



UGSOA International Union News



February 2015

NEW STAFF

The Year in Review

First off, we want to wish everyone a very Happy New Year. It is our hope that you will have a peaceful, joyous and prosperous year and we thank you for your continued support.

As always, 2014 was a very busy year. Collectively, the International Staff and our Local Officials negotiated more than forty (40) Contracts that provided our Members with higher wages and better benefits; we launched twenty-three (23) Department of Labor Violation Investigations, we filed multiple Unfair Labor Practice Charges in all Regions of the Country, and were able to resolve more than 115 Grievances either through Settlement discussions and/or Arbitration proceedings.

In addition to maintaining our day to day responsibilities, we have also been very busy assisting all of our new Locals. Please welcome aboard Locals: **175, 296, 350, 351, 352, 354, 355, 356, 357, 358, 360, 871, 872, 880, 881 and 882**. All of these new Members have diligently worked with the International Staff in effort to complete the Local start-up requirements while working through Contract Negotiations. We appreciate all of their hard work and are happy to have them a board. Welcome!

Due to the large influx in growth in our Membership, and while remaining mindful of our need to continue to provide our members with the level of representation that they are accustomed to, we have

recruited some new people to join the UGSOA Team. Please Welcome: Comeka Diaz, (UGSOA Staff Attorney), Matthew Reynolds, (International Grievance Coordinator/Director), James Natale, (UGSOA International Director-East Coast Division), and Joe Carey, (UGSOA Vice President-NRC Division). Along with adding to our staffing levels, we are also working on re-aligning our Organization into specific Regions for all Divisions other than our Court Security Officers. You will be provided with more details about these changes upon completion of our restructuring process.

The 2015 Year will begin with the International launching its Fifth Constitutional Convention in Atlantic City in May. This is an exciting event for our Union and the decisions that are made by the Membership during this seminar will govern the direction of our Organization for the next five (5) years. With that said, we encourage you to attend and actively exercise your right to vote.

In closing, we thank you for another successful year and look forward to an extraordinary 2015.

Sincerely,
International Executive Board & Staff



Comeka Diaz

Matthew Reynolds



James Natale

Joe Carey



UGSOA Benefit Plan UPDATE 2014

The UGSOA Plan was launched in October of 2013 and we, (here at BSI), have utilized a majority of our time throughout the 2014 year assisting their members with all aspects of the program, (i.e., open enrollment, processing claims, plan development, etc.). As a result, the transition has been progressing nicely and the continued increase in the number of participants will provide their members with better benefits, lower premiums and reduced fees in association with the 401K Plan.

We are projecting a decrease in fees associated with the 401K Plan sometime during the third quarter of 2015; coupled with a "stand alone" Benefit Option Plan which will include: Dental, Vision, Short Term Disability, Long Term Disability, and AD&D coverage. We will provide



you with the details of the changes and instructions for enrollment once the process has been completed.

As a way of ensuring that the Plan is administered efficiently, we are working towards drafting and implementing one master plan for all UGSOA Locals with one open enrollment date for all participants. It is our hope that we will be able to have this completed by January 01, 2016.

We are happy with the progress that we've been able to make and are convinced that these initial steps that have been taken will build a solid foundation for the members of UGSOA

going forward.

Please take the time to review the benefits site at: myugsoabenefits.com

If you should have any questions regarding the UGSOA Benefit Plan, you may contact BSI directly at **1-800-382-2044**.

Sincerely,

A handwritten signature in black ink that reads "Beau Harling".

Beau Harling
Vice President
Your Benefit Source

New Executive Order

Fair Pay and Safe Workplaces



By the authority vested in me as President by the Constitution and the laws of the United States of America, including 40 U.S.C. 121, and in order to promote economy and efficiency in procurement by contracting with responsible sources who comply with labor laws, it is hereby ordered as follows:

Section 1: Policy: This order seeks to increase efficiency and cost savings in the work performed by parties who contract with the Federal Government by ensuring that they understand and comply with labor laws. Labor laws are designed to promote safe, healthy, fair, and effective workplaces. Contractors that consistently adhere to labor laws are more likely to have workplace practices that enhance productivity and increase the likelihood of timely, predictable, and satisfactory delivery of goods and services to the Federal Government. Helping executive departments and agencies to identify and work with contractors with track records of

compliance will reduce execution delays and avoid distractions and complications that arise from contracting with contractors with track records of noncompliance.



Section 2: Compliance with Labor Laws: (a) Pre-award Actions. (i) For procurement contracts for goods and services, including construction, where the estimated value of the supplies acquired and services required exceeds \$500,000, each agency shall ensure that provisions in solicitations require that the offer or represent, to the best of the offer or knowledge and

belief, whether there has been any administrative merits determination, arbitral award or decision, or civil judgment, as defined in guidance issued by the Department of Labor, rendered against the offer or within the preceding 3-year period for violations of any of the following labor laws and Executive Orders (labor laws).

<http://www.whitehouse.gov/the-press-office/2014/07/31/executive-order-fair-pay-and-safe-workplaces>

UGSOA's Fifth Constitutional Convention



Resorts Hotel & Casino
Atlantic City, NJ

An Agenda will be coming out soon!

May 17, 2015 – May 20, 2015

*To Reserve your room either
Call Resorts Hotel & Casino at:*

609-344-6000

or **Go to** WWW.UGSOA.com

***Go to News, Click on Events move the
calendar to May 2015 and Click on
UGSOA International Fifth
Constitutional***



Event : UGSOA International Fifth Constitutional Convention

Category: Convention

Start Date: 5/17/2015

End Date: 5/20/2015

City: Atlantic City

State: NJ - New Jersey

Location: Resorts Casino Hotel - 1133 Boardwalk

Details: [Click here to make your Hotel Room Reservation](#)

**UGSOA
International
Union**

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