



8620 Wolff Court, Suite 210
 Westminster, CO 80031
 www.ugsoa.com
 303-650-8515 tel 303-650-8510 fax
 Toll Free 1-800-572-6103

Special points of interest:

- Upcoming Training Seminar in Las Vegas
- 301 Lawsuit Settlement
- New Website

Volume 3, Issue 1

March 24, 2008

United We Bargain Divided We Beg

UGSOA INTERNATIONAL UNION

Spring 2008 Newsletter

News from the International President

The reason UGSOA is the strongest union for security professionals rests with our members first - our Locals - and your International Union, all working together. As members of the greater labor community we can never forget that our reason for existence rests with principle, not with just wins or losses. When we are winning for our members, whether it be new units of members, new Locals, jobs, court cases, arbitrations, job security, solid contracts, or wage increases, our ability to win boils down to your strength as a membership. I am proud to report that we are winning. In the last 6 months we have had three Locals who said to the Company they work for, enough is enough. And standing up to the boss at work is a real gut check, I know because I led my own Local out on strike in 2000. I have led many more as your International Union Rep. What can be a more worthy endeavor than uniting, sticking together, and seeing your contract through to the end?

In a negotiation that I've been working on for months in South Texas for Locals #218 and #237 (Brownsville/McAllen, TX, and Houston, TX), Coastal International Security tested our resolve as a Union. It was a matter of principle after the Company stalled and delayed. Of course

we filed charges at the NLRB, but charges do not equal a signed contract. Negotiations do. These Locals held back as long as they could and in January I sent a vote out to them for a strike. At the same time, the charges were proceeding for decision to the Regional Director of the NLRB. UGSOA members had enough. We settled the contract during the following days, and the UGSOA members in Houston won a first ever contract with wage increases, seniority, layoff protections, shift differentials, and sick days. For the previous 4 years, they enjoyed none of these benefits. Yes, they had not received a wage increase in 4 years prior to voting in UGSOA as their Union in 2007. In case anyone thought Locals #218 and #237 were bluffing, I received numerous responses to the strike vote. The response was 100% TO STRIKE. I respect members who, in this day and age, are willing to stand together over the principle of their contracts and their employment. Not just for individual benefit. We are seeing more and more Locals around the United States, especially UGSOA members, standing together for one another. Locals #218 and #237 are examples of the kind of members we have here at UGSOA.

In the midst of an era during the past 20 years where membership



James D. Carney, International President

to labor unions in general has been on a steady decline (see graph on page 2), UGSOA has grown each and every year. The challenge is to focus on servicing our members when everyone else is trying to hang onto the members they have or turn the trend of losses around. Ours has been a trend of growth. But what about service to our members? We've done that as well. In the past two years we have directed the consolidation of two major areas of service to our members. *Continued on Page 2*

Inside this issue:

CSO	3
NRC	4
From the IT Corner	4
Organizing	5
Improving Local's Mgmt.	6
Finance	6
DHS-FED	7
Grievance	7
New at the International	8

News from the International President *continued...*

First, through the use of one Law firm to represent our legal interests, who directs all legal service for cases we take to Arbitration and into Court. Second, the formation of the International Grievance Committee (IGC), where senior staff at our office troubleshoot grievances that have advanced through your Local's layered grievance steps, for a final review prior to Arbitration. Because of these changes we are developing better grievances at Arbitration, and our winning percentage at Arbitration is the highest.

We are seeing the fruit of another area of service to our members. It comes through training your Local leaders to conduct better "on-site" representation, and grievance investigation and processing after your Local leaders attend our training seminars. We are dedicated to preparing your Local's Executive Boards and Stewards in the how-to's of union representation. We find that Locals who send their leaders to

