



UNION NEWS



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A LETTER TO THE MEMBERS

Dear UGSOA members, I regret to write to you that International President, Jim Vissar, has passed away. It needs to be said that he left this world on his terms, but he still had a lot of work and ideas left in him to complete. I would like to tell you a little bit about Jim Vissar.

Jim Vissar served our Country honorably during the Vietnam War. Later, he founded United Government Security Officers of America, our Union, in 1992. He was famous in Denver and around the United States for leading his fellow Security and Police Officers out on a labor strike against their employer, Wackenhut, at the Rocky Flats Nuclear Weapons Plant in 1994. Mr. Vissar was unafraid to stand up to the Company's who abused security professionals. He was never afraid of the Boss who would try to intimidate our members.

I've worked with Jim Vissar at UGSOA for 13 years. I first met

Jim Vissar in 1994 when we organized a unit of my fellow Security Officers in Denver.

I don't know how many times he helped people by fronting money to fix their cars, or loaning money to friends and family who were in a jam. We are all aware of it, because it happened so often.

Jim will have many legacies, because he was a special person on many levels. Most people wish, in life, and in death they can say they will leave a legacy of "something", "anything." Most people leave this earth without having a legacy, but there is no doubt that Jim *will* have his. His legacy is of the best kind, because it's the fruit of his legacy which is the kind that helps people, it helps workers, and it helps families. It's the fruit of what our lives left behind, which is how we really measure the quality and performance of anything.

There are now over a 130 Local Unions nation-wide where men and women can excel and be Local Union President's, Vice-President's, Treasurers, and Shop Stewards. These are Offices and Positions that are forever created under the umbrella of UGSOA. Those offices and titles are the proving ground for potential leaders who can bear the same fruit; a chance to help another person. At the top, it's our Founder, Jim Vissar, who provided that opportunity. There are 13,000 members of UGSOA who have joined and who respect him to-day. Now, that's a great legacy.

Thank You, to all members for their support of our staff and Jim Vissar's family. It is your strength which is the one thing that will forever keep your Locals, and UGSOA International Union, the strongest Union in the security industry.

SPECIAL POINTS OF INTEREST:

- *Training Seminar*
- *Member Benefits*
- *Grievance Information*
- *Congressional Testimony*

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We will be sending out a Special Bulletin regarding the Court Security Officers in the near future.



James A. Vissar founded UGSOA International Union in 1992.

A WORD FROM THE PRESIDENT

As most of you know by now, in March of this year I was diagnosed with prostate cancer. Since then I've been working with my doctors to battle this disease. So far things are looking pretty good. I appreciate all of the thoughts and prayers I have received from the members of this great union.

While I have been away from the office, I have left things in the hands of my most capable and competent Senior Vice President. I want to thank James Carney for his hard work. I hope to be back in the office full time again soon, but until then, please feel free to email me at: jvissar@ugsoa.com.

Are you a newly elected Treasurer? Are you a new Steward? Just simply wish you had better training on these two topics? Well, you are in luck! The International is holding a Training Seminar to be held in Denver, Colorado, October 9th-12th, 2007. Some of the things that will be covered are:

Steward training, Legal updates, Latest Security issues, Treasurer training, Contract Negotiations, Weingarten Rights, Local Organizing, and updated information about the happenings here at the International. If there is a topic you would like to receive training for, please let us know. This is your chance to get some beneficial training and infor-

mation to assist in making sure that your Local is running properly. We highly recommend that someone from each Local attends this highly informational training. It is a nice way to meet the International staff, as well as fellow officers from around the country, and

UPCOMING TRAINING SEMINAR

to keep abreast of any changes in Union business. Expenses to attend this event should be covered by the Local Treasury (lodging, airfare, per diem). There is no cost for the training or associated programs. Please contact your Local President or other member of the Local Executive Board for further information on expenses and approval to attend.

