

UNION NEWS

8620 Wolff Court, Ste 210, Westminster, CO 80031 Phone: 303-650-8515 Toll Free: 800-572-6103 Fax: 303-850-8510

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A Word From the International President

Dear Friends,

The Economy is at the top of everyone's list. Labor market conditions continue to deteriorate. The unemployment rate increased from 8.1 to 8.5 percent in the last quarter. Unemployment is presently at 8.5 percent. Since the beginning of the recession in December 2007, job losses have totaled 5.1 million, 3.3 million of which occurred in just the past 5 months. More than 600,000 people filing unemployment claims a week. As the U.S. economy spiraled downward, the median salary for CEOs of 200 large corporations *increased* by 4.5 percent to \$1.08 million. The AFL-CIO Executive Pay Watch site points out that the perks for highly paid Executives rose on average by 12.5 percent in 2008 to \$336,248—or nine times the median salary of a full-time worker. Its troubling that corporations are rewarding Executives who drive their companies into the ground. UGSOA members are not immune from the layoffs and monetary effects of the economy at our jobs. We see it in our retirements, our wages, and our fight to keep our benefits. But UGSOA jobs are some of the most secure in the nation. Why? Because of the strength of our contracts. I've seen only two Locals directly effected by the economy where our layoff provisions in our CBAs have had to be invoked to protect seniority. That's pretty good considering that we have 130 Locals throughout the United States. With the state of affairs in the U.S. job market, this is surprisingly good news for most of you. Your jobs are safe. During tough times Labor knows best how to weather the storm. Look around at



who is without a union and getting laid off without recourse. Then look around and see who is negotiating their way to a fair severance or downsize. There is a big difference. UGSOA members are the most united in the security industry, which is a strong ingredient to navigate through this recession.

In some respects our jobs are immune from the economy. Our Industry is still a high priority with Americans. However, I am sure you are seeing the fallout of the bad times with your friends and families as much as I see with mine. These are truly tough times. My confidence is the greatest when I think about Americans being the real centerpiece to getting us out of this mess. I trust the pride and productivity of every-day working Americans. My confidence in how long this recovery will take is the lowest when I see the Bernie Madoff's, Ralph Nacchio's, and "top dogs" in America ripping people off without enough oversight or regulation. There is something very wrong with the billions these people are losing in schemes and fraud, and at the rate that this is happening. There is a correlation between the decline of union membership in the past 30 years and the corporate greed that we (Unions) used to be able to keep in check.

The Right of First Refusal

There is good news on the horizon. The political environment is a more labor friendly environment. We've seen a very important Executive Order reinstated recently that effects 70% of UGSOA members directly, Nation-wide. I wrote President Elect

(Continued on page 2)

Finance and Administration

As we go forward in 2009 many exciting things are happening that are good for our members and the International. We're in the final phase of installing a completely new database for keeping records of members and their dues. This

has been a long and tedious process and I want to thank Melody and Ronny for all the time and hard work they have put into making this project a success. When completed we will be sending information to each Local so that we can obtain accurate information for the individuals in each unit. This is a part of the ongoing administration that is

necessary for both the Local and the International in meeting all the reporting requirements for the Department of Labor. In addition to the above, we have just completed the annual audit and LM Report which should be available for members to view on the Department of Labor website.

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Special points of interest:

- Employee Free Choice Act (EFCA)
- Wage and Hour Division of the U.S. Department of Labor Briefly
- September 2009 Training Seminar
- Accidental Death Benefit



A Word From the International President

(Continued from page 1)

Obama in November seeking reinstatement of a Clinton Era Executive Order, "Non-Displacement of Qualified Worker on Service Contracts." I am sure many other Labor Union Presidents did as well. In January President Obama reinstated this Executive Order (E.O. 13495, including 2 other labor friendly Orders) and security officers working nation-wide on Federal Contracts will be ensured a job upon change of contractors.

We've seen these contractors come through revolving doors of contract awards in recent years. It's good to know that our jobs have some protection that is concrete, rather than the guessing game and legal joust we played before. It is important to take a quick look back, in spite of these legal battles and realize that UGSOA didn't lose a single Local Union in a successorship where these contractors tried to work our members out of the job. That is a compliment to you as members. It's a compliment to Local Leaders who stuck with our guidance from UGSOA International Union through the past eight years. We have been successful because of our strength as a Union.

