wouldn’t be able to force an NLRB election to buy more time to spread their anti-union message if 50 percent plus one of the bargaining unit demonstrates union support by signing a union card. Research shows the period between the election being scheduled and the election itself is when more than half of employers attempt to bust workers’ unions.

But why did it fail? “The trap we fell into with the Employee Free Choice Act was taking [politicians’ vocal] support for granted and just waiting to see how the process unfolded,” said Ryan Keckeris of the International Union of Painters and Allied Trades (IUPAT), in a January interview with In These Times. IUPAT launched the Pass the PRO Act Campaign, of which OPEIU is a part, earlier this month.

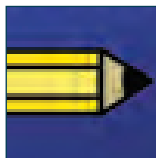
This time, by “building a grassroots, decentralized movement” of 70 unions and labor federations comprising more than 5 million members, Keckeris explained, the labor movement can and will mobilize people to pressure lawmakers to ensure the bill gets passed and signed into law.

Follow OPEIU on Facebook, Twitter and Instagram @opeiu to stay up to date on PRO Act progress and more.

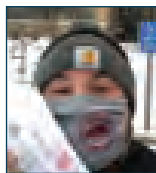


Scan this QR code with your phone’s camera to learn more about the PRO Act and sign up for official updates from the Pass the PRO Act Campaign.

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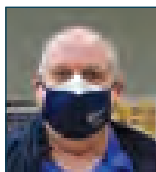
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Biden's Pro-Labor Choice for Labor Secretary

Unions expected an ally at Biden's labor department. The president tapped a union man.

The new administration brings with it new leadership at the Department of Labor. If confirmed, and for just the second time in history, a union member would be at the helm.

President Biden selected Boston Mayor Marty Walsh as his choice to lead the department before he took the oath of office. The change from the previous secretary to lead the department, Eugene Scalia, could not be more stark. Whereas Scalia used his position to attack workers' rights and systemically defang OSHA, Walsh comes from the Boston labor movement and knows intimately what a union contract can mean for working families.

Although at the time of this printing Walsh had yet to be confirmed by the Senate, all indications are he will be confirmed. So, let's look at Walsh's record, as both a union leader and as an elected official, to predict what his tenure at the Frances Perkins Building could bring.

Outside Looking In: Constructing a Career in the Trades

The son of Irish immigrants who arrived in the United States in the mid-20th century, Walsh has spent all of his political career, until now, in and around Boston. At 21, he joined Laborers' Local 223 based in his hometown in Dorchester, Massachusetts. He was elected president of his local and, in 2011, as secretary-treasurer and general agent of the Building and Construction Trades Council, a powerful coalition of 20 construction unions in the Boston metropolitan area.

In that role, Walsh made one of his top priorities the diversification of the predominantly white and male building trades in the city. "Not only did the trades need more diversity, they were well positioned to provide opportunity to those, like my own immigrant family, who lacked resources and social capital," he explained in 2016. He implemented programs aimed at recruiting and retaining young people, the formerly incarcerated, women and people of color into stable occupations without taking on debt.

"We know there is more work to do, but we have proven that diversifying the labor force is not only the right thing to do because it creates more fair access to opportunity," Walsh said in an interview with researchers from Jobs with Justice, a nonprofit workers' rights organization. "It is also an important part of the answer to some of the most pressing social and economic questions facing cities and the country as a whole."

Inside Looking Out: A Mayor with a Union Card

His platform as head of the building trades council gave him citywide prominence and support for a successful mayoral run in 2013. Though his union card and demonstrated commitment to economic and social equity concerned many Boston-area business owners, he skillfully boosted new construction in the city while also unapologetically ensuring skilled union workers were being used to build massive projects.



Marty Walsh

In his first year in office, he forced vendors the city did business with to certify they were not and would not commit wage theft by withholding or delaying payment to their employees. Two years later, he organized support for a Minimum Wage Task Force to push the state's minimum wage to \$15 an hour (the state's minimum wage is handled at the state, not the city, level).

As mayor, Walsh made clear his commitment to marginalized communities and to working people. In mid-2020, Walsh recognized the disproportionate impact the coronavirus pandemic was having on non-white communities and declared racism a public health crisis. In doing so, he was able to creatively reallocate police overtime funds — totaling less than 1 percent of the police's annual budget — to public health initiatives and social programs even the city's police chief deemed acceptable.

Looking Forward by Looking Backward

Taken together, Walsh's record paints a portrait of a union advocate who intimately understands the complex web of conditions leaving too many hardworking people behind, many of whom are unfairly penalized because of their race, gender or sexual orientation. His time as a union leader delicately handling the fraught politics of development, and as mayor using unconventional means to efficiently shift funding to time-sensitive initiatives, suggests Walsh understands the gravity of the moment. On so many issues — rebuilding OSHA, cracking down on widespread wage theft by employers and more — Walsh has an opportunity to be a truly transformative secretary of labor.

Diversity is Our Strength

OPEIU recently joined a coalition of unions affiliated with the AFL-CIO's Department for Professional Employees (DPE) to announce efforts to make their industries more diverse, inclusive and representative, and have put forth smart policy solutions to support these efforts.

OPEIU and the other DPE unions believe diversity is our strength and have come together with a policy agenda focusing on legislative action to help ensure middle-class careers for all working people, particularly those involved in the creative arts, expand career development opportunities for underrepresented people and support incentives for employers to pursue more diverse recruitment, hiring and promotions. While OPEIU represents members employed at major television and film studios, the same principles apply across all industries represented in the union.

"OPEIU is working to ensure our policies and practices are geared toward creating equitable workplaces," said OPEIU Vice President for Diversity Lisa Blake when announcing the diversity, equity and inclusion policy agenda. "We believe the labor movement is a key player in the fight to build a more inclusive world. Tantamount to this goal is to combat racism, sexism, homophobia, ableism and the myriad forms of discrimination that keep working people in a precarious position."

While representation on the screen and in the room where decisions are made is so important to ensuring the arts, entertainment and media industries are as diverse as our country, "we also do all we can to make sure the folks working behind the scenes reflect the diversity of our neighborhoods and communities," said Blake, who also is president of Local 42 in Farmington Hills, Michigan. "We believe in the power of ensuring fair hiring practices at every step of the way."

