

Absentee Ballot Request Form

Your eligibility to vote will be verified by OPEIU Local 8 upon receipt of this completed form.

This ballot request must be RECEIVED in OPEIU Local 8's office by February 10, 2004 (fifteen days prior to election day). To receive your absentee ballot, the following information must be LEGIBLE and COMPLETE. Failure to comply with the above may result in your not receiving your mail ballot. A ballot will be mailed to you in February.

Name (printed) _____

Signature _____

Address _____

City _____ State _____ Zip _____

Employer & Work Site _____

Social Security Number (optional) _____

Date of Request _____

For OPEIU Local 8 use only: Ballot # _____



OPEIU Local 8, 2800 First Ave., Rm. 304, Seattle, WA 98121-1114

Address Service Requested

www.opeiu8.org

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www.opeiu8.org

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January 2004

Year 2004 Nominations and Elections Notice

In accordance with Article 13 of Local 8's Bylaws, this is notification that nominations and elections will take place as follows:

January 28: General Membership Meeting. Nominations and election of an Election Committee; nominations of Business Manager, President, Vice President, Secretary-Treasurer, Recording Secretary, seven Executive Board Members and three alternate Board Members. All are three-year terms. The Business Manager will be an automatic delegate to the International Convention.

February 10: Deadline for written requests for mail ballots from Local 8's office.

February 25: Election of Officers. Polls will be open for officer positions

from Noon until 7:00 p.m. in the Labor Temple, 2800 First Avenue. Absentee Mail Ballots must be in post office box in time for the morning pickup on February 25. Mail several days in advance to make sure it gets in on time.

February 25: Nominations and election of two Trustees will take place at the Membership Meeting.

Duties of each office are outlined in Articles 10 and 13 of Local 8's Bylaws.

In order to vote, your dues must be paid through November 2003. To run for office, you must be a member in good standing for 12 months prior to February 25, 2004.

(see form on page 4)



Local 8 Members at Human Rights Day, December 10, 2003



Meetings are held at the Seattle Labor Temple: 2800 First Ave. (between Clay & Broad Sts.) Free parking (for Membership Meeting only) under the new Ellington Condos. On the monitor by the garage door, punch in: *011213#.

Monday, Jan. 19

- Martin Luther King Jr. Day March, see page 2.

Wednesday, Jan. 28

- Membership Meeting, 6:15 p.m., Hall 6.
Agenda: Nominations of Local 8 Officers, Executive Board, Election Board and review and approval of Local 8 Budget.

Wed., Jan. 28 (cont'd)

- Political Action Committee, 5:30 p.m., Hall 6.

- New Member Orientation, 5:30 p.m., Rm. 236.

Saturday, Feb. 7

- Shop Steward Training in Seattle, New Steward, Voice@Work, Financial Planning. Open to all members. Call 1 (800) 600-2433 x5 or x0.

Executive Board

Verlene Wilder
President
Marie Cook
Vice President
Cindy Schu
Secretary-Treasurer
Sylvia Trepp
Recording Secretary
Lucinda Clark
Tommy McLean
Sally Mejia
John Monahan
Kerry Warner
Dave Westphal
Karen White

Staff

Suzanne Mode
Business Manager
Cindy Schu
Organizing Director
Shelby Mooney
Organizer
Ligia Velázquez
Union Representative
Mary Maloy
Union Representative
Shelley Pinckney
Union Representative
Benita Hyder
Union Representative
Shannon Halme
Union Representative
Colleen Shelton
Office Manager
Libby Alejandro
Administrative Secretary
Betty Devereaux
Secretary/Receptionist
Nora Galvin
Secretary/Desktop
Publisher
Mary Silver
Billing Clerk

The time has come for change....

GET INVOLVED IN VOICE@WORK — RESTORE THE FREEDOM TO JOIN UNIONS

The law says you have the right to join a union. The law also says you have the right to make that decision free from intimidation, harassment and coercion from your employer.

Those laws are not being enforced in America. The National Labor Relations Board, which was set up to protect workers' right to organize unions, is now manipulated to throw obstacles into the paths of those seeking to join together and bargain collectively. Unscrupulous employers and the multi-billion dollar union-avoidance consulting industry routinely fire, harass and intimidate workers who express interest in joining unions. And they do so with impunity.