EFCA (Employee Free Choice Act)

Looking ahead, I am excited to know that we are going to be only that much stronger working for you as your Union where your voice will be heard. As a Union I think it is imperative that we support the rights of employees to freely organize. In recent years Unions have taken a beating under current Labor Law. Many Professors of Labor Law are encouraging no filings under the National Labor Relations Act (NLRA) where many issues and allegations of Employer misconduct (Unfair Labor Practices) are pinned into their judicial process for years at a time without

resolution. Our CSO negotiations went down that path in 2007 without any final determination from the NLRB in Washington DC until almost a year later. The EFCA changes the NLRA to increase the penalties for Employers who violate repeatedly. The EFCA shortens the time frame for getting a CBA negotiated and completed, also by allowing the Union to submit the matter to Arbitration if the Company is stalling. Interest Arbitration (to settle a CBA) is not uncommon in public sector negotiations or in many other industrialized nations of the world. The EFCA also allows a new group of employees who are trying to unionize to get to the bargaining table sooner with 51% of the employees signed into the Union. The current law has an election, with a hearing, where issues can, again, drag on in the Courts. Presently, it takes only 31% of interest in a group of employees to get to an election. That is a lower percentage than it takes to get recognition and negotiations under the new Law – EFCA. So it isn't going to be all "green acres" for Union organizing. I found some interesting statistics about employees rights to organize:

Employers have retaliated against pro-union workers in one-quarter of organizing elections, discriminating against or firing more than 31,000 workers who wanted to join a union in 2005, and more than 20,000 times per year in recent years. This compares to just 42 cases of union intimidation of workers in the past 60 years.

Employee's need a new and even playing field for their right to organize and obtain livable agreements with their employers. CEOs and Executives have contracts. Why don't most employees?

James Carney, Int'l President

Finance and Administration



(Continued from page 1)

We are also preparing for the Training Seminar which will be held in Denver this fall. A flyer has been mailed and it is highly recommended that each Local send its elected officials, if possible, as they will stand to gain substantial knowledge in the handling of union meetings, members and problems. A great deal of time and effort go into these seminars and that is what makes UGSOA

stand out from other unions. Training and communication are the keys to the Local's success.

We would also like welcome Rebecca Kunzler to the staff as Tracey has decided to be a stay-at-home mom. Rebecca brings wonderful experience and an attitude that will make you glad you called and she will get answers for your questions. Please welcome her when you talk with her.

Larry Ferris, Finance Director



New International Staff ~ Welcome



Rebecca Kunzler came to us with an extensive background in Administration. She has worked in City Government, the Oil & Gas Industry and the Environmental Control Industry.



Tammy Bowie has also joined our staff as our Organizing Director. Tammy was the former President of our Local 29 in Covert, MI. Tammy has done a great job in adding many new members already to our membership!



UGSOA Organizing Department

This year should prove to be an interesting year in organizing, with the addition of a full time organizer and the number of unorganized work places in the United States the growth potential for UGSOA is unimaginable. We currently have several organizing drives in the works and with daily phone calls coming in from motivated officers wanting to join we are very busy adding to the officers represented by UGSOA.

We currently have organizing Campaigns in Mississippi, Louisiana, Florida, Alabama, Virginia, Texas, Ohio, Missouri, Oklahoma, and Michigan. With elections scheduled for Cincinnati, OH (FED Division) and Birmingham, AL (FED Division) I would like to thank all of the local officers that are helping with UGSOA's organizing efforts your work does not go unnoticed and is greatly appreciated.

With that being said I leave you with this. Organizing is the job of every single union member, to educate our friends, neighbors and co-workers about what a union really is. That a union is more than just a collective bargaining agreement and what comes in it. A union is more than the International staff, attorneys and negotiators. A union is the officers themselves, joining together in protecting our rights in the workplace and standing together for justice.

Tammy Bowie, Organizing Director

DID YOU KNOW??

- When a local goes to a new Company, new deduction cards must be completed and processed with the new Company.
- Initiation fees should accompany new membership application cards.
- To keep you well informed the International also needs to be kept well informed, updated rosters are extremely *important*.
- The International is interested in adding Local Websites onto its Website. Please also notify us if your website address changes.
- The International needs the ORIGINAL Check Off Authorization cards for processing, (no copies please).
- The International needs copies of Locals LM Reports
- When you receive your dues check from the company, it is the treasurers responsibility to verify the list and the amounts that are being deducted are correct.