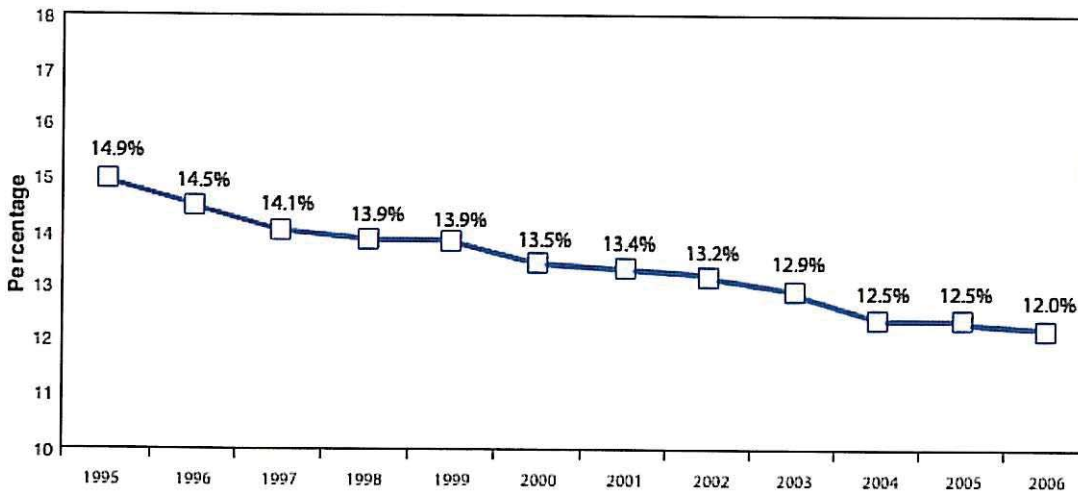
our UGSOA Seminars, have significant improvements to grievances, questions, and pursuit of our overall mission, which is: Representing you! Our International Union depends on the groundwork and development of union functions from the Local level. We cannot be as successful at the National level if your Local is not producing quality grievances and contract enforcement. Your Employer will live by their signature in the contract when they can expect enforcement from Local Unions in concert with the National Directors at UGSOA. Because of the work from the ground up, we are improving what is already the strongest Union for Security Professionals. Employers are surprised at the cases we are winning. I'm not, because I see the combined effort of our work.

A final thought...If you are concerned about the overall state of union membership in the United States, don't be. After years of decline, last year's union membership is now

rebounding. We have news for the labor hater, unions in the U.S. will always be here, on principle. Unions throughout the U.S. added hundreds of thousands of members back to their rolls (2007). Employees have started to realize once again the value of the union at the job, instead of the "take our word for it", "they're our employees, we'll take care of you," type of workplace you hear from the Company. We get plenty of those comments at UGSOA bargaining tables. With a few exceptions the truth of the matter is that they were our members first. We are demanding the dignity and respect, (including the wages—see chart on page 5) which you deserve on the job.

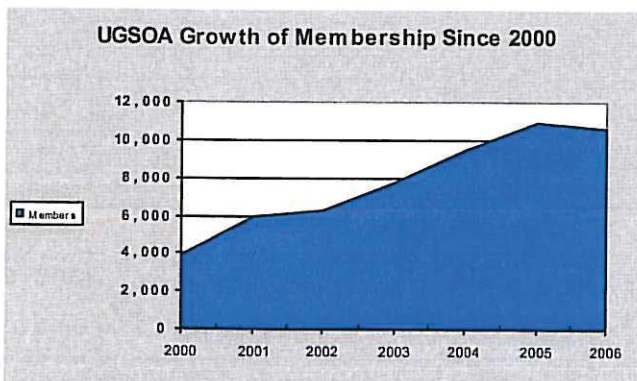
This Newsletter is dedicated to the wins and gains we have obtained in the last year for our members. This translates to the numbers reflected in the UGSOA Growth (see below) Thank you Members for your strength and loyalty in support of UGSOA. Because of you, we are strong.

Percentage of Workers Who Belong to Unions (non-UGSOA), 1995-2006
Membership as a Percentage of Payrolls

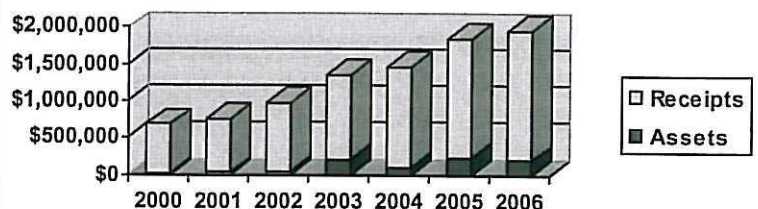


Information provided by the United States Department of Labor, Office of Labor Management Standards