The benefits of being part of a union with a strong collective bargaining agreement at work are clear. Unions significantly decrease the pay gap for women and people of color. Women union members earn nearly \$9,000 a year more than their nonunion counterparts. For Black workers the union difference is also about \$9,000 and for Latino workers it's more than \$11,000. Wages are just one part of the equation, however. Creating equitable opportunities and respect on the job are equally important.

"Our movement will only grow stronger and more reflective of the world we work in if we collectively commit to boosting the voices of marginalized workers," Blake observed. "We must actively encourage and thoughtfully organize diverse leadership teams, from the bargaining table to our International's headquarters and to the AFL-CIO itself. We must recognize the central importance and the critical interconnectedness of both diversity in the workplace and in positions of union leadership to the goals we are committed to — creating an economy with fair wages, equitable opportunities and respect on the job."

MLK: From Protest to Power, When We Fight We Win!

More than a dozen OPEIU local unions were represented by 81 members at the 2021 AFL-CIO Martin Luther King Jr. Civil and Human Rights Conference, a strategizing event on how to gain more political power — and how to use it — for people of color. OPEIU members accounted for roughly 1-in-5 attendees of the national conference.

The two-day virtual conference brought together trade unionists from across the U.S. to honor the life and legacy of Dr. King, and to discuss current civil and human rights issues. The event, themed From Protest to Power, When We Fight We Win, revolved

around the political activism that sent people of color into the streets and into politics in record numbers starting in 2018, with Black women leading the way.

Speakers put systemic racism into the context of current events, specifically the white nationalist-led invasion of the U.S. Capitol Jan. 6.

"I'm excited to be at this conference in the midst of what's happening in America now," said Michael Spiller, a first vice president of Local 2 in the Washington, D.C. metropolitan area, in his remarks during an issue forum



Lisa Blake

"Just as we always have, unions are leading the fight for more just hiring practices, anti-discrimination laws and to ensure working people have a seat at the table," Blake said, pointing to OPEIU's fight to see passage of the PRO Act. (See page 5 for more details about the PRO Act and what it means for working families.)

"We must also remain united and ensure our respective unions' leadership teams reflect the diversity and array of identities that make up our memberships. If not, we'll be ensuring our own irrelevance," Blake said.

on the 2020 U.S. Census. "This session on the census is so relevant to the direction we need to move this country. The importance of every vote counting," he concluded, should be central to our political philosophy.

"The work is not done," said Lisa Blake, OPEIU vice president for diversity and president of Local 42 in Farmington Hills, Michigan. "Unions are tasked with the unique challenge of making the disenfranchised part of mainstream America. By using our collective efforts this election cycle we changed America and made it more inclusive for all."

OPEIU Scholarship Applications Now Being Accepted

Applications are now being accepted for the 2021 OPEIU educational scholarships, and all eligible members and their families are encouraged to apply. The deadline is March 31.

Information and applications can be found at opeiu.org under the Member Resources tab, as well as on the OPEIU app, which is available for free download for iPhones in the App Store and for Android devices at Google Play.

Scholarship opportunities include the Howard Coughlin Memorial Scholarship, which awards 12 full-time higher education scholarships of up to \$6,500 and eight part-time scholarships of up to \$2,650 to OPEIU members, associate members and dependents. The John Kelly Labor Studies Scholarship awards 10 scholarships of up to \$3,250 for OPEIU members or associate members who are pursuing an undergraduate or graduate degree in labor studies, industrial relations or union leadership and administration.

More information and applications are available at opeiu.org under the Member Resources tab. Apply today.

Scholarships of up to **\$6,500** are available for members to pursue their education.

Free College Upcoming Enrollment Deadlines

Free College

(Earn or complete an associate degree or certificates):

June 1, 2021

Bachelor's Completion

(Complete your bachelor's degree for free if you enroll this academic year):

May 23, 2021

Thinking about going back to school? Now's the time to complete your associate or bachelor's degree online through the OPEIU Free College and Bachelor's Completion benefits. Online learning is safe and can fit into your busy schedule. As always, you can earn your associate degree or certificates for FREE.

Now, students enrolled in 2021 also can complete their bachelor's degree for FREE!

The program is provided by OPEIU to all members and their families. For more information and a complete list of enrollment deadlines, visit freecollege.opeiu.org.

OPEIU members have saved more than **\$5.8 million** in tuition, e-books and other fees through the OPEIU Free College program.

Free College Advisors Join Local 17

Academic advisors employed at the Student Resources Center in Steubenville, Ohio, have joined finance counselors, administrative assistants and admissions representatives as members of Local 17. These hardworking advisors and counselors are located on the Eastern Gateway Community College campus and provide the finest enrollment assistance to OPEIU members and their families taking advantage of the OPEIU Free College benefit.

Local 153's Carlos Santiago Takes Chance on Union Plus Mortgage Program Sweepstakes

Local 153 member and security guard Carlos Santiago has worked straight through the pandemic.

"While it's had its ups and downs, I'm grateful to be moving forward," Santiago says.

Santiago, a 10-year member of Local 153 in New York is dedicated to his work and to helping other union members, often attending rallies and assisting at his local. Nearly seven years ago, he signed up for the Union Plus email newsletter and first learned about the Union Plus Mortgage Program. "Right then and there, I knew that I wanted to buy my own place," he says. "I called Union Plus a year-and-a-half later, and they guided me through the whole mortgage process."

With financing available through Wells Fargo Home Mortgage, the Union Plus Mortgage Program helps union members and their parents and children purchase or refinance their homes while also offering exclusive union member benefits.

"I tell my colleagues that it's stressful [to buy a home], but Union Plus and Wells Fargo walk you through it, and in the end it's a home run," Santiago says.

When he heard about recent sweepstakes for Union Plus mortgage holders he decided to give it a shot.

"I got the call [that I won]. It was unbelievable," he recalls. "I'm going to use the money to upgrade my place—do some painting and get some things fixed."

Santiago heartily endorses Union Plus and the Union Plus Mortgage Program.

"I am Union Plus 100 percent," he said.