Please plan on attending this seminar, not only if you have never been to one before, but maybe just as a refresher course.

The training will be held at the Radisson Graystone Castle in Denver, CO. The phone number is 800-422-7699 or 303-451-1002.

When making room reservations please let them know you are with the United Government Security Officers Corporate Block—this will get you the discounted hotel rate. We'll be having a reception on the evening of October 9th with training classes starting on October 10th. We hope to see you there!

NEWS FROM THE FINANCE OFFICE

"IT IS ONE OF THE CHARACTERISTICS OF A FREE AND DEMOCRATIC NATION THAT IS TO HAVE FREE AND INDEPENDENT LABOR UNIONS."
FRANKLIN D. ROOSEVELT

I would like to remind our members that when turning in changes regarding dues or personal information, **PLEASE-WE MUST HAVE IT IN WRITING**. Especially if someone has quit, been terminated, is on military leave, medical leave, etc. If we are not aware of the status of a member that is to not have dues deducted because of one of these reasons we can not notify the proper people to get these deductions stopped. We also need to be notified when someone that is returning to work needs deductions to start again. If we need to send the information to a Company that handles your deductions, the company has 30 days to stop deductions after they receive it in writing from the International. You can call it in initially, but we need a follow-up in writing so that we can keep it in our files. We receive many calls telling us things have not been updated or they are requesting reimbursements for dues paid and we have no way of tracking this information without the request in writing.

With the help from the Locals, we would like to obtain as many email addresses (especially from the elected officials) so that we can get information out easier and to a larger number of people. Members are also encouraged to visit our website www.ugsoa.com where you can go under Locals Toolbox and update their member information there.

We have also been stressing more and more that people send in lists with checks and rosters when members information or status changes. We have found that we are getting great response from a large percentage of Locals and the International appreciates that greatly. We just want to ensure that everyone gets on board! Just having these things sent in on a regular basis makes bookkeeping run smoothly and keeps our system up to date. We have forms here at the International that you can fill out and send in with the checks if you do not already have something set up at your Local. It is also imperative for you at the Local level to keep up with your books, especially LM Reports. The Department of Labor can come in and do an audit at any time. If you ever have any problems with the LM Reports or have questions about checks that are sent to you please contact Ronny Vance at rvance@ugsoa.com. If you have any questions that are related to dues you can contact Renee Hallaway at rhalloway@ugsoa.com or we can both be reached at 303-650-8515.

For ease with your books and any finance records we highly recommend your Local invests in a computer with at least Excel or some kind of accounting software. If you want to know about some accounting programs or ways to keep books you are more than welcome to contact us at the International Finance Office. We highly encourage those of you that believe you need help with these matters to attend our Training Seminar that is being held in Denver, Colorado on October 9th through October 12th, 2007. The Treasurer duties and financial duties will be covered to a great extent as well as many other informational topics and International happenings.



NRC NEWS

We continue to grow and we have just added Palisades Nuclear from South Haven, Michigan to our Division. The last year has been extremely busy with a lot of negotiations and grievance activity. It is with pleasure that I report that we have been able to maintain and increase a large number of benefits for our members while at the same time, other industries are doing concession bargaining. This has resulted in wage increases for our members that are at or above the national averages in our industry as well as others in the general industry. Our success is based on the tenacity of our members at the bargaining table and the business-like way in which we deal with the various companies who operate the nuclear sites.

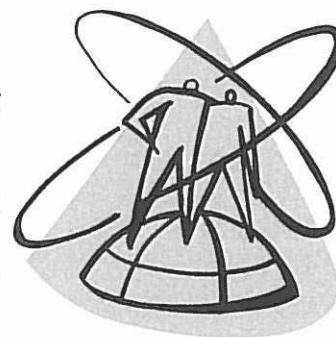
The biggest win for us last

year was at Pilgrim Nuclear where, through numerous negotiations, the contractor was replaced and the employees now work directly for the Owner of the facility, Entergy. This was a long and difficult process that began with numerous negotiating sessions with the contractor (which was leading nowhere) to numerous sessions with the Owner where both sides were able to find a way to make this happen. It ended up being something that was good for both the Company and the Security Officers. While we had many starts, stops and delays, the officers stayed united and we were successful in achieving the ultimate goal of a good new contract for the members.