UGSOA Growth of Membership Since 2000



UGSOA Financial Growth, 2000 - 2006



A Season of Change is Upon Us By Donna Huff, Director, CSO Division

The United States Marshal Service has awarded the 1st, 3rd and 4th Judicial Circuits to MVM, Incorporated and has awarded the 2nd, 5th, 6th and 12th(D.C.) Judicial Circuits to Inter-Con Security Services, Incorporated. Akal Security, Incorporated, who lost the 5th Circuit in 2006, and now has lost the 2nd, 4th and 6th Circuits, has been around so long that many Court Security Officers have known no other contractor. USProtect, Incorporated, who was awarded the 3rd, 5th and 12th Circuits in 2006, has already lost their contracts for all three circuits. MVM, Incorporated, who has retained the 1st Circuit and has also been awarded the 3rd and 4th Circuits, has been around for a while. In 2006 they did not rebid the 3rd, 4th and 12th Circuits, which they had previously held, because, according to a letter put out by the CEO, they had bid too low and for every dollar they billed the USMS, it cost MVM one dollar and ten cents. I am sure MVM, Incorporated learned a valuable lesson from these losses and hopefully, they bid the current contracts more wisely. Inter-Con Security Services, Incorporated is new to the Court Security Contracts, but they have held the United States Department of State security contract for years.

United Government Security Officers of America, International Union has seen contractors come and go on these United States Marshal Service Court Security contracts. We have seen what happens when a contractor bids too low. We have seen contractors come on to these contracts with grandiose ideas of change. Fortunately the Service Contract Act was enacted to protect the employees and to govern contractor's actions while on these contracts. That doesn't mean that contractors always do the right thing or that even the government always does the right thing. Hence, the main reason for organizing together, as a union, is to demand that Court Security Officers be treated fairly and with respect; to protect Court Security Officers' seniority rights; to bargain reasonable wages and benefits; and to ensure that contractors and government agencies abide by the laws of this great country, and to hold them accountable when they don't. In August of 2001, UGSOA International Union filed suit against

the United States Department of Labor, the United States Marshal Service and Akal Security, Inc., for violation of the Service Contract Act, Case No.C01-1230 Z. This was filed in Seattle, WA and the case was heard by Judge Zilly. Akal had entered into negotiations with UGSOA and its UGSOA Locals in the 9th Judicial Circuit in March of 2001 and proposed wages and benefits that were below those existing in the predecessor CBA. UGSOA had advised Akal that its proposals must at least meet those contained within the predecessor CBA as required by the Service Contract Act. Akal advised UGSOA that it was not obligated to abide by the terms and conditions of the predecessor CBA due to language that the USMS had put in the USMS contract with Akal. That language was also approved by the DOL. Guess what? On December 19, 2002, UGSOA International Union prevailed. The DOL was ordered by Judge Zilly, to order the USMS, who in turn had to order Akal, to PAY BACK ALL that was lost during those negotiations, not only for the UGSOA 9th Circuits involved, but the ENTIRE 9th Circuit. This is a landmark case and I used it when USProtect came on to these contracts and stopped Health & Welfare payments to CSOs (in the 3rd and 5th Circuits) and tried to put the money in their 401(k) plan, thereby avoiding paying taxes on this money. USProtect had to pay that all back to the CSOs.

UGSOA International Union has a pending lawsuit against the USMS over the fact that, CSOs who are terminated over perceived physical disqualifications, have no due process. This case was filed in 2001 and is still very much alive. Judge Kessler has made some rulings on this case that are very important: 1. CSOs have a property interest in their jobs and 2. USMS are co-employers under the Rehabilitation Act. Because of the second ruling, terminated CSOs must file with the EEOC against their contractor and with the USMS EEO against the USMS. The result of the two EEO charges would be "right-to-sue" letters against both the contractor and the USMS. Unfortunately, some other lawsuits that were filed over this matter have gone nowhere and in some cases have even hurt the UGSOA

lawsuit. Our Attorney has had to step in and help some of the other Attorneys, in order to prevent them from doing even more harm. With an issue, such as these exaggerated physical requirements, it would behoove the CSOs to band together and attack this problem as one, no matter what Union or Association they belong to. Again, unfortunately, there are those out there who would rather put down each others' Unions or Associations, rather than to tackle the real problems facing the Federal Court Security Program.