Welcome Aboard - New Locals

We would like to thank and welcome aboard all the new locals that have recently joined UGSOA. From the DHS/FED Division, Local 52 has been expanded to include March AFB, Riverside, CA, Local 212 Birmingham, AL, Local 209 Vienna & Crystal City, VA, Local 211 Laferia TX, Local 240 has been expanded to include Las Cruces and Gallup, Local 270 Miami and South Florida, Local 272 USMC Miami, Local 305 Beaumont, TX, Local 306 Huntsville, AL, Local 307 Tulsa, OK, Local 230 Waco, TX, Local 275, Ann Arbor, MI and Local 273, Boston, MA. From the Nuclear Division, Local 36 Grand Gulf Nuclear Plant in Port Gibson, MS and from the CSO Division, Local 171 New Jersey, and local 172 New Mexico. With hard work and dedication we will achieve great things.

Tammy Bowie, Organizing Director

NRC News Update

So much has gone on since the last time I put out an update that I hope I can remember to get it all in.

The NRC has been very busy working on revisions this past year to many of the Mandates that directly affect Security. As most of you know, the new Fatigue Order will be implemented this year, and they are reviewing the PFT Standards which we should know more about in the upcoming months. Once it is clear what is expected of us, I will be sure to relay the information to all of you.

A lot of the Utility Companies have made the decision to In-Source our Members rather than contract their services. I must say, this has proven to be a difficult task.

The Union was told by Xcel that they would be bringing our Locals 24 and 28 In House. The Union and the Company met for Negotiations on two occasions. Unfortunately, Xcel was

under the impression that the Union would settle for less than we had through contract Security just to be Utility employees. The final offer from them was, "take it, or work for Wackenhut", we chose to stay and work for Wackenhut, and Xcel retracted their position. This was a difficult time for our Members as they were looking forward to what they believed would be a "better" opportunity. However, I will say that I am proud of them for keeping their loyalty to each other and their ability to see through the clouds in the middle of the storm.

Locals 22 and 26 are currently struggling with the Tennessee Valley Authority. TVA decided that they too would prefer to have the Security Force at these two sites work directly for them, but with that, also decided not to acknowledge the Union. This situation is unique as these members will ultimately become Federal Employees and not part of the private sector. The International has, and will continue to stay committed and/or focused on this matter as it has required a lot of time and resources to ensure that our Brothers and Sisters maintain their employment with the benefits and rights that

they deserve. Please feel free to send an e-mail to eric_mcmillen@yahoo.com and show some much needed support.

Locals 16, 23, and 29 are currently processing In-House with Entergy as well. These discussions are in the preliminary stages with an expected completion time period of June.

The rest of our NRC Sites are currently under Contract and our Local Officials are doing a good job at enforcing them.

With that said, I want to make sure that I take the time to let everyone know that I appreciate everything that all of you do every day for our cause. Your dedication and commitment does not go unnoticed.

As always, feel free to contact me at anytime. I always enjoy hearing from you.

*In Solidarity, Desiree Sullivan
UGSOA, NRC Director*



Thank you to all of the members who attended our most recent training seminar in Denver, CO. As usual, we had a great turn out and we look forward to seeing you at the next seminar to be held in Denver, Colorado in September 2009.



(left) Members gather for the UG-SOA International 2008 Fall Seminar Reception. Our next seminar will also be held in Denver, CO in September 2009

(right) Members gather for the UG-SOA International 2008 Fall Seminar Reception. Our next seminar will also be held in Denver, CO in September 2009



(above) Members preparing for a Mock Arbitration .



(above) International President James Carney addresses attendees at the most recent Training Seminar held in Denver, CO.



News From the DHS-FED Division

Dear Brothers and Sisters,

Since our last newsletter, in the Summer of 2008, the following DHS Locals have come on board. I want to thank them and welcome all brothers and sisters of the following Locals: 211 - La Feria, TX; 305 - Beaumont, TX; 306 - Huntsville, AL; and 307 - Tulsa, OK.

The government in its infinite wisdom continues to put contracts up for bid. Locals have to renegotiate the language of their contract. If you get a Company (successor) that is not willing to deal with the Union, they make it extremely difficult. Such is the case with Knight Protective Service and The Diamond Group. Currently, I have six (6) Locals in this situation. The International is currently working toward a pro-active approach with these Companies' in hopes of getting a contract signed.

The dynamics of these negotiations are changing as the climate of the economy changes. As we begin negotiations we may have to ask ourselves, "What are our needs and wants and how does it translate into wages or benefits." Companies have tightened their belts to avoid additional costs that affect the bottom line and have brought this to the table. When you begin negotiations this year, please think about this.