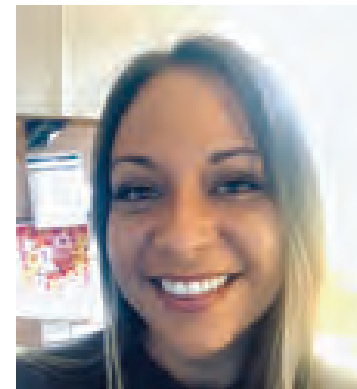
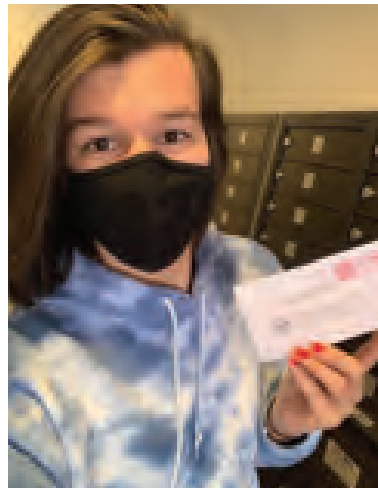
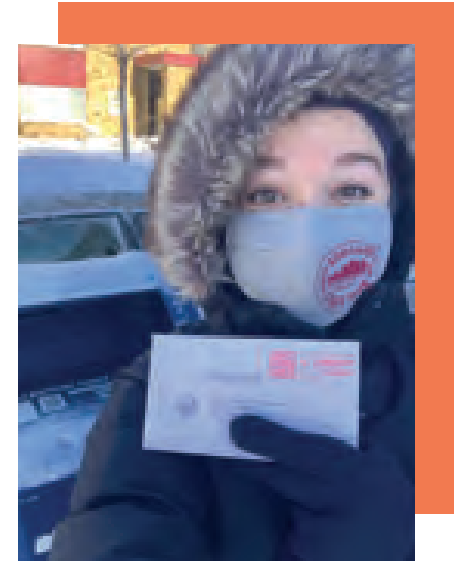
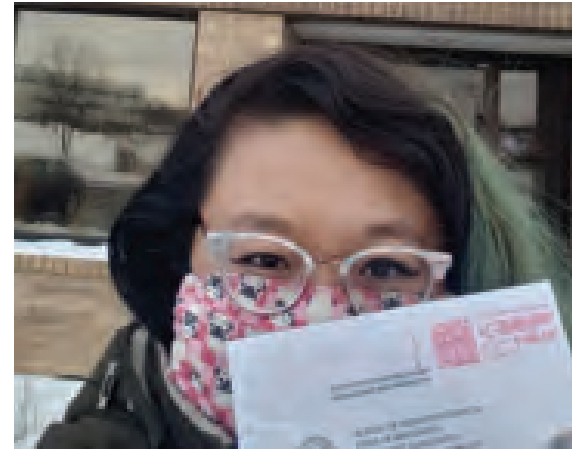
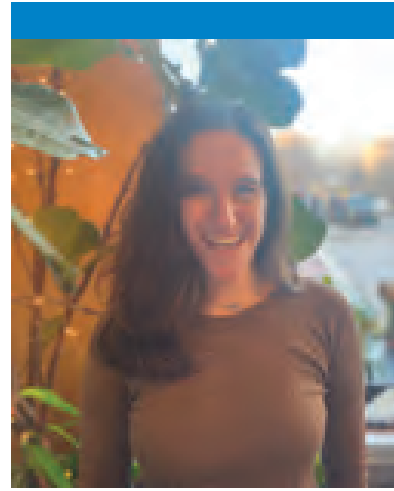
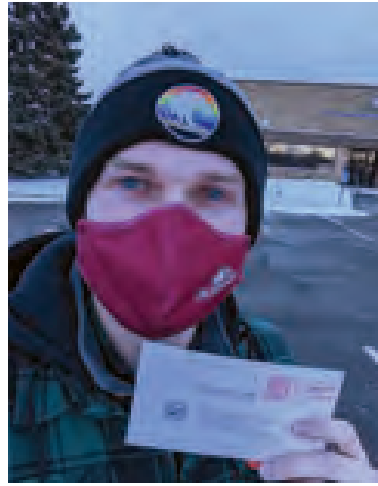
To learn more about the Union Plus Mortgage Program, visit unionplus.org/mortgage.



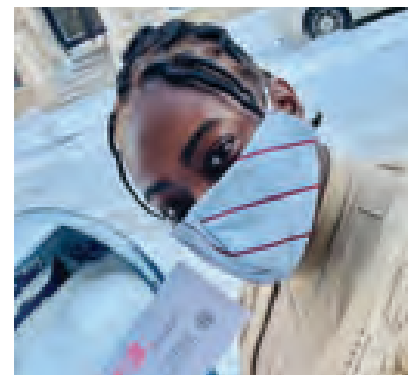
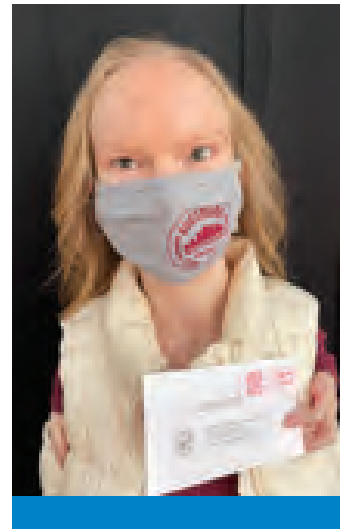
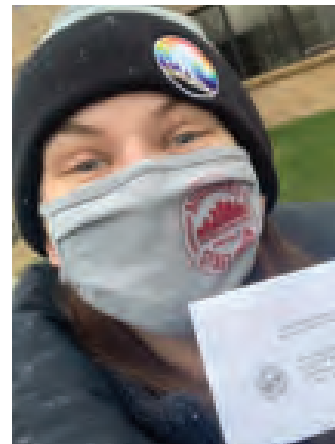
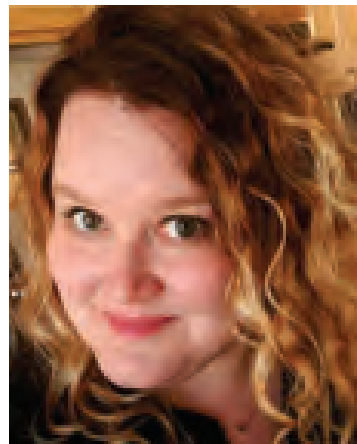
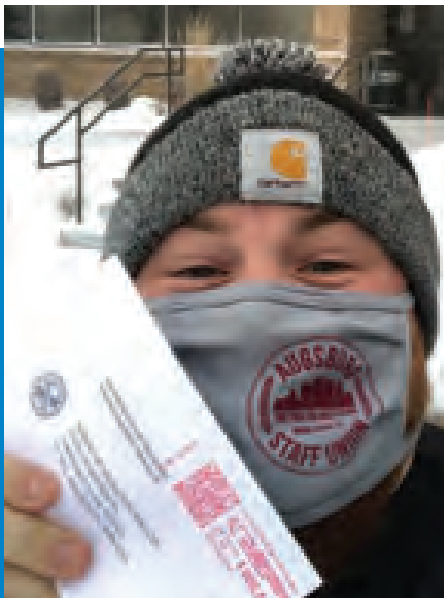
Carlos Santiago, a member of Local 153 in New York, took advantage of the Union Plus Mortgage Program to do some upgrades around the house.