Another major step was taken last year in addressing staffing levels at Three Mile Island as

we added language into the contract that sets new levels to reduce the large amount of overtime that was being worked. Again the officers should be congratulated on all the hard work, time, and effort that were put into making this happen.

The union also continues to monitor the happenings in Washington DC and what we see as changes that could affect our members. At this point, there is nothing new that we are aware of that will have an immediate impact. If you know of something or hear of rumors please let us know. This Division continues to prosper as well as the International because of you, the members, so don't hesitate to keep in touch and let us know how we can assist you and your locals.



"THE IMPORTANT ROLE OF UNION ORGANIZATIONS MUST BE ADMITTED: THEIR OBJECT IS THE REPRESENTATION OF THE VARIOUS CATEGORIES OF WORKERS, THEIR LAWFUL COLLABORATION IN THE ECONOMIC ADVANCE OF SOCIETY, AND THE DEVELOPMENT OF THE SENSE OF THEIR RESPONSIBILITY FOR THE REALIZATION OF THE COMMON GOOD."
POPE PAUL VI

HERE'S SOMETHING ALL LOCAL MEMBERS SHOULD KNOW...

Every UGSOA International Union member in good standing is covered (for free) by an Accidental Death policy through American Income Life (AIL). This policy amounts to \$3,000. This is what is needed for a beneficiary to collect on this policy:

1. Copy of Death Certificate
2. Letter from the Interna-

tional stating the deceased was a member in good standing

3. All pertinent information about the beneficiary (i.e. name, address, phone)

We realize that getting a copy of the death certificate is a touchy situation, but it is necessary. We request that a member of the Local Executive Board contact a member of the

family to get this.

All members of our union will be receiving a letter in the mail on this benefit.

Please make sure you fill out the beneficiary card so there will be no doubts if the benefit is needed. If you'd like more information on the other benefits AIL offers, visit their website at www.ailins.com.



**Member
Benefits**

Grievance Information

This is to remind all members, but especially officers and stewards, of the importance in doing a complete and thorough job when a member has a grievance. We receive a number of grievances at the International that have not been completed, are untimely or are lacking significant amounts of information. We cannot do an adequate review, provide good advice, or move the grievance to arbitration if we do not have a complete file. Remember, we are not at the site nor is the arbitrator, so you have to make your case clear and concise so it can be understood by someone reviewing the information.

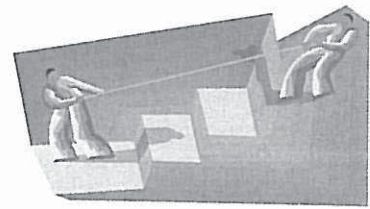
The company always does an investigation and the Union should be doing the same thing and finding all the

things the company may be overlooking or seeking to ignore in making a determination on the outcome of the grievance. Let's point out a few of the pitfalls and make sure you don't get into one of them:

1. Grievance must clearly show a violation of the contract and not just a "problem."
2. The grievance must be written to point out the issue along with the part of the contract that was violated.
3. The grievance must be filed and moved to the different steps in the grievance procedure in accordance with the timelines provided for in the Collective Bargaining Agreement.
4. A copy of all statements, reports and information request must be included with the grievance file.

5. Any past practice on the same subject should also be included.
6. Everything must be done with the thought this could end up in front of an arbitrator. Keep in mind that witnesses may need to testify.

Remember that the International Office is available for calls and assistance at anytime and your Director should help in any way you request. It is also important you send people to the training seminars put on by the International so you know and understand the roles and responsibilities of the officers and stewards. It can also help make your job easier. Any questions on this please call your International Director.