UGSOA International Union has been working to revamp the grievance and arbitration procedure at the International level. Last year we formed the International Grievance Committee, who has the responsibility to review each grievance that comes to the International and to determine the best course of action. Some grievances have been sent back to the Locals for more information, as they were incomplete or required other plans of action, such as NLRB charges, EEO charges or needed further documentation for support of the grievant's case. Most have been moved to arbitration and at that point a list of arbitrators is ordered and the case is assigned to an International representative or an Attorney to try the case, depending upon its difficulty. When we do not get cooperation from the company involved, we have and will continue to file "301"¹ claims against the company to compel them to arbitration. In the past twelve months we have won two termination cases that involved CSOs. On October 30, 2007, UGSOA International filed a "301" claim against Akal Security to compel them to arbitration over thirty grievances that they were refusing to arbitrate. On March 4, 2008, UGSOA International and Akal Security met and settled the "301" claim. Nearly \$26,000.00 in settlements over suspensions, over-time and various other matters was won. Each UGSOA Local who had a grievance in this case will be receiving a letter explaining the exact settlement of their case(s). In two cases the parties agreed to go to arbitration and a panel of arbitrators has been ordered for each.

Continued on Page 5

NRC / Commercial Update

By Larry Ferris

As many of you are aware, the sleeping incident at Peach Bottom has brought a lot of attention to our profession and our membership. We are now in the process of moving three of our sites; Limerick (Local 12), Oyster Creek (Local 17), and Three Mile Island (Local 18) from "contract" with Wackenhut to "in-house" with Exelon. While the trend for "contracting-out" continues, UGSOA is bringing our members back "in-house." We are in the middle of doing this and there are a lot of changes, especially in the area of benefits, that we are working to improve and protect. Negotiations are underway and we hope to be successful for all of our members at these sites.

A contract was recently completed for our newest NRC Local, Palisades Nuclear, UGSOA Local 29. They had previously been represented by the other large union and were tired of the way they had been treated. Please welcome them at the seminar in Las Vegas in May or if you need any information about them, just let us know and we can put you in touch with their local president and other officers.

This year brings many challenges on how the new NRC overtime work rules will be implemented, as it appears most sites have no final determinations on what they plan to do. It does appear that in general, most seem to be adding some new staff but are not sure it is just for this purpose. We would appreciate hearing from you when final determinations have been made at your site and how you handled the changes, if there were any.

There are also a lot of negotiations coming due this year. Desi

and I will be busy throughout the year and if any of you need information about your specific contracts or have questions, please let us know in advance and we can get the information to you. The continued rise in the cost of insurance causes many of our contracts to be reevaluated and decisions need to be made on how we deal with changes that may be coming in terms of how these policies are handled.

We are experiencing a larger case load in the area of arbitrations than we have seen in the past few years. There seems to be a lot of changes in supervision at sites and some think they can do whatever they want. We have over 6 cases pending with 4 under review and a good possibility of moving forward. It also appears to be more difficult to reach resolution on these cases by means other than arbitration.

In the area of adding new sites, Desi is busy recruiting those who wish to make a change or those that are not represented at all. If you know of a Nuclear Site that is seeking representation, let Desi know.

Last but not least is the importance of training for your officers and stewards so they can be more effective in handling your grievances, making sure you have representation, and that problems are being addressed by management. The Spring Training Seminar will be held in Las Vegas in May and information has been sent to your local Executive Boards. We encourage you to send representatives so they can better serve your members.

Don't forget the upcoming Training Seminar to be held in Las Vegas, Nevada, May 6th — 9th, 2008. Contact Tracey at the International Office for details. Hope to see you there!

Dear Brothers and Sisters,

Communication is an essential part of everything you do and every day life. If we do not communicate, we are lost.

The International Union uses many modes of media to communicate; computer, telephone, fax, well, you get the point. Recently, we have begun using Skype 3.6, a free download, as a means to communicate with each other and our locals. There are other means, such as MSN and Yahoo Messenger, but I find Skype is very user friendly.