Union Plus® is a registered trademark of Union Privilege. Wells Fargo Home Mortgage has a services agreement with Union Privilege in which Union Privilege receives a financial benefit for providing agreed-upon services. Wells Fargo Home Mortgage encourages you to shop around to ensure you receive the services and loan terms that fit your home financing needs. Wells Fargo Home Mortgage is a division of Wells Fargo Bank, N.A. © 2020 Wells Fargo Bank, N.A. All rights reserved. NMLSR ID 39980. Equal Housing Lender.

Making History, One Organizing Win at a Time



Employees at Augsburg University made history by forming a union with Local 12, making them the first unionized professional staff at a private university in Minnesota. They join a growing list of working people who are choosing to form a union with OPEIU.



Making History: EMILY's List, Augsburg University Employees are Among Latest to Join OPEIU

Working people at nonprofits, universities, tech companies and more are coming together and saying, “Union Yes!” and joining with OPEIU in record numbers. Many seek better wages and working conditions, while others are unionizing to ensure open discussions about race and equality and put into action the ideals their organizations represent.

Employees at Washington, D.C.-based EMILY's List are among the latest to join the growing number of nonprofit employees choosing to be represented by OPEIU and its Nonprofit Employees United (NEU), a collective of thousands of nonprofit union members who work in advocacy and social service organizations throughout the country.

EMILY's List management voluntarily recognized the staff union with Local 2 through a card check process. Contract negotiations are now underway.

The group of 57 digital advisors, campaign staffers, designers, data assistants, community engagement staff, office administrators, researchers and other classifications at EMILY's List — the nation's largest resource for women in politics, providing support and guidance for potential candidates for elected office — are devoted to providing a voice for women in government. They sought to form a union to ensure open and protected discussions about race and inequality in the workplace, gain transparency into salary adjustments and promotion schedules, and to put into action the democratic ideals that



Emma Stein, an EMILY's List organizing committee member.

EMILY's List represents, according to OPEIU Lead Organizer Grace Reckers.

“I'm inspired by my colleagues who organized during one of the most consequential elections in our lifetimes and during a pandemic,” said Samantha Bauman, a digital organizer at EMILY's list. “Unionized workspaces empower employees. Voluntary recognition is a huge achievement, and I look forward to what comes next.”

Since its launch in mid-2019, more than 1,000 nonprofit workers at dozens of workplaces throughout the country have organized with OPEIU's NEU. During the COVID-19 pandemic, OPEIU organized more than 500 staff at more than 20 nonprofit workplaces. In more than half of these organizing campaigns, the employer agreed to voluntarily recognize the union through a card check verification conducted by a neutral party.

EMILY's List joins the growing list of organizations voluntarily recognizing their employees' choice to be represented by OPEIU.

Employees at Two Minnesota Nonprofits Seek Dignity on the Job

Employees at the nonprofit leadership development organization Minnesota Youth Collective (MNYC) similarly sought representation with Local 12 through voluntary recognition. “We needed a union because we wanted a collective voice,” said Kayla Shelley, training and education lead at MNYC. “It was about changing our material conditions, but equally important, many of us were drawn to our organization because we believed in its mission. As we grew closer as a staff and came to see it was the workers who brought that mission alive, it became clear we deserved more dignity and more of a say. That's what unionizing brought us.”

The staff at the Minnesota Freedom Fund, a small but high-profile nonprofit that pays criminal and immigration bail bonds for those

who can't afford to get out of jail, also won voluntary recognition of their union with Local 12. The organization was very prominent during the George Floyd protests in Minneapolis.

MOVE Texas' Staff Wants to Inspire Other Nonprofits

MOVE Texas, a nonpartisan, nonprofit, grassroots organization working to build power in underrepresented youth communities, voluntarily recognized its staff union, Local 277. The organizing effort was led by a great group of young, smart political activists who are proud to be part of Local 277, reports Tyler Turner, the local's president and an OPEIU vice president.

“Staff at nonprofits are often arbitrarily underpaid, overworked and alienated, but through organizing for collective bargaining rights they can bring equity and democracy to their workplace,” said Alán M. de León, a MOVE Texas advocacy organizer. “That's exactly what we did at MOVE Texas, and we hope to empower other nonprofits to unionize the way nonprofits before inspired us.”

New Israel Fund Staff Organizes for a Voice at Work

“I chose to unionize to improve upon our organization's professional environment and make sure that present and future workers have a voice in decision-making,” said Abby Allen, a development associate at the New Israel Fund (NIF), which recently joined Local 29 in Oakland, California. “I hope in our contract we can achieve pay equity for all our co-workers.”

NIF aims to advance liberal democracy, including free speech and minority rights, and fight inequality, injustice and extremism in Israel. From Israel's first rape crisis centers to fighting discrimination, NIF-funded organizations have driven positive social change and furthered justice and equality. NIF has provided more than \$300 million to more than 900 organizations since its inception.

While many employees' organizations voluntarily recognized their unions, other groups had to hold elections to get the representation they deserve.

New York Science Education Nonprofit BioBus Chooses Local 153

Wanting to hold their organization accountable to its mission-centric work, employees at the New York science education nonprofit BioBus voted unanimously to join Local 153.

The group of community scientists, drivers and professionals working in development, IT and more spent four months building support before filing for an election and winning the right to collectively bargain.