James Carney speaks to Congress on June 21, 2007. Visit www.ugsoa.com for more information.

Testimony from the hearing can be found at <http://transportation.house.gov/hearings/hearingdetail.aspx?NewsID=230>



INTERNATIONAL NEWS

I have been writing Congress for several years concerning the labor problems we see every day on government security contracts. Since last year in November we've started to see a change in the political landscape and attitude toward unionized labor. I was recently invited to speak before a Congressional committee concerning the problems we've been reporting. I took that opportunity to express to Congress how deep that problem is running and the positive effect that unionized security brings to the total security perspective. Every day you, the members of UGSOA, take care of the infrastructure of the United States Government and its Agencies. You also ensure the safety and protection of State and Local Governments, our Federal Courts, College Campus, our Nuclear plants, and private security, through a very professional Security and Police effort. Our mission is critical and all of our members take that mission serious. That deserves serious compensation, serious job security, and a serious mind-set from the people who run these contracts, both government and employer alike.

Unfortunately, the worst labor violations continue. Employers are failing to meet payroll. Unimaginable! These events are happening on federal security contracts to our members. A known felon operates a contract in Washington DC, Weldon Waites, and his Company, StarTech, defaults leaving our Local #34 and hundreds of other security officers without paychecks in DC. Jack Heard, the President and CEO of

Superior Protection Inc., defaults his contracts in various locations in Florida leaving our members at Local #236 and #202 without paychecks. Yes, it's really happening. As ironic as it sounds, our members get pulled from these federal contracts for the most simplistic misunderstandings, physicals, and common workplace violations. These directives come by way of a government contract "official". Yet, a felon can own and operate a federal contract.

We have the attention of the Government with an opportunity to apply constructive changes to the problems. UGSOA has now been invited to propose legislation to Congress that will address these matters. I immediately worked on that after the hearing. It has been completed and sent in.

The stories of what we are seeing are not all bad, they contain good news; real Union results. In Tampa last year the Department of Homeland Security replaced Superior Protection Incorporated in the face of our strike for "No Pay." The members of Local #236 threatened to walk-out and take up picket signs in that struggle and everyone had to take notice and be accountable. The strength of UGSOA members made the difference in that case. Finally, after the Department of Labor completed its audit, all Local #236 members have been paid. They have a new CBA with Security Consultants Group, a new contractor and are working under fair workplace conditions again.

UGSOA members throughout the United States should take lead from

that action, but not just in Tampa either.

In San Jose, California (Moffett Field), at the NASA Ames Research Center, UGSOA Local #403 members had enough. They have been negotiating and pushing SecTek for more negotiations after two rejected contract votes. SecTek promised to return to the table, after terminating their site manager and assistant manager who negotiated the previous agreements for the Company. The problem was simply that the Employer refused to return to the table and bargain. Charges were filed and Local #403 members committed to take action in a unanimous strike vote. We enlisted community support and advised the NLRB, FMCS, and NASA what was about to happen. Days before the strike I received a call that the Company wanted to return to negotiations. As I write this letter I am on my way back to the bargaining table in California. This would not have happened without the strength and unity of Local #403 members. We met at the table and the Company committed even more violations and cancelled the next meeting. Informational picketing began soon thereafter and SecTek fired the picketers. We are now **on strike versus Sec-Tek**. Please offer your support to Local #403. Contact our office to find out how you can help your Brothers and Sisters in California.

Take lead from these experiences UGSOA. They have the money, but we have the power through our UNITY!

BY JAMES CARNEY

NEWS FROM CALIFORNIA

Local 223 Central California

Unit 1 – We have concluded negotiations with Trinity Protective Services and are getting ready to ratify a new Collective Bargaining Agreement. We still have problems to work out with the company but we should be on the road to smooth sailing soon.