Skype 3.6, as stated above, is a free download that gives you the tools you need to video conference, or in some cases, strictly

From the IT Corner

By Ryszard Zurek

audio conference, just by using your internet connection., thereby reducing the cost of a long distance telephone call. You will need to buy a web cam, a good one costs between \$30 to \$50, with a built-in microphone to connect to your computer. Run the software and set up an account and screen name. You can find a contact by going to the task bar and pick tools. In tools you will pick "add a contact" once there you type in the name of the person you are searching for, i.e. Ryszard Zurek, Westminster, CO, and double click on the name to add the person. The recipient will receive a message stating that a person would like to add you to their contact list. Just say "yes"

and you are up and running. A reminder: this works best if both parties have high speed DSL or a cable modem. Dial up is very slow and cumbersome.

So get with your local members and see if this would be something that you could use as a tool to help communicate between members and the International. Hope to see you on my Skype soon!



Skype allows for Face-to-Face communications with the International

Greetings Everyone!

As you all know, I began working for the International in August of 2007. Although I am assigned as a Representative for some of our Nuclear Facilities, I have been spending quite a bit of time on recruiting and organizing new Members into our Union.

I am happy to report that this effort has proven to be successful. We have gained five (5) new Locals, #29, #261, #270, #272, and #275, in the last six months, and we have other Election dates pending.

I have advised all of our newest members of the upcoming Training Seminar in the hopes that they will attend the event and take advantage of the opportunity to not only learn, but to meet all of you.

With that said, I wanted to take the time and thank all our Local Presidents and Representatives who have taken the initiative to help me collectively solidify the International's position on these Campaigns. I really appreciate your dedication to our cause. It is always comforting to know that our members are in support of what we do and that they understand the "true" meaning of Unionism. Thank you again.

I am excited about the upcoming year and all that I envision it to be. Obviously, none of this would be possible without all of you. So, keep up the good work, and I hope to see all of you in Las Vegas! *Desiree Sullivan, Regional Director*

A Season of Change *continued...*

Eight (8) grievances were withdrawn without prejudice, because we either didn't have strong evidence to support the case or the issue was no longer an issue. Outside of the "301" case, we have recently settled two other grievances for a total of \$3,825. We are working on a settlement that involves the company rescinding some memos it had put out. Two cases are in abeyance here at the International, pending information request ULPs. The NLRB issued complaint on these two and we are waiting to get a hearing date. There are currently seven cases slated for arbitration; one scheduled for March 11, 2008, one scheduled for May 20, 2008. Two cases where the arbitrator has been selected and we are waiting for a hearing date. In three cases that the arbitrator panels have been ordered; the parties will be selecting an arbitrator, and then, setting the hearing dates. I believe

the overhaul of the processing of grievances at the International level has proven to be a good thing. Some of the grievances in the "301" case were very old, but we did not give up. Perseverance is what it is all about. UGSOA International and its UGSOA Locals are in this for the long haul and we are committed to getting justice and fairness for all of our members, no matter how long it takes.

Preparations for negotiations will begin shortly. Prepare your Local by setting up your negotiating committee, set up a communications network to keep your members informed, and get your ideas for changes and increases together. I will be contacting each Local with specific information for your Local.

¹ "301" is the section of the LMR-A that Unions can file under for breach of contract.



Earnings by Occupation, 2007

Full-Time Wage and Salary Workers' Median Weekly Earnings

	Union	Nonunion	% Difference
Service occupations	666	421	58.2%
Health care support occupations	502	446	12.6%
Protective service occupations	954	610	56.4%
Food preparation and serving-related occupations	502	379	32.5%
Building and grounds cleaning and maintenance occupations	551	407	35.4%
Personal care and service occupations	585	420	39.3%

Source: U.S. Bureau of Labor Statistics, *Union Members in 2006*, Jan. 25, 2007, Table 4. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation and industry.

Improving Local's Management By Ryszard Zurek

Dear Brothers and Sisters,

The agenda for the coming year 2008-2009 will be to get all locals running up to speed. In my first year as Director at the International Union, it became apparent that not all the locals were running in the most efficient manner.

I have been working with Locals under my oversight to improve LM filings, membership rosters and contact information, and proper dues accounting and collection.

Stewards were not trained in proper handling of a grievance, or how to move each grievance along so that time bars are not missed. At what point do you move to file charges with the NLRB or send a grievance through for review of a possible arbitration? We teach these classes at our International Union Seminars, but many locals still need to send their representatives for training.

My job as Director is to make sure each and every Local is on the same playing field, not to run the Local, but to assist in its development. In the coming months I will be contacting locals and helping in the development of a program that will benefit the running of the Local Union.