BioBus helps minority, female and low-income students across New York City explore and pursue science through mobile labs, internships and support with scientific research projects. Employees sought unionization as a way to improve compensation, increase professional development opportunities and have a say in standardizing work procedures at the growing organization.

Li Murphy, a community scientist at BioBus and a member of the union's organizing committee, said “unionizing allows our non-managerial staff to give a collective vote of confidence in the organization's future. We now all have the logistical and legal grounds to lift each other up and hold each other accountable to our mission-centric work.”

“I'm so excited to feel valued fully as a member of this organization, and to enact the same protections for every member of this organization, regardless of their education

level or anything else,” said Marina Delgado, another community scientist and organizing committee member. As the workers prepare to negotiate their first contract, they are looking forward to building a more sustainable, equitable workplace.

DC SAFE Campaign Workers Honored to Form Union with Local 2

The staff at DC SAFE, the only 24/7 crisis intervention agency for domestic violence in Washington, D.C., has won its election to form a union with Local 2.

The group of response line advocates, supportive services advocates and domestic violence shelter advocates “wanted to ensure DC SAFE remains committed to its core principles of empowerment and self-determination,” said Kelly Russo, a Local 2 organizer.

“The staff at DC SAFE has been talking about unionizing since 2013, so we are honored to be the group who saw it to fruition,” said Claire Carty-Tolentino, a supportive services advocate. “As workers and as advocates, we believe in exercising our legal right to a voice at the workplace, and we look forward to the many benefits unionizing brings, such as less turnover, living wages and a seat at the table.”

Augsburg University Staff Makes History in Vote to Form Union

University employees are also recognizing the benefits of a union and making history in the process. More than 130 professional and clerical employees at Augsburg University in Minneapolis voted overwhelmingly to form a union with Local 12, making them the first unionized professional staff at a private university in Minnesota.

Augsburg staff wanted a say in important decisions made by the university during the COVID-19 pandemic. Employees have been furloughed, laid off and had their salaries cut due to pandemic-induced budget struggles. Other issues predate the pandemic, staff members say, including inadequate paid parental leave, increasing workloads without compensation and racial and gender pay gaps.

“For more than a year, co-workers have come together to imagine a stronger Augsburg community — a community that values and trusts its staff,” said Uriah Ward, a student financial services counselor. “We have spent countless hours organizing, and we're excited an overwhelming majority of staff have voted to form our union!”

Augsburg staff members, who also have faced safety concerns during the pandemic, organized around having a voice in the decisions affecting them, their co-workers and students.

The group will now negotiate their first contract with the Augsburg administration, who have pledged to work with the union in good faith.

“I am really excited to see what we can accomplish by coming together as a group in this historic way that will not only benefit staff at Augsburg, but the entire Augsburg community,” said Lauren White, assistant director of leadership gifts and development. “This union is another step toward greater equity and transparency and will make Augsburg a better place to work and learn for everyone.”

Follow Nonprofit Employees United on Twitter @NonprofEmployee.



The staff at Augsburg University celebrate their organizing victory.

Standing Strong. Standing Together.

Demonstrations at Kapi'olani Medical Center for Women and Children resulted in a contract with wage increases and other improvements for Hawai'i Nurses' Association (HNA)/OPEIU Local 50 nurses.



Kapi'olani Nurses Stand Strong and Secure Three-Year Contract

A Local 50 strike vote helped to finalize a contract. But the fight for respiratory therapists who work side by side with the nurses is not over.



Local 50 nurses Anne Galios and Jackie Salinas participate in demonstrations at Kapi'olani Medical Center for Women and Children.



Nurses as far as the eye can see demonstrate at Kapi'olani Medical Center.

Nurses at Kapi'olani Medical Center for Women and Children in Honolulu voted in late January to ratify a three-year agreement with the health care facility. The ratification vote marked the culmination of six months of intense negotiations and solidarity actions by the members of the Hawai'i Nurses' Association (HNA)/OPEIU Local 50.

The agreement includes wage increases, more shop stewards, electronic paychecks for most, and changes to make employer discipline more transparent. The nurses' union also won improvements to their paid time-off process.

"Management entered bargaining seeking concessions across the board but the solidarity of the nurses, and the support of many other local unions, fought off concessions and we won more gains than we've seen for many years," said Dan Ross, president of Local 50 and an OPEIU vice president.

"The unprecedented support and participation in our actions from many other unions was a huge morale booster for our nurses," Ross said. "The solidarity shown by the union community is something we have not experienced before and indicates the increasing trend of cooperation and mutual support among labor unions in Hawai'i."

Most of the roadblocks encountered during negotiations came down to the hospital's inadequate PPE policies. Nurses voted to authorize a strike just days before the contract was ratified. That vote played a key role in finalizing the agreement and securing improvements in COVID-19 protocols to protect the health of patients and staff.

"While we hope this is the beginning of a more collaborative working relationship with Kapi'olani's management," Ross told local television station KHON 2, "we cannot in good conscience celebrate this milestone knowing there are other glaring deficiencies in the hospital," pointing to the hospital's mistreatment of the respiratory therapists working side by side with the nurses covered by the agreement.

The more than 50 respiratory therapists at the hospital, who also are represented by Local 50, have gone 16 months without finalizing a first contract. "We are committed to ensuring the hospital extends the same respect" to respiratory therapists, Ross said, "to raise the standard of care for our patients."

Local 6 Ensures Its Members at Amego, Trial Court Can Receive Vaccine

The officers and staff of Local 6 in Massachusetts are pleased to report the availability of COVID-19 vaccinations for its members employed at both Amego, Inc. and the Massachusetts Trial Court.

More than 400 Local 6 members work at Amego in Southeastern and Central Massachusetts, and are dedicated to their mission of supporting people living with autism and other developmental disabilities at home, work and within their families and communities. As a congregate care program, Amego is included in Phase 1 of the state's COVID-19 vaccination program.

To help build confidence among members that the vaccine is safe and necessary, Local 6 Business Manager George Noel and Shop Steward and Bargaining Committee Member Al Gaye joined with Amego's CEO John Randall to be the first to be vaccinated. "The day was a success, and resulted in overwhelming member participation in receiving their vaccinations as well," Noel said.