Unit 3 – We have been working hard to fight off a raid by California Security Officers Union. You may recall that this union, run by Forrest Huff, was voted out of the Bay Area by employees working for USProtect. Shortly thereafter, Huff sued a large number of them in small claims court for unpaid dues. He was also voted out of the Central Valley last year by our Unit 3 members and is now attempting to stage a coup in a bid to retake this territory. His most recent attempt failed, but watch out, chances are he will try again. On the most recently filed LM report, CSOU lists only 40 members and shows his net assets at negative \$20,921.00. That's right, \$20 K in the red!

On a positive note, UGSOA International is meeting with Security Consultants Group this week to begin contract negotiations.

Local 226 Virginia

I am working on a number of cases that involve the company's (DECO) failure and outright refusal to arbitrate on two terminations and one suspension. I predict a number of NLRB charges before this one is done.

Local 233 Washington State/FAA

Back in May, local leaders and International Representatives hammered out a new CBA with Just-To-Clean owner Jozette Boone and the membership ratified it. The last part was getting Ms. Boone to sign the contract and return it so we could submit it to the government contract officer for inclusion. That turned out easier said than done when Ms. Boone decided not to return the signature page or any of our calls or messages. This came to a head when the International President released the members of Local 233 to start job actions (i.e. strike, sick out, blue flu, picketing) against Just-To-Clean. Word quickly made its way to the contracting officer and before you know it, the signature page magically appeared. Thanks Jozette.

Local 403 Moffett Field, CA

Acting President James Carney is working with members to wrap up CBA negotiations with SecTek. Negotiations started out rocky

at first but after a minor change in corporate leadership, and a strike vote, things seem to be back on track.

Local 52 Southern California

Local 52 is currently in negotiations with USProtect with Acting President James Carney in the lead. So far everything is going well but we will wait for the conclusion before we count victory. By the way, Local 52 members have been patiently waiting for the back pay awarded by the Department of Labor, Administrative Law Judge Paul Mapes, back in March 2006. Currently the Department of Labor, Department of Homeland Security, and the US Attorney's office have okayed the payment of back pay to those officers who worked in San Diego and Imperial counties. UGSOA General Counsel, John Tucker is forging ahead with a lawsuit filed in Federal Court to get the pay for our members in Riverside and San Bernardino counties.

Local 824 San Pedro, CA - ICE/Detention Facility

We are attempting to force contractor MVM to the table for face-to-face negotiations. At this stage I do not rule out NLRB intervention or possible job actions. We shall see.

FROM THE ORGANIZING DIVISION

Mr. Ben Couch the Director of Organizing has left the organization to move back to Texas to take of his mother-in-law. We at UGSOA wish him luck in any future endeavors. I have been asked to step into his shoes until we assign someone to this position.

We have had several campaigns in which we were successful. UGSOA Local 29, Palisades Nuclear Site in South Haven, MI joined us after a long battle with SPFPA. They have 85 members there. Local 257, Langley AFB, VA is now on board. They have approximately 46 members and have held an election of officers. Mendez Saulsbury, President and Joe Collier, Vice-President have taken the lead and have been instrumental in moving the Local forward. Currently we are waiting for an answer from the Company, Sec Tek, Inc. in respect to negotiation dates.

Local 237, Houston, TX with approximately 90 members, voted on July 9, 2007 to come on board. We should receive the outcome of the ballots on July 24, 2007 per NLRB. This has

By Ryszard Zurek

been a successful drive and we welcome this Local on board. These officers were previously with SPFPA and were dissatisfied with the lack of representation and the inflated monthly dues.

We currently have campaigns in the following areas: Cincinnati, OH (currently with SPFPA with the same complaints as most of their locals; lack of communication, lack of representation and inflated monthly dues); San Francisco, California; Reno, NV; and another group of officers that are dissatisfied with SPFPA that wish to go to another Union, in Washington DC.

