



# UGSOA International Union News



## January 2016

## The Year in Review

Dear UGSOA Members,

First off, Happy New Year and thank you for all of your hard work and support. We appreciate you and are very proud to represent such a dedicated group of professional Men and Women.

Given the state of our Nation, and in response to the ongoing Security threats, the expectations and demands that are placed on you are under constant scrutiny and your work environment is one of unpredictability and continuous change. People are all too quick to forget that it is your dedication and sacrifices that provide our Government Buildings, Government employees and the American public safe on a day to day basis. So with that, THANK YOU for being the diligent, professional Officers that you are.

In thinking about our challenges throughout the 2015 year, it is clear that we are still working our way through a long stretch of labor unrest. We've experienced Government Shut Downs and Nationwide movements aimed at dissolving organized labor. We've felt the trickle down effect of these efforts and we watched it ripple its way throughout our entire Nation. We've seen the gap between Worker and Manager widened and we've experienced the frustration of

our rights being legally diminished or taken away entirely.

However, trials and tribulation have the tendency to provoke change. These difficult experiences have initiated an awakening in our Members. It has become apparent to them that complacency is no longer an option. We've watched their frustrations turn into motivation and they're motivation turn into productivity. The ongoing, unacceptable circumstances have created a situation that mandates that we stand together as a united front in the face of adversity. A solidified Bargaining Unit!

When our member's wages and benefits were unilaterally stripped from their Contract, we diligently worked together and collectively gathered more than 500 signatures from Local members all across the Nation and forwarded it to Washington DC with a demand for change.

We collectively planned and launched a nationwide picket that included the States of Arizona, Maryland, Texas, and Florida which resulted in the ratification of a fair contract for our Local 340 members.

And after many failed attempts to secure a fair contract for our Local 293 members, we made a collective decision

to exercise our Section 7 Rights. We fought for what was right! A strike was initiated and many UGSOA Members donated their personal time to walk the picket line with their Local Brothers and Sisters in conjunction with our International Staff. The Strike ended on the Forty-fourth day and we were able to secure an acceptable Contract for our Members.

We believe UGSOA is the most solidified Security Union in the Nation and because of this, the milestones that we've accomplished will be nothing compared to the ones that will occur in our future.

We have, and will continue to build a stronger foundation for our Organization that has the ability to stand the test of time. One that is ready to take on any challenge. One that we can be proud of. And through this process, we will continue to reaffirm and validate our commitment to each other and to our cause.

Again, we thank you for your support!  
Good Job!

In Solidarity,

The UGSOA International Executive  
Board and Staff



## UGSOA Benefit Plan

The UGSOA plan is maturing nicely and has continued to expand since its development just two years ago. As of December 31, 2015, over 1200 members have been enrolled!

We have several contracts with Aetna which is currently our primary carrier. However, we do have regional plans that are being offered to some Locals when it becomes apparent that Aetna is not a fit for our members in any particular geographical area.

BSI remains to be our Third Party Administrator and continues to monitor and administer the Plan and assist UGSOA members with all aspects of the plan; to include open enrollment, claims processing, and plan development.

We've been able to successfully negotiate consistent rates that will remain the same throughout the 2016 year for all hourly plans with renewal dates that start after July 1, 2015. The importance of the rate stability is that our members



will not be required to pay any additional Health and Welfare funds above what is currently being accessed.

We are pleased with the steady progression of the plan and we are happy to be able to provide our members with affordable Health Care options that are controlled by them. So with this, we have set a new goal that will launch a Master Plan in late 2016 to be in effect for the 2017 year. In the event that we are able to obtain this landmark, our member's benefits will further be enhanced with more options, price reductions in premiums and better plan stability.

Due to the growth with the UGSOA 401K plan, we have

been able to obtain a significant fee reduction for 2016 and beyond. The fee reduction went from 20 basis points, or, \$9.00 per member annually to 1.35 basis points and .90 per member annually.

If you are interested in the retirement plan or medical insurance for your local please contact your International Director or feel free to call directly to BSI at

**1-800-382-2044 press option 1.**

Sincerely,

A handwritten signature in black ink that reads "Beau Harling". The signature is written in a cursive style.

Beau Harling  
Vice President  
Your Benefit Source

# 2015 Convention

The UGSOA International's fifth Constitutional Convention took place in May. Many Locals attended and participated in the process. It was a great Success!



# 2016 UGSOA Training Seminar



Golden Nugget Hotel & Casino  
Las Vegas, NV

***An Agenda will be coming out soon!***

**September 18<sup>th</sup> – 22nd, 2016**

*To Reserve your room either*

*Call Golden Nugget at:*

**800-634-3454**

or **Go to** [WWW.UGSOA.com](http://WWW.UGSOA.com)

**Go to News,**  
**Click on Events** move the calendar to  
September 2016 and **Click on UGSOA**  
**Training Seminar**



**Event : Annual Training Seminar**

**Category:** Annual Training Seminar

**Start Date:** 9/18/2016

**End Date:** 9/22/2016

**City:** Las Vegas

**State:** NV

**Location:** Golden Nugget Casino & Hotel

**Details:** Click here to make your hotel reservations.

**UGSOA**  
**International**  
**Union**

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