In the last several months, I have seen problems with some Locals. It appears there is fighting among the members. These members feel that it is their obligation to call the International and demand that the Director become a "referee" in their internal debate.

"It shall be the duty and responsibility of all members to uphold the principles of trade unionism, to faithfully comply with these By-Laws and to

take no action in violation of the By-Laws or inconsistent with their precepts." This statement is in most if not all Local by-laws and as such it is incumbent on "all" members to faithfully work within the frame work of unionism. If members show discord among themselves it will become self evident and the Company can exploit the situation. Members must show restraint for the common good and use the process in place.

If you find yourself questioning the executive board or other members, you have a process in the by-laws to file charges or question each member. If this process fails to work or there is a break down in the process, only then should you contact the International for assistance. Remember, you will need documentation and statements to support your allegations.

In my last letter I set an agenda for all Locals to get all administrative issues in order, this would include LM reports, current updated members list. Please make sure that your Local is in order. If you need assistance, please contact the International.

We are in process of preparations for September Training Seminar. The theme will be "Local Presidents role." I strongly recommend all Local Presidents to attend, as this will be a very informational and educational training session.

Should you need assistance or wish express concerns please feel free to contact me at rzurek@ugsoa.com or via phone at 303-650-8515.

Fraternally, Ryszard S Zurek
UGSOA Director DHS-FED Division



News From VP Michael Hough

Please allow me to introduce you to one of the many branches of the United States Government that was formed to watch over you and your co-workers. Say hello to the Wage and Hour Division of the U.S. Department of Labor.

First established by Congress as the Bureau of Labor in 1888 under the [Department of the Interior](#). Later, the Bureau of Labor became an independent department but lacked executive rank. It became a bureau again within the [Department of Commerce and Labor](#), which was established February 15, 1903. [President William Howard Taft](#) signed the March 4, 1913 bill establishing the Department of Labor as a Cabinet-level Department. The United States Department of Labor is responsible for occupational safety, wage and hour standards, unemployment insurance benefits, re-employment services, and some economic statistics. Many [U.S. States](#) also have such departments. The department is headed by the [United States Secretary of Labor](#) who is [Hilda Solis](#).

The Wage and Hour Division is one of four divisions which fall under the Employment Standards Administration (ESA) and is responsible for enforcing some of this nation's labor laws.

Here is their mission statement:

"The Wage and Hour mission is to promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation's workforce. The WHD enforces Federal minimum wage, overtime pay, recordkeeping, and child labor requirements of the Fair Labor Standards Act. WHD also enforces the Migrant and Seasonal Agricultural Worker Protection Act, the Employee Polygraph Protection Act, the Family and Medical Leave Act, wage garnishment provisions of the Consumer Credit Protection Act, and a number of employment standards and worker protections as provided in several immigration related statutes. Additionally, WHD administers and enforces the prevailing wage requirements of the Davis Bacon Act and the Service Contract Act and other statutes applicable to Federal contracts for construction and for the provision of goods and services."

The WHD also offers compliance assistance with the enforcement of many labor laws that include

- Contract Work Hours and Safety Standards Act (CWHSSA)
- Copeland "Anti-kickback" Act
- Employee Polygraph Protection Act (EPPA)
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Federal Wage Garnishment Law, Consumer Credit Protection Act (CCPA)
- McNamara-O'Hara Service Contract Act (SCA)

"The Wage and Hour mission is to promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation's workforce..."

The WHD also conducts surveys throughout the United States and publishes reports called Wage Determinations (WD) for certain localities. It is these reports which set the wages for certain jobs in a given location in the absence of a Collective Bargaining Agreement.

The Department of Labor has its website at www.dol.gov. From there you can navigate through a laundry list of government agencies. Everything from reports to Anthrax to a section on workplace violence can be found here. The website for WHD is www.dol.gov/esa/whd. From there you can find links to other state and federal agencies that also deal with various labor laws that may be of assistance to you.

My main advice when dealing with this and other agencies is to remember that these agencies exist to service the needs of us, the taxpaying workers. Don't be afraid to remind them of this fact as I have had to do over the years. The last time was when I stopped in to my local WHD office and asked for a booklet on the Service Contract Act. The lady behind the counter demanded to know why I needed it and she was rather shocked when I demanded to speak to her supervisor.

I didn't have to explain a second time.

