

AFSCME Local 2620
Executive Officers Meeting Agenda
Saturday, April 8, 2017
Fresno, CA
Agenda

I. Call to Order/Roll Call/Quorum

- a. Abdul Johnson
- b. Eric Young
- c. Dalia Banda- Davis
- d. Mildred Ingram
- e. Cynthia Brannon

Guests:

Alice Juarez
Rafeal Serrono

II. Review of Agenda

- a. M/S/C – to approve today's agenda. Motion by Mildred Ingram, second by Eric Young.
Motion #1 voting results: 4 yes, 0 no, 0 abstain

III. Approval of Minutes

- a. M/S/C – to approve EO March 2017 meeting minutes with corrections. **Motion #2** Motion by Mildred Ingram, second by Eric Young. Voting results: 4 yes, 0 no, 0 abstain

IV. Reading of Correspondence – none

V. Officers Reports

- a. Abdul Johnson- President Verbal report –
- b. attended several meetings.
 - a. LA delegate meeting – celebrated that Measure S did not pass.
 - b. CDCR JMLC first meeting in a year.
 - c. RT meeting on 3/25/17, did have some resolution. Moving towards a new task force.
 - d. Met with affiliates on how AFSCME monies are spent for campaign.
 - e. Meeting with OPEIU – Edgar's Union.
 - f. Met with DOR Laguna Creek office, and resolved some issues. Got one steward during this meeting.
 - g. Meeting with Good and Welfare committee. Decided to highlight a member every month. A recommendation button will be placed on our website. Another button for issues
 - h. April 3, 2017: attended lobbying event at the Capitol. CDCR/DSH merger issues was discussed. A pilot program was recommended during the hearing with a third party overseeing the results. AFSCME had 20 members speak their issues, voicing their concerns. J. Arambula stated his concerns with the merger. LINK: https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=201720180AB1456
 - i. California Vet Affairs luncheon on April 3, 2017. Members showed up, and appreciated that the Union was present to support our members. Caseload issues were discussed. Members appreciated seeing the layers of Union representatives present at this meeting. Alice J, Dalia, Cynthia, Mildred, Abdul, and Wanda was present during this meeting.
 - j. \$15K was spent to scan our Union cards into the old database. This has since disappeared.
 - k. Mandatory dues will be disappearing. We need to show our support for our members. We need to build morale, build leadership, deal with their issues, and support our members. Members will have the right to change Unions. State will take advantage of this situation. Members will pick the Union with the most power, and support. We need to be more proactive.

- l. Assemblyman Reggie Jones-Sawyer – dealt with three classifications not being included in the merger of CDCR model. Music, dance and Art therapists. Prop 37 to finance these programs was discussed.
- m. Vacaville regional meeting – several leadership layers were present. Matt Tidd, Victor Pacheco, Abdul Johnson, and Elaina Jannell. Recruited stewards from this event. Abdul met with Communication Specialist, Martin Richard, to discuss a video to highlight women in prison who are single mothers. Looking towards using radio to highlight what AFSCME members are providing to the community.
- n. LA event yesterday. Two candidates for the convention: Labor issues was a hot topic. Dues monthly fees was brought up. That state controller office will allow dues to be automatically withdrawn monthly. 2620 needs to be visually present. Huge topic, and we need to be engaged.
- o. El Monte DOR meeting with Eric Young, Denise Dorsey, Belinda Gilmer, and Abdul Johnson attended this meeting.
- 2. Mildred Ingram- Executive Vice President -
 - a. Variety of Member meetings. Cal-Vet meeting resulted with a contact person to inform them of new information, and Fresno Membership meetings. Working to recruit for steward training. Mildred connected with members, and had fair share members signing up.
 - b. Labor Management Meeting – yesterday spoke with the DA, and will have a range of meeting dates. Need people on the Health and Safety Committee, this is a union designated position.
- 3. Eric Young- Vice President
 - a. Refer to report on shared drive
 - b. Eric has been requested to stay closer to work. Management is picking on employees who are entering on fenced areas without receiving permission before entering fenced area. Mgmt appears to be picking on one individual. This has not been done before. Asst Mgmt signed a documentation about observing the singling out of one individual.
 - c. Mandatory weekly attendance meeting is being tracked, and a report is generated. This is stirring up issues. Kaufman will track down the issue origination.
 - d. Developing communication pilot program, and introduce program to the North when completion. By the end of summer, google forms will be accessible to our members.
 - e. Steward Meetings: would like to develop a component of steward training, and getting them involved. Include contract review should be included. Identifying point stewards in facilities.
 - f. M/S/C – motion to have the Policy Committee develop a more secure process with storing member cards, travel and expense information, and other sensitive data. Motion by Eric Young, second by Dalia Banda-Davis. **Motion #3.** Voting results: 4 yes, 0 no, 0 abstain
- 4. Secretary- Cynthia Brannon
 - a. Attended Fresno, Visalia and Bakersfield member meetings.
- 5. Treasurer- Dalia Banda- Davis
 - a. Amalgamated bank
 - i. Escrow Account: \$63,567.68
 - ii. General Fund: \$182,232.24
 - iii. Negotiations Account: \$10,835.56
 - iv. Savings Account: \$300,380.27
 - v. Amalgamate PAC: \$147,301.48
 - vi. Total funds: \$704,318.23
 - b. BofA account balances.
 - i. General Fund: \$28,447.67
 - ii. Political Fund: \$14,000.00
 - c. M/S/C – that the convention be for one day with registration fee increased to \$50 and mileage will be done by zones. The one day event will cover 3 meals and two nights