After weeks of lobbying by Local 6, members at the Massachusetts Trial Court will be considered essential employees and among those eligible to receive the vaccine in Phase 2. Local 6 Chief Field Services and Legal Officer Phil Basile worked in close partnership with the labor relations arm of the human resources department and Chief Justice of the Trial Court Paula Carey to receive confirmation Gov. Charlie Baker had approved their requests. "We are hopeful the vaccine will allow our members to continue navigating through this pandemic safely and confidently," Basile said.



Local 6 Business Manager George Noel, center, and Steward and Bargaining Committee member Al Gaye, right, with Amego, Inc. CEO John Randall.

Yolanda Thomas Joins Local 6 Executive Board

Yolanda Thomas, a housing inspector with Boston's Inspectional Services (ISD), has been elected to the Local 6 Executive Board.

Thomas is very active in her union and strives to improve the working conditions and workplace rights of all her co-workers, who have elected her to serve as the ISD Housing Division shop steward for the past five years.

She also has served on the Local 6 negotiating committees for the last two collective bargaining agreement negotiations with the city, and represents the union as a delegate to the Greater Boston Labor Council.

Thomas' desire to improve the lives of others is not restricted to the workplace. She and her mother,

who is a disabled veteran, regularly volunteer at the National Veterans Wheelchair Games, which hosts some of the nation's largest annual wheelchair sports events for veterans. She's also worked part time for 25 years as a family advocate at St. Mary's Center for Women and Children, a group home and family shelter in Dorchester, Massachusetts.

Thomas holds an associate degree in criminal justice and is currently pursuing her bachelor's degree in legal studies.

The Local 6 officers, staff and executive board are very much looking forward to working with Thomas and welcome her to the team.



The Local 6 Executive Board during a recent virtual meeting. From left to right, top row, are Trustee Flo Kitchen, Business Manager George Noel, Vice President Lois Ciuffredo, middle row, Secretary-Treasurer Patti Pelletier, EB Members Cara Madarese and Pearl Sears, Trustee Rod Wilmore, bottom row, new EB Member Yolanda Thomas, and Trustees Nancy McCann and Christine Richards. Also attending the meeting but not pictured are OPEIU Secretary-Treasurer and Local 6 President Mary Mahoney and Recording Secretary Debbie Puopolo.

Local 6 Protects Jobs and Lessens Financial Impact of Pandemic on Rutland Nurses

The public health crisis caused by the COVID-19 pandemic has had a profound effect on everything we do, both personally and professionally. Local 6 nurses at Rutland Regional Medical Center (RRMC) are on the front lines of this pandemic and have witnessed firsthand the impact the virus has had on their patients and workplace.

On May 20, RRMC President and CEO Claudio Fort informed Local 6 Business Manager George Noel and Chief Steward Karen St. Marie of the hospital's precarious financial condition. As seen in numerous other industries, the economic impact was created by the curtailment of RRMC's revenue-generating procedures as it prepared to meet the challenges of treating COVID-19 patients.

Despite assistance from the state and federal governments, RRMC found itself with a deficit requiring \$8.6 million in cost reductions, including \$1.8 million in wages freezes for all hospital personnel. This meant \$560,000 in cost reduction for Local 6 represented nurses. To minimize the number of potential position cuts, RRMC asked the union to consider a one-year wage freeze.

"We had a choice, accept the one-year wage freeze, or face layoffs of our bargaining unit nurses," Noel said. "We had to be certain if we agreed to this wage freeze, there would be no further reductions of staff or hours for our bargaining unit nurses. We also needed to be confident if RRMC received any additional financial assistance that mitigated the deficit, our wages would be restored."

Local 6's mission from the beginning of the public health emergency was to protect its members' safety and their labor-related interests. Noel and the Local 6 stewards at RRMC reviewed the hospital's annual reports, their Form 990 tax records and their other cost-reduction plans to shrink the deficit. They held numerous meetings with RRMC leadership where they asked many questions and voiced their members' concerns. "We engaged in several hours of negotiations, consisting of proposals and counterproposals concerning the wage freeze, relying on the essential knowledge and experience of our stewards and chief stewards to craft the best deal possible," Noel said.

As a result of those efforts, in June, Local 6 members voted to accept an agreement with the hospital that embodied the goal of lessening the chance of further involuntary staff reductions. The agreement also addressed reductions of hours of work if the deficit did not grow, and the restoration of raises if the hospital's financial position improved.

"We reached a consensus that, if we are serious about saving the jobs of our sisters and brothers, this was the best way to do it," Noel said.

To their credit, RRMC was extremely aggressive in pursuing and receiving significant federal and state COVID-19 relief funds, and its business returned to pre-pandemic levels more quickly than anticipated. The safeguards successfully negotiated in the wage freeze agreement proved extremely beneficial, as in October the union once again met with hospital leadership and learned the board had approved the lifting of the wage freeze. This meant all employees, including Local 6 nurses, would receive their annual raises as usual Dec. 10. All employees received a 3 percent base pay increase, retroactive to Nov. 22, even better news since the nurses traditionally receive their raises after other RRMC staff.

"We would be remiss if we did not recognize Mr. Fort and his leadership team," Noel acknowledged. "Since taking the helm at RRMC, he has worked to improve the relationship with Local 6. Our combined efforts to work in partnership made possible overcoming the obstacles presented to us by the pandemic."

City Bar Justice Center Employees Secure First Contract

The City Bar Justice Center (CBJC) employees, represented by Local 153 in New York, ratified their first contract in late January including an immediate wage increase of roughly 8 percent with regular raises, just cause provisions for discipline and discharging, a mental health stipend and increased flexibility in accessing paid-time off.

Project coordinators at CBJC, an organization within the New York City Bar Association providing legal assistance to low-income New Yorkers, voted unanimously to unionize in May 2020 to address issues, including extremely low salaries and bias in salary and promotions. During the five months of contract negotiations, Local 153 also was able to win back pay for several employees who had been affected by racialized pay discrepancies — an issue the workers discovered last year and that spurred their union efforts. The employees faced dismissive attitudes from management when they tried to address these issues without a union.

"When we met with management, while they fixed the unequal pay issue, we were widely dismissed on all other matters we brought up," said Logan Campbell, a project coordinator and bargaining committee member. "We needed union representation to make sure racist pay practices didn't happen again and to force management to listen to the other issues."