The time has come for change.

After years of dwindling membership and trying to organize workers on this unlevel playing field, the American labor movement is launching an historic multi-year campaign called Voice@Work to restore the freedom of U.S. workers to join unions. The importance of this campaign cannot be overstated. The AFL-CIO, its affiliated international unions, and its state and local federations — including the Washington State Labor Council — have made growing unions their No. 1 priority and are committed to the success of Voice@Work.

On November 13, 2003, historic legislation called the Employee Free Choice Act was introduced in Congress. This bill is intended to articulate the kind of labor law reform that will ultimately be necessary to level the playing field for American workers. But this campaign will involve much, much more than passing (or not passing in the case of this anti-union Congress) more laws to protect our rights. It will involve taking those rights back on our own.

Local 8 will be offering the AFL-CIO Voice@Work Training Session at the Shop Steward Training in February. This training provides evidence that...

- Americans want to join unions
- Unions are good for democracy and American society
- Workers are being denied the right to join unions, and
- What we are going to do about it.



— David Groves, Washington State Labor Council, AFL-CIO, email: dgroves@wslc.org, (206) 281-8901, daily labor news at www.wslc.org.

DARE TO DREAM: JAN. 19 MARCH & RALLY

OPEIU MEMBERS WANTED! Please join us on Martin Luther King Jr. Day, Monday, January 19, at the Rally. This year's theme is "Marching in MLK's Footsteps; Justice Begins at Home."

OPEIU Local 8 members will meet at the gym at Garfield High School in Seattle at 11 a.m. on the top row of the east bleachers.

If you can't attend but want to make sure you are contacted about future events, call **Shelby Mooney** at (206) 448-2615.

"...the American dream—a dream yet unfulfilled. A dream of equality of opportunity, of privilege and property widely distributed; a dream of a land where men will not take necessities from the many to give luxuries to the few..."



M E M B E R S I N A C T I O N



THE MEANING OF UNITED.

Thousands of union members at Group Health Cooperative sent management there a message: "We are Unions United for Affordable Health Care." Union members from OPEIU Locals 8 and 23, UFCW 1001, SEIU 1199NW presented petitions to managers at over 20 worksites to support workers in difficult contract bargaining. GHC is trying to erode long held union standards for health benefits. Although the OPEIU contract isn't up until 2005, we know that we will be facing the same assault.

OPEIU SCHOLARSHIPS

Please call the Local 8 office to receive information about two education scholarships. One is for members only, and the other is for members and family members.

Deadline to get your application in to the OPEIU International office is March 31, 2004.

Call 1-800-600-2433 or 206-441-8880 to get an application and more information.

PERSEVERANCE PAYS!

Local 8 Shop Steward **Christina Jensen** "ran" the Seattle Marathon on November 30th.

She was the last female to reach the finish line —on crutches, after doing 26.2 miles with two artificial knees.

According to Jim Moore at the Seattle Post-Intelligencer, "Two years ago she couldn't walk from the bedroom to the bathroom. The 55-year-old from West Seattle used to ski and wait tables.

"Then all of a sudden you can't walk a block," she said. Because of arthritis, she had both knees replaced two years ago. The left one got infected and was replaced again in March.

"To go from a wheelchair in April to finishing a marathon in November, I couldn't even dream of this," Jensen said.

"Unbelievable, absolutely unbelievable. It's the greatest feeling in the world."



Snowflakes are one of nature's most fragile things, but just look what they can do when they stick together.

— Vista M. Kelly

STATE OF THE UNION:

The Focus for 2004 is Making Our Union Voices Heard

By Suzanne Mode, Business Manager & Cindy Schu, Organizing Director/Secretary Treasurer

Last year at this time we presented a plan, partly based on results from our last Membership Survey in which over 1,000 members participated, to guide us through the year. We know 2004 will be an equally challenging year for our union.

Rising health care costs will continue to overshadow other issues at the bargain table. This crisis will play out on a national level requiring large-scale action, but in the meantime, we must react creatively on a local level to protect our health benefits as best we can.