- hotel accommodations. Motion by Dalia Banda-Davis, second by Eric Young. **Motion #4.** Voting results: 4 yes, 0 no, 0 abstain
- d. M/S/C – the following AFSCME items to be purchased as promotional items for the Local: 2000 water bottles, 2000 pens, 1000 tote bags in natural color, and 2000 folders. Motion by Dalia Banda-Davis, second by Eric Young. **Motion #5.** Voting results: 4 yes, 0 no, 0 abstain
 - e. M/S/C – To change our Amalgamated accounts to United Business Bank. Motion by Dalia Banda-Davis, second by Eric Young. **Motion #6.** Voting results: 4 yes, 0 no, 0 abstain
 - f. Using PAC funds for lobby days will be further looked into, but may be dismissed. Referring to Shirl.
 - g. We are over our budget by \$300K for the year. This may be due to the coding. There are issues with coding, and of coding errors.
 - h. M/S/C – To hold June, August, October, and December Executive Officers meeting in Central Valley to reduce costs. Motion by Dalia Banda-Davis, second by Eric Young. **Motion #7** Voting results: 4 yes, 0 no, 0 abstain
- VI. Guest speaker: Glynna Morgan works with Cumulus Radio/Media
- a. Radio campaign to create a public awareness of AFSCME 2620 members' role in the community. Refer to handout.
- VII. Staff Reports
- a. 1.Cliff Tillman Jr.- Senior Business Agent – Not Present
 - b. Marc Victoria- Political & Legislative Director – Not Present
 - c. Shirley Martinez - Administrative Operations Supervisor – Not present
 - d. Rafael Serrono – Central Business Agent – meeting with members in the Central Valley. Meetings in Corcoran, regarding a flood issue, evacuation plans and how it affects our members. Future meet and confers with DSH and CDCR. Getting good responses from the members in regard to their concerns. Eric and Shirl will be asked to forward a list of union stewards to be sent to Rafael.
- Lunch at 1:35 worked during lunch
- VIII. Old Business
- a. Closed Session-Personnel
- IX. New Business
- a. Guest Speaker-Cumulus Radio
 - b. Invitation to speak for Council 36 convention in Oct 2017.
 - c. M/S/C – Change the Large Occupational meeting to June 3 2017 motion by Dalia Banda-Davis, second by Cynthia Brannon. **Motion #8** Voting results: 4 yes, 0 no, 0 abstain
 - d. Guest speaker: Vanessa Dean of American Income Life Ins
 - i. \$2000.00 worth of accidental death benefits for members, and families.
 - ii. Need copy of death certificate stating death caused by accident. There are no costs.
 - iii. Mailings: envelopes stuffed, and can be mailed out by guest speaker, or uploaded to mailing house and mailed out from there. There is no cost for mailing house mailing out the letters. The Local will not provide members address or contact information to third parties.
 - iv. M/S/C – Motion to offer this insurance to our members. Motion by Dalia Banda-Davis, second by Eric Young. **Motion #9** Voting results: 4 yes, 0 no, 0 abstain
- X. Good & Welfare
- a. Our website will have buttons to recommend to highlight/recognize members.
- XI. Adjournment
- a. M/S/C – motion to adjourn at 4:08 pm. Motion by Cynthia Brannon, second by Dalia Banda-Davis. **Motion #10.** Voting results: 4 yes, 0 no, 0 abstain