The three-year agreement's mental health stipend represents "a huge win for us because we work with low-income, marginalized clients who have experienced substantial trauma and our role requires emotional space and empathy," noted Leah Susman, a project coordinator and member of the bargaining committee. "When we're confided in, we can't just turn off our feelings and leave our vicarious trauma in the office. The stipend will allow us to dig into how our clients' stories affect us so we can continue to show up for them and for ourselves."

Local 153 Member Wins Seat in State House



In November, pro-worker candidate and Local 153 member Amy Morrin Bello won a seat in the Connecticut House of Representatives, representing District 28.

Prior to serving in the lower chamber in Connecticut's State Capitol, Morrin Bello served on her local town council and as mayor from 2017 to 2019. She has a degree from Providence College and, besides her work as a legislator, is currently employed with the Wesleyan University Center for African American Studies.

"As a union member, I am thrilled and honored to be representing the constituents in my home town, Wethersfield, as well as union members throughout Connecticut,"

Morrin Bello said. "The difficulty of a part-time legislator is finding a way to balance the work of both of my jobs as an administrative assistant at Wesleyan University and a state representative, but I look forward to the challenge."

Morrin Bello is an inspiration and a great example to any OPEIU member considering a run for public office.

After a Lifetime Helping Others, OPEIU Brother Needs Help



Mike Davis

For decades, OPEIU Representative Mike Davis has been fighting for the rights of health care professionals.

For the past two decades, he's led the Pennsylvania Podiatric Medical Association, and played a major role in creating the First National Guild for Health Care Providers of the Lower Extremity/OPEIU Guild 45. Guild 45 is the first professional union dedicated to protecting the rights of the nation's podiatrists.

Now he's asking for help.

Davis was recently diagnosed with polycystic kidney disease and is in need of a kidney transplant — no small ask.

But it's one that could save a life.

Davis is on the kidney transplant lists of both the UPMC in Harrisburg, Pennsylvania, and

the Mayo Clinic in Jacksonville, Florida, but the need is urgent and the wait is long.

If you or someone you know is interested in becoming a kidney donor, please contact Davis for more information at mqdavissr@gmail.com. There would be no expenses involved for the donor. To learn more about kidney donation, visit upmc.com or mayoclinic.org.

Local 153 Members Win Huge Grievance

After fighting their employer for more than five years, four Local 153 members employed by the Hartford Federation of Teachers won their grievance worth \$635,000.

It started when a retiring employee applied for severance money due to him and was told his calculations were incorrect, and he would only receive severance money for his last year of employment.

Despite past practice and contract language for more than 40 years, the employer refused to pay, and a grievance was filed by the union. After it was denied, it was filed to the Connecticut Labor Board and Local 153 won via a decision by a tripartite panel. Even the management arbitrator ruled in Local 153's favor, signaling a clear victory.

Appeal after appeal by the employer was denied until it eventually was appealed to the appellate court. But after an unsuccessful reelection bid ushered in a new leadership team at the Hartford Federation of Teachers who were eager to settle the matter, a settlement was reached to both parties' satisfaction.

"The settlement could not have been reached had it not been for the leadership of Local 153 Business Manager Richard Lanigan and Secretary-Treasurer Myra Hepburn," said Steward Nancy Swanson. "They were supportive and beyond helpful throughout this more than five-year battle, staying on top of this case from start to finish. The members thank them so much. We are lucky to have such a great union."



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Learn more at unionplus.org



OPEIU Helicopter Pilots Play Key Role in Canada's First Nations' Vaccine Strategy

First Nations communities in Canada are disproportionately impacted by COVID-19, accounting for 73 percent of all active cases in Canada, and half of all hospitalizations and ICU admissions by early February.

That's why the work being done by fixed-wing aircraft pilots, all OPEIU members, working for ORNGE is so important. ORNGE is a not-for-profit corporation and registered charity providing emergency medical transport services by air in Ontario under the direction of the province's Ministry of Health. But during the COVID-19 crisis, they're doing even more lifesaving work.

On Feb. 1, ORNGE began Operation Remote Immunity, a program designed to distribute 32,000 COVID-19 vaccines among 32 remote First Nations communities in Northern Ontario, all belonging to the Nishnawbe Aski Nation.

In addition to this operation, OPEIU pilots at ORNGE are engaged in what ORNGE's chief medical officer described as "non-stop" transportation of patients from remote regions in Ontario to ICUs for COVID-19-related complications.

ORNGE team members received cultural sensitivity training before heading north to the remote First Nations communities — a necessary step toward a successful vaccination rollout, considering the legacy of racism in health care throughout First Nations' history. Wade Durham, chief operating officer of ORNGE, said in the past Indigenous communities "may not have had a choice to receive the vaccinations."



"Today marks a significant step toward ending the COVID-19 pandemic in Nishnawbe Aski Nation," said the nation's Grand Chief, Alvin Fiddler, in a livestream of his first vaccine dose. "Vaccination teams are being welcomed in communities across our territory, and I thank ORNGE for their dedication to making this a successful rollout."

OPEIU members who risk their lives to deliver this lifesaving vaccine in an ethical way were recognized by Canada's prime minister, Justin Trudeau. "No one who wants a vaccine will be left behind," he said in February. "No community will miss out. Just yesterday, the Canadian Rangers and members of the Canadian Armed Forces began working alongside ORNGE in Ontario" for Operation Remote Immunity.

Local 102 Flight Instructors Secure Strong Contract



Members of the Local 102 negotiating team are, left to right, Trustee Bob Andrews, Vice President Al Hauenstein, President Mark Souza, Advanced Division Trustee Rod Barber and Basic Warfighter Skills Division Trustee Don Presgraves. Not pictured are Recording Secretary (ret.) James Guy, Advanced Division Trustee John Funk, Air Force Division Trustee Matthew Hedger and Secretary-Treasurer Jock Spencer.

Local 102 President Mark Souza reports helicopter flight instructors at Fort Rucker in Daleville, Alabama, have negotiated a contract that includes salary increases of 13.5 percent during the three-year agreement, additional paid leave, increases in health insurance waivers, short-term disability pay, leave accrual and bereavement time, among many other improvements. Schedulers, clerks and custodial staff also saw substantial salary increases.

Remembering Local 100 Member Robert Gonzalez

OPEIU is mourning the untimely passing of Government Supervisors Association of Florida (GSAF)/OPEIU Local 100 member Robert Gonzalez, who passed away at the age of 56 due to COVID-19.