I will let you know the outcome of these campaigns in the next newsletter.

UGSOA welcomes all the new Locals and looks forward to serving you and your fellow officers by providing wages and benefits that are befitting a professional security officer!

If you have any questions or concerns or just want to chat please call me at 303-650-8515 or e-mail at rzurek@ugsoa.com.

GENERAL COUNSEL UPDATE

BY JOHN TUCKER

The past several months have brought some key legal victories for the UGSOAIU, its Locals and members. Specifically, in April 2007 Arbitrator John Sass ruled in favor of UGSOA Local 53 and ordered that Akal reinstate CSO Robbins to his former position at Akal and pay him his back wages from May 2006. In addition, Arbitrator James Lundberg recently ruled in favor of UGSOA Local 50 in its arbitration with AmGard regarding the termination of SO Barela and ordered that AmGard pay him his full back pay and benefits and assist him in obtaining new employment. In July 2007 Arbitrator Charles Donegan granted SO Jenkins from UGSOA Local 44 a substantial back pay award against Wackenhut arising from a previously won arbitration which Wackenhut tried to have overturned in the U.S. District Court in Washington, D.C. Rejecting Wackenhut's efforts to vacate the award, the Court remanded the case back to the arbitrator after which the parties submitted briefs to the arbitrator regarding the computation of the back pay award. And, on August 6, 2007, Arbitrator Zane Lumbley ruled in favor of UGSOA Local 71 in its arbitration with Akal regarding the termination of Local 71 President Jerry Smith and ordered his immediate reinstatement and the payment of 3 years of back pay. Significantly, in the past year alone the UGSOAIU has obtained nearly \$400,000.00 in back pay awards through arbitration.

Additionally, the UGSOAIU is continuing its prosecution of the CSO medical examination and due process suit in Washington D.C. Presently, the UGSOA is responding to another Motion to Dismiss filed

by the USMS. It is anticipated that once this Motion is ruled on that the court will begin to set deadlines for finalizing discovery and setting a trial date. Also, the UGSOAIU and its Local 52 are presently prosecuting a mandamus action against DHS due to DHS's failure to comply with a wage variance decision rendered in the Local's favor by ALJ Mapes in 2006. Presently, DHS is attempting to avoid paying the adjusted wages to the members of Local 52 employed by U.S. Protect and working in San Diego, San Bernardino, Imperial and Riverside Counties, California. However, the current suit is designed to thwart that effort and compel the DHS to comply in full with the ALJ's unchallenged Order.

Upholding its strong commitment to advancing the cause of its members and advocating the benefits of unionism, the UGSOAIU continues to vigorously advocate its members' rights in all available forums, including the courts, the NLRB and in arbitration. Unlike so many other guard unions and "associations" that make promises they cannot deliver, the UGSOAIU has proven its commitment to its members not only in its words, but most importantly, in its actions. When this Union was started by Jim Vissar he envisioned an organization focused on its members and the advocacy of their rights. I believe Jim realized his dream and trust that his vision and legacy will continue to be the benchmark by which the UGSOAIU operates and that it will also be the measure of all pretenders. Thank you, Jim, for allowing me to be a part of this organization and its vision. You will be missed.

DHS-FED DIVISION

BY RYSZARD ZUREK

My name is Ryszard Zurek and I joined the staff as a Director within the DHS-FED Division on January 15, 2007. I have twenty-two (22) locals assigned to me. I find my job satisfying and look forward to meeting with all of you. I have spent the last six months getting familiar with my locals. I have met with or spoken to via telephone with all local Presidents and have discussed the problems that are unique to their Locals.

In June 2007 I handled my first official contract negotiations with SCG, Inc. and was very successful. UGSOA Local 221, Corpus Christi, TX received a 3.5% increase in base wages across the board, for the next three (3) years. The Local President, Hector Sanchez, was instrumental in these negotiations as he helped to identify issues where the language was ambiguous and needed to be interpreted so that both sides understand what the CBA was saying and to avoid any issue(s) in the future. Well done Hector!