Author of Motion:	Mildred Ingam					#	1
Second:	Eric Young						
Motion:	To approve today's agenda						
Name	Aye	Nay	Abstain				
Banda-Davis, Dalia	1						
Brannon, Cynthia	1						
Ingram, Mildred	1						
Young, Eric	1						
Totals	4	0	0				

Author of Motion:	Midred Ingram					#	2
Second:	Eric Young						
Motion:	to approve EO March 2017 meeting minutes with						
	corrections						
Name	Aye	Nay	Abstain				
Banda-Davis, Dalia	1						
Brannon, Cynthia	1						
Ingram, Mildred	1						
Young, Eric	1						
Totals	4	0	0				

Author of Motion:	Eric Young					#	3
Second:	Dalia Banda-Davis						
Motion:	To have the Policy Committee develop a more secure process with sorting member cards, travel and expense information and other sensitive data.						
Name	Aye	Nay	Abstain				
Banda-Davis, Dalia	1						
Brannon, Cynthia	1						
Ingram, Mildred	1						
Young, Eric	1						
Totals	4	0	0				

Author of Motion:	Dalia Banda-Davis				#	4
Second:	Eric Young					
Motion:	that the convention be for one day with registration					
	fee increased to \$50 and mileage will be done by zones.					
	The one day event will cover 3 meals and two nights hotel accommodations.					
Name	Aye	Nay	Abstain			
Banda-Davis, Dalia	1					
Brannon, Cynthia	1					
Ingram, Mildred	1					
Young, Eric	1					
Totals	4	0	0			

Author of Motion:	Dalia Banda-Daavis				#	5
Second:	Eric Young					
Motion:	that the follwing AFSCME items to be purchased as promotional items for					
	the Local: 2000 water bottles, 2000 pens, 1000 tote bags in natural color,					
	and 2000 folders.					
Name	Aye	Nay	Abstain			
Banda-Davis, Dalia	1					
Brannon, Cynthia	1					
Ingram, Mildred	1					
Young, Eric	1					
Totals	4	0	0			

Author of Motion:	Dalia Banda-Davis				#	6
Second:	Eric Young					
Motion:	to change our Amalgamate accounts to					
	United Business Bank.					
Name	Aye	Nay	Abstain			
Banda-Davis, Dalia	1					
Brannon, Cynthia	1					
Ingram, Mildred	1					
Young, Eric	1					
Totals	4	0	0			

Author of Motion:	Dalia Banda-Davis					#	7
Second:	Eric Young						
Motion:	for all future EO meeting in Fresno.						
Name	Aye	Nay	Abstain				
Banda-Davis, Dalia	1						
Brannon, Cynthia	1						
Ingram, Mildred	1						
Young, Eric	1						
Totals	4	0	0				

Author of Motion:	Dalia Banda-Davis					#	8
Second:	Cynthia Brannon						
Motion:	change the Large Occupational meeting to						
	3-Jun-17						
Name	Aye	Nay	Abstain				
Banda-Davis, Dalia	1						
Brannon, Cynthia	1						
Ingram, Mildred	1						
Young, Eric	1						
Totals	4	0	0				

Author of Motion:	Dalia Banda-Davis					#	9
Second:	Eric Young						
Motion:	to offer this insurance (American Income Life Ins)						
	to our members.						
Name	Aye	Nay	Abstain				
Banda-Davis, Dalia	1						
Brannon, Cynthia	1						
Ingram, Mildred	1						
Young, Eric	1						
Totals	4	0	0				

Author of Motion:	Cynthia Brannon					#	10
Second:	Dalia Banda-Daavis						
Motion:	to adjourn at 4:08 pm						
Name	Aye	Nay	Abstain				
Banda-Davis, Dalia	1						
Brannon, Cynthia	1						
Ingram, Mildred	1						
Young, Eric	1						
Totals	4	0	0				