Gonzalez, who was a micrographics supervisor with Miami-Dade County's Central Records Bureau, was a "loyal member and brother," said Greg Blackman, president of Local 100 and an OPEIU vice president.

Gonzalez began his career with Miami-Dade County in 1992 when he joined the then Metro-Dade Police Department (now known as Miami-Dade Police Department) and was assigned to Central Records, where he spent his entire career and was

eventually promoted to micrographics supervisor in 2000. He graduated from the Citizens Police Academy in 1997 and attended the Civilian Supervisor Program in 2006.

According to his employer, Gonzalez was instrumental in the transition from microfilming offense incident reports and jail cards to the Electronic Document Management System. To increase its efficiency and ensure high production levels, he analyzed and streamlined the tasks, increasing his unit's productivity, efficiency and reducing costs. Gonzalez worked to maintain high morale by consistently encouraging teamwork and collaboration in the workplace. He received numerous commendations, and served the Miami-Dade Police

Department for more than 28 years, with dedication and professionalism.

Gonzalez is survived by his only brother, Ismael "Izzy" Gonzalez; his niece Lynette; nephew David; and his girlfriend, Yanet Perdomo; friends; his Miami-Dade Police Department family and his union family.

Gonzalez worked to maintain high morale by consistently encouraging teamwork and collaboration in the workplace.

Notice to Employees Subject to Union Security Clauses

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

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

- Vote on terms of your contract;
- Participate in strike votes;
- Participate in the development of contract proposals;
- Nominate, vote for or serve as an officer of your Local Union or the International Union;

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

Individuals employed by public employers are not covered by this procedure. Other individuals who elect to be nonmembers may object to funding expenditures that are not germane to the collective bargaining process.

Expenditures germane to the collective bargaining process ("chargeable" expenditures) represent that portion of the Union's expenditures devoted to collective bargaining, contract administration, grievances, arbitration and other matters affecting wages, hours and other

conditions of employment. Examples of "chargeable" expenditures include the costs of negotiations with employers; contract administration expenses; communication with employers in regard to work-related issues; handling employee's work-related problems through the grievance and arbitration procedure and Union administration.

Examples of expenditures not germane to the collective bargaining process ("non-chargeable" expenditures) include: expenses made for community services; for political purposes; for certain affiliation fees and for benefits available only to members and their families. The fee reduction will represent these non-chargeable expenditures. The International Union's J.B. Moss Voice of the Electorate (VOTE) fund is an independent, segregated fund that receives voluntary donations and contributes to political candidates who support the needs of working men and women. No money received from dues or fees goes to the VOTE fund. Accordingly, the VOTE fund is not considered in the calculation of the percentage of expenditures that is spent on non-chargeable expenses.

Individuals who choose to file an objection will receive a rebate of their fees equal to the percentage of the Local Union's expenditures that is spent on non-chargeable expenses. The Local Union's expenditures include those amounts it remits to the International Union as per capita payments. In determining the Local Union's percentage of non-chargeable expenses, the percentage of non-chargeable expenses of the International Union is applied only to the Local Union's per capita payments to the International Union. The percentage of non-chargeable expenses of the International Union, which will be effective starting January 2021, and continuing until a new percentage is issued, is 31.80 percent. The major portion of a Local Union's expenditures is for items other than the per capita to OPEIU. Studies show the final percentage of rebates for non-chargeable Local Union expenditures ranges between 0 and 8 percent.

Individuals who choose to file objections to funding expenditures that are not germane to the collective bargaining process should file them in writing with the Office and Professional Employees International Union, P.O. Box 1761, New York, N.Y. 10113, Attention: Mary Mahoney, Secretary-Treasurer. The objection must include the objector's name, home address, Social Security number, employer, job title, department, work location, Local Union number and business telephone number.

In order for an objection to be recognized at this time, it must be postmarked during the month of June, except that new hires who choose not to join the Union may also submit their objections postmarked within thirty (30) days of being compelled to pay dues or fees to the Union or within thirty (30) days of the new hire's receipt of a new employee letter from a Local Union, and except that newly resigned members may also submit their objections postmarked within thirty (30) days from receipt by the Union of the resigning member's letter of resignation. All objections will be effective on the first day of the month following the month in which the objection was received by the Union.

In addition to any other avenue of relief available under the law, an objector may challenge the International Union's and/or the Local Union's classification or calculation of expenditures before a neutral arbitrator appointed by the American Arbitration Association pursuant to its Rules for Impartial Determination of Union Fees. Any challenge a nonmember makes may be coordinated or consolidated with other challenges to the Local Union or International Union determinations before a single arbitrator selected by the American Arbitration Association. Such challenges may also be coordinated or consolidated with challenges to other OPEIU Local Union classifications or calculations.

Challengers must notify Mary Mahoney, Secretary-Treasurer, Office and Professional Employees International Union, P.O. Box 1761, New York, N.Y. 10113, in writing, of any

challenge he or she wishes to make through this arbitration procedure. Such notifications must be received by the secretary-treasurer within thirty (30) days of the challenger's receipt of a letter from the Local Union informing the challenger of the amount of the rebate, the basis for the calculation and the internal procedure for filing a challenge. That challenge should specify which classification and/or calculations of the International Union and/or Local Union are being challenged.

The Unions shall bear the burden of justifying their classifications and calculations. If a hearing at which the parties or witnesses may be present is held by the arbitrator, it will be held at a location most convenient to the largest number of involved challengers. The cost of any arbitration proceeding will be paid for by the Unions. A challenger, however, will have to pay his or her own lost time and travel expenses and the fees, costs and expenses of any persons they involve in the proceedings.

Once a written challenge is received from an objector, the Local Union will place an amount equal to the challenged portion of the fee into an interest-bearing escrow account. It shall remain in that account until the arbitrator issues a decision. Should the decision lower the percentage of chargeable expenditures, the appropriate portion of the escrowed fees, plus the interest earned by that portion while in the escrow account, will be refunded to the challenger. All objectors in each Local Union affected by the decision of the arbitrator will then pay the adjusted fee amount determined by the arbitrator. If the arbitrator approves all or part of the Unions' classifications and/or calculations, the escrowed money and interest allocable to that part of the fee will revert to the Local and International Unions.



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