We will work together to institute by-laws, develop procedures for grievance handling, instructions on how and why we file an LM report, and much more.

I am looking forward to speaking with each and every one of you in the coming months and help develop your local to better serve the members of our Union. This will create a unified Local Union which communicates with its members for a better future. We are all in this together, so let's work together for the same goals.

**Remember to
Get Out and
Vote!!**

From the Finance Department

We would like to remind our members that when turning in changes regarding dues or personal information, **WE MUST HAVE IT IN WRITING, PLEASE,** 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 your member information there.

We have also been stressing more and more that people send in lists with checks and rosters when member's 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! 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 Melody Norton at mnorton@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 Las Vegas, Nevada May 6th thru 9th, 2008. The Treasurer and financial duties will be covered to a great extent as well as many other informational topics and International happenings.



FED Division News from Michael Hough

This has been a very busy and successful time for those Federal Division Locals under me. Among the many victories we have completed CBA's for four groups including a group that International President James Carney joined in a successful job action to bring their employer, SecTek, back to the table. The company thought they had everyone on the run when they illegally fired the eight members who formed in informational picket but the loyal members of Local 403, at Ames Research Center, Moffett Field, California, out on the line stood their ground and won the day with a new, better CBA along with a full reinstatement for all the fired picketers. Since then the company has continued to show its inability to treat workers with dignity and respect which has resulted in another round of National Labor Relations Board charges being filed along with a substantial arbitration moving forward. Local President Kim Giovanni has proven time and again her willingness to hold the company to the letter of the law. You go Kimmie!

In Sacramento, California, Local 223 President Rafael Cancino and Vice President Joseph Gonzalez have been busy with three different companies in their bargaining unit, all of which have new CBA's. The CBA under Security Consultants Group has been under a constant barrage of attacks by Forrest Huff and his rouge union. Forrest and his cronies have pulled out every trick in the book to destroy this section of Local 223 but with no success so far. Some of you will remember Forrest Huff as the guy who got booted out of San Francisco and Oakland by his former members only to be voted out of Fresno right after that. Since then he has filed at least a half dozen NLRB charges alleging anything he can

about the CBA we negotiated with SCG. It makes you wonder why he is fighting so hard until you look at his most recent LM report (received by the Office of Labor Management Standards in 2005) which shows CSOU over \$20,000.00 in the red. Run Forrest, run.

Down in sunny San Diego, Local 52 President Robert Nowosielski is working hard to bring his members the best service and representation possible. He has already lined up a program of discounts for union members that is the best I have ever seen. But life is not all fun and games with Robert and his staff who right now have their hands full dealing with their employer and fielding questions from members about their back pay. It has been more than two years since International President James Carney led Local 52 to victory in the first ever Department of Labor Variance Hearing ruling which awarded local members more in wages in an order issued by Department of Labor Judge Paul Mapes. Since then, Department of Labor, Department of Homeland Security and USProtect have been playing who's on first which was getting the members nowhere until the International stepped in and unleashed the International's legal counsel John Tucker on them. He has since filed a lawsuit in federal court against all three which is still working its way towards judgment.

On the other side of the country but still in the sun belt is Local 31 in Jacksonville under President Ray Cochran and Local 236 in Tampa under Trustee Charlie Mestas. These folks are busy trying to keep their employer at the negotiating table and dealing honestly. This group has been so plagued with pay issues since the beginning of the contract they have turned to Department of Labor for help. Local 236 showed their colors on the sidewalks of Tampa

with a little demonstration of solidarity which got the company's attention nicely. These parties are due to sit at the negotiating table again in March.

A little further south in Miami, Florida is President Pro-Tem Jean Francois of the newly formed Local 270 who is working hard pulling together people working for Alutiq-Mele and Alpha Protective Services. They have already been to the negotiation table once and are looking to wrap up negotiations shortly and get on with the business at hand. Welcome aboard to Jean and all his people in Local 270. Right next door to Jean is John Britton and Local 272. These folks just joined us recently while working for MVM under the US Marshalls Service providing contract services for detention and transportation of federal prisoners. Welcome aboard John, we are looking forward to working with you and your brothers and sisters.

Just up the coast is another UGSOA Local just getting started at the Air Force Base in Langley Virginia (Local 257) under President Joe Collier. We are getting dates set for negotiations and looking forward to getting this local up and running.