I recommend that everyone contact WHD and get a copy of:

- Part 4: Labor Standards for Federal Service Contracts
- The Family and Medical Leave Act of 1993
- Hours Worked Under the Fair Labor Standards Act of 1938

These publications are very handy to have around if you are working on a federal service contract.



Mike Hough, Int'l Vice President



Accidental Death Benefit & Grievance Update

Dear Brothers and Sisters,

I wanted to remind everyone about the Accidental Death & Dismemberment Benefit "\$3000.00" that all active members have as an additional benefit at NO COST TO YOU. This benefit is sponsored with American Income Life Insurance Company. One of our CSO members lost his life in a motorcycle accident in February of 2009 and American Income Life Insurance Company issued his estate a check as he had not designated a beneficiary. If you do not designate a beneficiary the \$3,000 will be paid to your estate which may be taxable. So, if you have not filled out a beneficiary card please do so.

From the Grievance Coordinator portion of my duties at the International the past year we have

ordered 36 arbitration panels on grievances. Two cases the NLRB ruled in the Unions favor without going to arbitration. Three settled without going to arbitration. One case the International lost but the company was ordered to pay the whole cost of the arbitrator and the meeting room as the company did not timely respond to the Step Two grievance as it was Contractually required to do. I know there are numerous grievances out there that the local's handle on their own and settle or the directors settled prior to having an arbitrations panel ordered. I know Desi Sullivan, NCR Director, just recently settled eleven separated grievances which could have been filed as a class action just prior to the International ordering an arbitration panel for them. We have an uphill battle with the government supremacy clause in the CSO C.B.A.s which puts limits on what we can grieve.

We are becoming more proactive, filing Freedom of Information Request through the different Federal Employers. It is becoming clearer that the USMS is acting like a co-employer in more and more cases. *We are the union that just won't go away.* Our member's dues are being spent on representing the members, not on taking over other unions.

I strongly encourage each local to send one or two members to the up coming training seminar this September in Denver, Colorado. Hope to see you there!

*Tom Dove, Grievance Coordinator
UGSOA International Union*

A Word from the Dues Department



Thank you to all of the locals that are sending in rosters with their monthly dues. It makes my job so much easier! For those of you who aren't sending the rosters in monthly, Please, Please do so. I need to have the information to give credit to those who are paying dues. It will make a big difference come election time!! If you have any questions, feel free to call or email me (mnorton@ugsoa.com). One more thing – if you have a change of address or telephone number, please either fax, mail or e-mail your change. Thanks!

Melody Norton, Database Coordinator

MARK YOUR CALENDAR

**2009
UGSOA
Training
Seminar**

WHEN: *September 21 – 25, 2009*

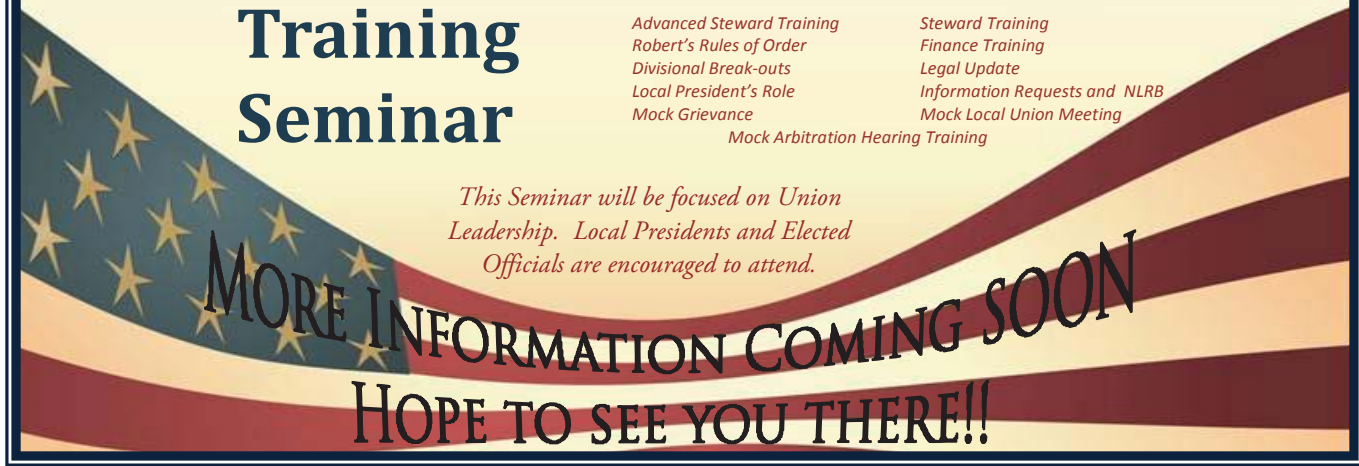
WHERE: *Denver, CO*

TOPICS TO BE COVERED INCLUDE:

