

# UGSOA International Union



## Newsletter

### “Reflections of 2011”

With the New Year underway, we, the International Office staff felt that it was an appropriate time to reflect back on our previous year and recapture the highlights and accomplishments that our Union was able to collectively achieve in 2011 as it relates to representational activities.

#### **Collective Bargaining Agreements:**

UGSOA engaged in Contract Negotiations for fifty-two Locals in 2011. All of these Contracts were ratified by our members and provided them with better wages, benefits, and a voice in their respective work place. We are proud of this accomplishment and are also grateful for our Local Leaders who spent a tremendous amount of time working with us throughout this difficult process. The overall wage increase for our members was 3.2% per year for each year for the life of the contract. Considering the economical state of our Nation, and the fact that many Unions are currently being forced to negotiate pay freezes and furlough days with their employers to avoid layoffs, it is apparent that our collective efforts have been successful.

**New Members:** In 2011, Locals **11, 232,**

**235, 273 (ME.), 277, 293, 294, 311, 313, 700, 850,** and **860** all joined the UGSOA Team. We're happy to have them aboard and are looking forward to a long successful relationship with all of them from this point going forward. We have become a well-known Organization amongst Security Officers and our reputation precedes us; we are currently the fastest growing Security Union in the nation.

**Arbitrations and/or Settlements:** There were sixty-nine cases that were successfully resolved in 2011 either through the Arbitration process and/or through negotiated Settlements and our members were awarded **\$374,227.43** as a result.

In summary, 2011 was a very successful year for our Union and those successes are a direct result of the dedicated commitment that we have made to each other. We thank you for your support and are looking forward to an even better 2012!

**In Solidarity,**

**The UGSOA International Staff**

#### **This Issue**

- Reflections of 2011
- 2012 Training Seminar
- Larry's Retirement
- 2011 Fallen Officer's
- Halloween 2011
- Christmas 2011
- Resources

**“Larry was a great asset to our Organization and we will miss his presence.”**



#### **UGSOA Executive Board**

Left to Right: Desiree Sullivan, Tammy Bowie, Eric McMillen, John Novak, Mike Burke, Rich Dixon, Tom Dove & Jeff Miller  
**Not Pictured:** Daryl Tynes

## UGSOA's International Annual Training Seminar



**Knowledge is the Key  
to Success!**  
**All are Encouraged to  
Attend!**

**Where:** Denver, Colorado

**When:** September 16 – 19, 2012

Our annual Training Seminars are designed to provide our Local Leaders with the necessary tools to effectively represent their Local Members and our classes cover a large variety of topics. **Such as:** Grievance Handling, Unfair Labor Practice Charges and the NLRB, LMRDA Requirements, the Service Contract Act, the duties of the Union Steward, and we hold Question and Answers sessions to address any additional, unique concerns that our Officers may have.

The International will be sending out more details concerning this event in the upcoming months. See Registration form below.



### 2012 UGSOA's INTERNATIONAL ANNUAL TRAINING SEMINAR September 16 - 19, 2012 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: \_\_\_\_\_

Please have this form returned to the International on/or before August 1st, 2012.

You can either return this *Registration Form* by:

**Fax:** 303-650-8510

**Email:** bramsey@ugsoa.com or

**Mail:** UGSOA International Union  
Training Registration  
8670 Wolff Court, Suite 210  
Westminster, CO 80031

# Larry's Retirement

After forty years of working in labor, 10 years with the UGSOA International Union, Larry Ferris has made the decision to retire from the work field and relocate to Florida to enjoy his family and friends.

Larry began working for the International in 2001 and was the NRC Divisional Director from 2002 – 2009 at which time he announced his intention to step down from this full-time position and initiated what he called his, "phase into retirement" plan.

From 2009 – 2011, Larry assisted the International Directors and Administrative Staff with a host of duties on a part time basis. And on December 31, 2011, he started his much deserved "retirement chapter" of his life in the sun.

Larry was a great asset to our Organization and we will miss his presence. We hope for nothing short of greatness for him in all of his future endeavors.




**International Union**  
**United Government Security Officers of America**  
**UGSOA**
  
PHONE: (303) 650-8515      8670 Wolff Ct. Suite 210 • Westminster, CO 80031      1-800-572-6103  
FAX: (303) 650-8510

December 12, 2011

Dear UGSOA Brothers and Sisters,

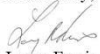
I am writing this letter to inform you that as of December 30, 2011 I will be retiring from my part time position with the UGSOA International Union. Prior to my departure, I wanted to take advantage of the opportunity to thank you for providing me with the privilege of representing you for the past ten years. I've enjoyed meeting and working with all of you.

It's no secret to me or any of the UGSOA Staff that you tirelessly perform your duties and most people take your efforts for granted. I am well aware of the very important role that you play in our communities as it relates to public safety and have a deep respect for your service. Thank you for that!

Having been involved with labor with forty years, I feel confident in saying that you are represented by the best Elected Officials in the security field. Their dedication and commitment to you allows me to depart with a sense of knowing that you are good hands.

Although I'll miss you and my UGSOA family, I am looking forward to the next chapter of my life and plan on enjoying more time with my family and friends. I wish you the best and know that you will be successful in all of your endeavors.

Thank you and be well!

Fraternally,  
  
 Larry Ferris  
 UGSOA International Director

**IN MEMORY**  
**OF OUR FALLEN UGSOA**  
**BROTHERS & SISTERS**  
**Lost in 2011**



Officer Raleigh J. Barnett, Jr.  
 Chief Steward Local 251  
 RIP – April 10, 2011

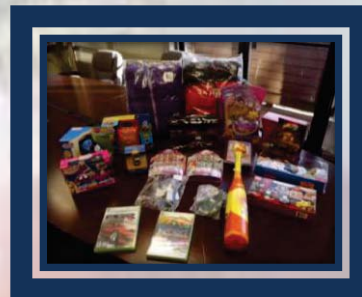


Officer Richard G. Pinchoff  
 Member of Local 39  
 RIP – April 9, 2011

**Lost but  
 Not  
 Forgotten**

# The 2011 Winter Holidays

2011 Holiday Party



Donations made by the UGSOA International to TOYS FOR TOTS and other local organizations. Gift Cards not in picture.

## OCTOBER 2011 Staff Dresses up for Halloween

Jail Bird

Zulu Warrior



Jeff & Rebecca



Ronny & Jessika  
 Zombies



Nancy, Mackenzie  
 & Gage  
 Princess,  
 Batman &  
 The Fly



Bonny  
 Cat Woman

### Reporting and Enforcement Agencies

**The Department of Labor:** [www.dol.gov](http://www.dol.gov)

The Department of Labor oversees and enforces the following types of complaints:

- Wage and Hours Violations
- Family Medical Leave Act Violations
- Equal Employment Opportunity Commission Violations
- Labor-Management Reporting and Disclosure Act Violations
- Americans with Disabilities Act Violations
- Occupational Safety and Health Act Violations

**The National Labor Relations Board:**

[www.nlr.gov](http://www.nlr.gov)

The NLRB oversees and enforces the following types

of Labor functions and/or processes:

- Unfair Labor Practice Charges
- Representational Elections
- The National Labor Relations Act in its entirety

# Know your Rights and Enforce Them!