Of course there are many more locals with people in those locals working hard to make sure that their Brothers and Sisters are treated with dignity and respect. You know them as the men and women who work hard to protect the rights of you and your co workers. These are the people who deserve our thanks and respect and I think the best way to do that is when they reach out for a little help now and then that we all should step up and do our part.

Grievance Information by Tom Dove

Dear Brothers and Sisters,

As grievance coordinator for the International it is my job to review incoming grievances for contents prior to being submitted to the grievance committee for consideration for arbitration. The International cannot process a grievance until it is complete through the demand for arbitration. I check to see if the time lines have been met both by the union and the company. If all required documentation is in the file, i.e. witness statements, information requests (if not, has a ULP been filed with the NLRB? What were the results?) and other supporting documentation for the grievance, it is moved to the Grievance Committee. In cases of termination, check to see if the grievant has filed a complaint against the contractor with the EEOC office in their city or state, along with filing a complaint against the USMS with the USMS EEO. The grievant must follow both of these steps before you can pursue a legal remedy. The end result will be a "Right-to-Sue" letter. The grievant can do both of these things on his own without the help of an attorney. I have had several locals call me for guidance in filling out their grievances and I have sent them examples to assist them. I am also very impressed with some local's grievances that come in. They're excellent ones and remind me of when I was in investigations; filing cases at the District Attorneys office. I can tell by the grievance presentation who's been to the training seminars and who has not. I encourage those of you who have not to attend one. The ones I have attended have helped me and my local a lot.

The past couple of weeks I've been busy helping Donna Huff getting the thirty different grievances in the 301 claim against AKAL Security ready. Hopefully after these issues have been addressed and taken care of we should have a quicker turn around on grievances.

I hope to meet some of you at the training seminar in May in Las Vegas, Nevada.

New International Staff



Tom Dove, Secretary/Treasurer

Dear Members,

Richard Ward served UGSOA since 1994 as a Local Union Official and then at our International Union as our Treasurer. Rich has fully retired as of December 2007, both as a CSO and as our Treasurer. I want to thank Brother Ward for his years of Service to UGSOA, his Local, the International Union, and his friendship. Rich Ward is likely the first person that I really knew as a security officer and as a union representative at the Denver Federal Buildings where we both worked. Thank you

Rich and I wish you the very best.

Pursuant to the UGSOA constitution, I have appointed Brother Tom Dove as UGSOA International Union Secretary/Treasurer. I am pleased to announce that Brother Tom has accepted my appointment to the office of Secretary/Treasurer and has been confirmed by the International Executive Board (IEB). Tom was recently promoted from our Local #53 (CSOs in Denver), where he was the Local President. His duties will remain in the position of Grievance Coordinator at the International Union, including the duties of the Secretary/Treasurer. I have known Tom for years and he is trustworthy, reliable, and most important, he's a loyal Unionist and member of UGSOA.

Tom and I (along with our finance department) have reviewed the current status of the International's financial position from last year and our financial policies and procedures. He has reviewed our audits (conducted by a CPA) since our last Convention and has already taken an active interest in the review and accountability necessary for his new Office. I am encouraged by his interest in his duties at UGSOA. Feel free to send Tom a short note of welcome at: tdove@ugsoa.com

James Carney

We have recently added two new members to our International Staff. Melody Norton is now our Database Coordinator. She will also be the main contact for any dues questions you may have. You can reach Melody at the International Office or through her email at mnorton@ugsoa.com. Bernadette Floyd is our new Administrative Assistant. She came on board with us in November of 2007 and has been helping Tracey keep the office running smoothly. Bernadette can also be reached at the International Office or bfloyd@ugsoa.com.



Melody Norton comes to us after 18 years as the payroll manager and accounts receivable of an Aurora construction and plumbing company.



Bernadette comes to us with a variety of office experience. She has been married to her husband David for 37 years, has 2 children, and 5 beautiful grandchildren.

We are in the process of updating our website. The new design will be more user-friendly and includes a new feature. It's called a Web Blast. As a member, you fill out a short form including an email address and you will receive monthly newsletters keeping you up-to-date on all of the happenings through our International Union. We hope you enjoy the new site! Also, keep an eye on the website for a list of grievance, arbitration, NLRB, and court cases that we've won recently.