- | | |
|--|--------------------------------------|
| <i>Advanced Steward Training</i> | <i>Steward Training</i> |
| <i>Robert's Rules of Order</i> | <i>Finance Training</i> |
| <i>Divisional Break-outs</i> | <i>Legal Update</i> |
| <i>Local President's Role</i> | <i>Information Requests and NLRB</i> |
| <i>Mock Grievance</i> | <i>Mock Local Union Meeting</i> |
| <i>Mock Arbitration Hearing Training</i> | |

This Seminar will be focused on Union Leadership. Local Presidents and Elected Officials are encouraged to attend.

**MORE INFORMATION COMING SOON
HOPE TO SEE YOU THERE!!**





UGSOA 2009 Training Seminar

This year's seminar has been extended to last for 4½ days and will cover a multitude of topics that will be of special interest for Presidents and Senior Elected Officials as well as future officers. This announcement shows topics that will be covered and when. The entire UGSOA Staff will be present for a majority of the meetings and some will be conducting classes. This will be a great opportunity for each local to attend, find out what is going on in the current labor movement, and learn how to present the information you gathered here at the seminar and use it to make your local even better. Classes and Schedules are *tentative* and if there is a specific type of training that you and/or your local would like to see, please feel free to contact your International Director and let them know.

Monday evening (Optional) - We'll be having a reception from 6:00 pm to 9:00 pm. This will be a time for you to pre-register and to get to know your Union Brothers and Sisters.

Tuesday - This day will be devoted to the "Roles of Local Leaders and their Importance", how to use Roberts Rules to conduct Union Meetings, which will include a mock meeting and how to deal with different situations. We will also discuss the Service Contract Act (SCA) and how it affects Government Contracts. How to Conduct Effective Executive Board meetings, making sure each local is enforcing local by-laws and the International Constitution. The importance of communications working better with your members, management and outside agencies.

Wednesday - Again on this day all participants will be together. In the morning, all Directors and General Counsel will make presentations on their respective responsibilities and at the conclusion they will sit and conduct a Panel discussion with the participants on any and all subjects. In the afternoon, we will focus on Local responsibilities in terms of Financial, IRS, and the Labor Department. We will also discuss the upcoming 2010 Convention.

Thursday - This morning will be devoted to break out sessions for each Division with their appropriate Directors' where they will focus on specific issues as well as training on items such as, updates on steward responsibilities, grievance handling and contract updates. In the afternoon, all participants will again be brought back together and focus on Advance Grievance Training, i.e. how to formulate your case, how to develop Information requests, what to do when they are not answered. The afternoon will be concluded with a yet to be announced guest speaker.

Friday - The day will begin with training on preparing for an Arbitration and will conclude with a Mock Arbitration. The class will conclude by noon. Please be sure to schedule your return flights after this time.

This will be great opportunity for all who attend to really understand and operate more effectively in how you will conduct your local business. Please be sure to fill out the registration form on the next page.

2009 UGSOA Seminar ~ Hotel Information



The seminar will be held at the Ramada Plaza and Convention Center at 10 East 120th Avenue, Northglenn, CO 80233. We have a block of rooms, to make reservations please call 303-452-4100 or 800-2RAMADA (272-6232) and ask for the UGSOA International Union group block. A one-night deposit of room and tax must be given to guarantee your reservation. Our hold on the rooms is only available until August 20, 2009. So, to ensure you get a room at our rate of \$79/night, be sure to make your reservation before this date.



2009 FALL TRAINING SEMINAR
September 21 - 25, 2009
REGISTRATION FORM

Please fill out this form for each member of your local attending the upcoming training seminar in Denver , CO (make additional copies of necessary):

Name: Local No.:

Address:

Phone Number: Email:

Arrival Date: Departure Date:

Will you be attending the reception on Monday, September 21st?

Please have this form returned to the International on or before August 1st, 2009. You can either return this *Registration Form* by

Fax: 303-650-8510

Email: rkunzler@ugsoa.com or

Mail:

UGSOA International Union

Training Registration

8620 Wolff Court, Suite 210

Westminster, CO 80031