American Federation of State, County, and Municipal Employees Local 2620, AFL-CIO

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www.afscme2620.org

**AFSCME Local 2620
Executive Board Meeting Agenda
Saturday, March 18, 2017
Burbank, CA**

Agenda

- I. **Call to Order/Roll Call/Quorum**
- II. **Review of Agenda**
- III. **Approval of Minutes**
- IV. **Reading of Correspondence**
- V. **Guest Speaker**
Chad Johnson- AFSCME Area Field Services Director (AFSCME Strong)
- VI. **Officers Reports**
Abdul Johnson- President
Mildred Ingram- Executive Vice President
Eric Young- Vice President
Treasurer- Dalia Banda- Davis
- VII. **Staff Reports**
Cliff Tillman Jr.- Senior Business Agent
Al Austin- Southern Business Agent
Bryan Evans- Northern Business Agent
Marc Victoria- Political & Legislative Director
Shirl Martinez- Administrative Operations Supervisor
Southern Business Agent- Vacant
Central Business Agent- Vacant
- VIII. **Board Reports (2 minute limit)**



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1. Occupational Chairs

CHOC- Michael Salaam
VROC- Denise Dorsey
PHARMOC- John Christensen
SWOC- Blake Kerr
LPAOC- Belinda Devall
SPOC- Victor Pacheco
RTOC- Wanda Wulschleger
IPCOC- Carol Cole
DNOC- Lisa Westphal

2. Regional Chief Stewards

Region I- Gary Abdullah
Region II- Lance Ferris
Region III- Therese Gardner
Region IV- Matt Tidd
Region V- Susan Neeson
Region VI- Alice Juarez
Region VII- Deborah Leong
Region VIII- Belinda Gilmer
Region IX- Liliana Alonso-Cruz
Region X- Debi Kirk
Region XI- Yvette James

3. Facility Chief Stewards

Coalinga State Hospital Facility Chief Steward- Debra Johnson
Porterville Developmental Center- John Xiong-Chapman
Atascadero State Hospital- Ellen Beraud
Fairview Developmental Center- Mark Herrera
Sonoma Developmental Center- Vacant
Patton State Hospital- Yok Choi
Metro State Hospital- Brian Kaufman
Napa State Hospital- Jeremy Montieth

IX. Guest Speaker

Brian A. Allison- Political & Legislative Director/AFSCME California People
Joshua Golka- Legislative Affairs Manager/AFSCME Political Action Department

X. Committee Reports (2 minute limit)

1. Member Organizing Committee



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2. Convention Committee
3. Government Affairs Committee
4. Political Action Committee
5. Constitution Committee
6. Finance Committee
7. Elections Committee
8. Arbitration Committee
9. Communications/Newsletter Committee
10. Contracting Out Committee
11. Policy Committee
12. Next Wave Committee
13. Women's Committee
14. Search & Rescue Committee

XI. New Business

1. Labor United for Universal Healthcare (Lunch Presentation)
2. Closed Session- Personnel Matter

XII. Old Business

1. Closed Session- Personnel
 - a. Proposed Constitution changes- Brian Kaufman
 - b. Equality pay for IPC's to reflect the Job Duties and the position holds-Carol Cole

XIII. Good & Welfare

XIV. Adjournment

Treasurer's EO/EB Report

April 2017

Amalgamated Bank General Fund

<u>Escrow Account</u>	\$63,567.68
<u>General Fund</u>	\$182,232.24
<u>Negotiations Account</u>	\$10,836.56
<u>Savings Account</u>	\$300,380.27
<u>Amalgamate PAC</u>	\$147,301.48
<u>Total</u>	\$704,318.23

Bank of America General Fund \$28,447.67

Bank of America Political Fund \$14,000.00

Finance Committee

The Finance Committee made the following motions:

Motion: That the convention be for one day with registration fee increased to \$50 and mileage will be done by zones. The one day event will cover 3 meals and two nights hotel accommodations on a double occupancy.

Motion: That the following AFSCME items be purchased as promotional items for the local: 2000 water bottles, 2000 pens, 1000 tote bags in natural color, and 2000 folders.

Amalgamated Bank

As shared, Amalgamated Bank will cease providing direct services effective April 21, 2017 and only provide online service.