Job security also looms large for many Local 8 members, especially those faced with possible job loss as a result of automation. The challenge will be to protect our members' jobs in the face of employers who claim they must make technological changes to remain competitive and provide quality service.

As everyone knows, major political seats will be decided in 2004. We must push like we've never done before to ensure that labor friendly candidates get elected, both locally and nationally.

Yes, lots of work to do in 2004. To help prepare for tackling the challenges that we'll experience this year, let's reflect on how well we accomplished what we set out to do in 2003 and what's in store for 2004:

More Shop Steward/Activist Trainings

Over 70 Local 8 Shop Stewards and activists participated in our trainings in 2003—more than any year before. This coming year more trainings

are planned to help Stewards represent co-workers and build an active workplace. We'll also have trainings geared towards political action.

Strong Contract Campaigns

More than half of Local 8's membership settled good, strong contracts last year. The most difficult campaign was with Sea Mar Community Health Centers, where workers put up a tireless fight to uphold union standards for their co-workers. In 2004 several groups go into negotiations, including the Trade Section. Of major concern will be protecting health care coverage while securing fair cost of living increases.

Organize New Members

Local 8 helped two new groups win union representation last year. Workers at the King County Housing Authority and home care workers in Longview are now bargaining their first contracts. In 2004 we'll continue to organize in areas that will benefit our existing members, improve industry standards, give us more bargaining power and help those who need a union most. Members are Local 8's best organizers. We must reach out to non-union workers if we're to build our Union.

The Local 8 Web Site (www.opeiu8.org), up and running since last April, has helped members stay in touch with what's going on in Local 8. We hope to expand the site even further



Continued on reverse side

State of the Union (cont'd)

this year... if you have any suggestions, please let us know.

Our Local 8 Member Recognition is members stay in touch with what's going on in planned for May 1, 2004. Mark your calendars now for this first ever event to honor our members, stewards and activists. The "pin party" committee has met throughout 2003 to plan the gathering.

The Statewide "Planning for our Future" Retreat held last October in Tokeland, Washington was a huge success. Over 40 members came together to grapple with questions about how we make sure all members have a part in our Local's decision making, given that members work throughout the state. Several follow-up committees are slated to meet this year with recommendations to be presented to the Local 8 membership at the end of 2004.

More Union Rep Workplace Visitations The plan is to hire a new Membership Support Rep position sometime in 2004. The position would only be open to Local 8 members to help develop union leaders and to help provide assistance to our Rep staff and to Shop Stewards.

A Balanced Budget 2003 ended with the Local in a healthy economic situation with money in reserves so that we will always be in a position to take on a fight when we must. The 2004 Budget will be presented to members at the January membership meeting to be reviewed and approved.

Political Action

must be one of the key areas where we mobilize our members this year. If we are to see any kind of progress for working people, we must commit our resources to bring about change. We hope to set up an aggressive voter registration drive and we'll be coordinating throughout the year with our central labor councils and our Political Action Committee to educate Local 8 members about the issues impacting workers and their families.

Our Union is only as strong as its members, which means the more we participate and take a role in our Local, the greater our ability to challenge unfair employers and to fight for union standards at the bargaining table, in the workplace and in the community. **Make your voices heard!**

Shop Steward/Activist Training

Open to all members: **Sat., Feb. 7 in Seattle:** *New Steward Training* • Voice@Work/Political Action • Financial Planning—Getting the Most from Your Pension or Retirement Plan. **Saturday, April 3 in Everett:** Our Labor History • *New Steward Training* • The Legal Rights of Shop Stewards • The "Weingarten Meeting": The Steward's Role. **Wednesday, July 28 in Seattle:** Substance Abuse Issues/Where to Turn/How to Help a Co-worker. **Saturday, Oct. 9 in Seattle:** Labor to Neighbor/Political Action. **Saturday, Dec. 4 in Olympia:** *New Steward Training* • Making the Most of Your Union Contract • The Grievance Process: Conducting the Investigation.

Specific times and locations for each class will be available several weeks before each training. Call **1-800-600-2433** or **206-441-8880** to reserve your spot.