Locals 301, 302, and 303 in the Commonwealth of Pennsylvania, had concerns regarding the direction of their Locals. I made a trip out east with General Counsel for UGSOA, John Tucker. The first day of the meeting, Sharon Daniels, Chuck Harlan, and Joe Gorman (Presidents for respective Locals 301, 302, and 303) were in attendance. It was very productive as we got the issues and concerns on the table. From there we discussed the issues and moved to determine how we are going to resolve these issues. I want to thank the Presidents of each Local for their input and help. I would like to personally thank George Moore, Secretary/Treasurer for Local 302, for his outstanding help in coordinating the meetings. On July 12th John Tucker, Bureau of Labor from PA Director Richard Russell, and I met. The Union let Mr. Russell understand the Locals position and that they must adhere to the CBA. This proved to be a very productive meeting as both sides had constructive criticism and we feel that the Commonwealth of Pennsylvania now understands where we stand in relation to the CBA. I believe we and the Locals gained some respect in those meetings.

The biggest question and issue(s) I get from the Locals is the lack of proper training and when can we provide same. I am talking about the process of setup, such as LM reports, system of dues collection, running your first elections, by-laws, and initiating your negotiation, grievance procedures; these are essential steps needed to help run your Local.

The next International Training Seminar will be in October and detailed information will be sent to those who wish to attend. This would be a great opportunity for your officials to get proper training and the opportunity to meet fellow brothers and sisters of the Union.

I am now in multiple negotiations for the next couple of months; I believe we will make significant changes in respect to wages and benefits for all Locals. I will give a complete report in the next newsletter.

If you have any questions or concerns or just want to chat please give me a call at 303-650-8515 or e-mail at rzurek@ugsoa.com.

Other International News

James Vissar was a man of faith grounded in belief. Not religious belief but Mr. Vissar firmly believed in the strength, intelligence and intestinal fortitude of his staff and members.

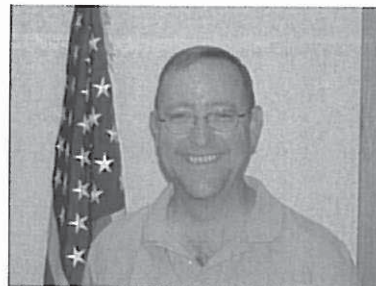
I'll never forget when I finally came to realize all that Jim did and what he had to work with. It was humbling to realize that a person, like me, who, with singular vision and iron determination built from meager beginnings an organization that today stands for those things that I hold dear. I know that it must have been hard to hold to the course and that like those who follow him Jim had to have faith not only in him but in those who chose to follow him.

Jim also had faith and believed in me as a young local President and over the years that faith never wavered but was renewed time and time again.

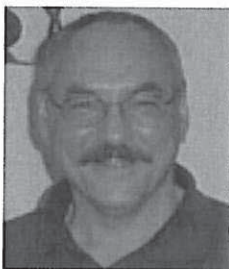
James A. Vissar, a man of faith grounded in belief in the people who believed in him.

Michael Hough, Vice President

The International has had a few staff changes since our last newsletter. First we would like to welcome Renee Hallaway to the staff. Renee has taken over the dues work and has done a fabulous job so far. Thanks Renee and Welcome Aboard!



UGSOA International Union Vice President Michael Hough has retired from his position as a Security Officer and taken a full-time position with us.



Ryszard Zurek has been promoted to Director in the Fed Division. Congratulations Ryszard!

Desiree Sullivan has also joined our staff as a Director. Desi was the former President of our Local 25 in Plymouth, MA.



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WE'RE ON THE WEB!
WWW.UGSOA.COM

REMEMBER...
 UNITED WE BARGAIN
 DIVIDED WE BEG