Motion: To change our Amalgamated accounts to United Business Bank. 6

Motion: To hold June, August, October, and December Executive Officers meeting in Central Valley to reduce costs. 7

**American Federation of State County and Municipal Employees
Local 2620, Health and Social Services Professional Employees
Meeting Report for Submission to the Executive Officers**

Date: 4/8/17

Position: Director of Political and Legislative Affairs

Meetings Attended:

Multiple meetings with legislators and staff

Regular meetings:

Monday Statewide Lobbyist call

Wednesday Political Director call

Thursday Labor Coalition meeting

3rd Tuesdays 2620 PAC call

4th Fridays Council 57 PAC call

BUDGET:

Committees in full swing.

Key issues paying attention to:

DSH

1. Psych unit transfer from DSH to CDCR – April 3rd hearing went well. Lots of activity around this issue. Receiver contacted us to set up a meeting. Looking to meet with Senator Skinner and follow up with Arambula and Weber.
2. All AB 1340 – Need to meet with Skinner on this. The consultant is creating problems on funding.
3. AES - Funding to include civil service employees

DOR

1. Overall budget requests – would be bringing DOR leaders to capitol to discuss issues they are facing

DSS

1. Staffing matters

DJJ

1. Reclassification of definition of mental health youth – Deb Leong to come to capitol to discuss the changes at DJJ.

DDS

1. Retention program
2. State Staffing Program

LEGISLATION:

Total bills reviewed by GAC over 2600

Total bills tracked 263

Sponsored bills:

1. SB 28 MOU bill – Signed by Governor
2. AB 1258 – DDS Bill of Rights
3. AB 1456 – Expansion of waver unlicensed psychologists work under

Reviewed Bills by GAC

AFSCME Local 2620

Legislative Update

<u>AB 46</u>	(Cooper D) Employers: wage discrimination. Current Text: Introduced: 12/5/2016 <u>Text</u> Location: 12/5/2016-A. PRINT		
<u>AB 52</u>	(Cooper D) Public employees: orientation and informational programs: exclusive representatives. Current Text: Introduced: 12/5/2016 <u>Text</u> Location: 1/19/2017-A. P.E., R. & S.S.		
<u>AB 89</u>	(Levine D) Psychologists: suicide prevention training. Current Text: Introduced: 1/9/2017 <u>Text</u> Location: 1/19/2017-A. B.&P.		
<u>AB 154</u>	(Levine D) Prisoners: mental health treatment. Current Text: Introduced: 1/11/2017 <u>Text</u> Location: 1/30/2017-A. APPR.		
<u>AB 266</u>	(Thurmond D) Inmates: housing assignments. Current Text: Introduced: 2/1/2017 <u>Text</u> Location: 3/15/2017-A. APPR.	<u>SB 28</u>	(Pan D) State public employment: memoranda of understanding. Current Text: Chaptered: 3/15/2017 <u>Text</u> Location: 3/15/2017-S. CHAPTERED
<u>AB 512</u>	(Rodriguez D) Public employees' retirement: safety members: industrial disability retirement. Current Text: Introduced: 2/13/2017 <u>Text</u> Location: 2/27/2017-A. P.E., R. & S.S.	<u>SB 32</u>	(Moorlach R) California Public Employees' Pension Reform Act Current Text: Amended: 3/2/2017 <u>Text</u> Location: 3/8/2017-S. P.E. & R.
<u>AB 620</u>	(Holden D) Prisoners: trauma informed therapy. Current Text: Introduced: 2/14/2017 <u>Text</u> Location: 2/27/2017-A. PUB. S.	<u>SB 48</u>	(Committee on Budget and Fiscal Review) State public employee Current Text: Chaptered: 3/15/2017 <u>Text</u> Location: 3/15/2017-S. CHAPTERED
<u>AB 674</u>	(Low D) Election day holiday. Current Text: Introduced: 2/15/2017 <u>Text</u> Location: 2/15/2017-A. PRINT	<u>SB 215</u>	(Beall D) Incarcerated persons: victim advocates. Current Text: Amended: 3/6/2017 <u>Text</u> Location: 2/9/2017-S. PUB. S.
<u>AB 1102</u>	(Rodriguez D) Health facilities: whistleblower protections. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/9/2017-A. HEALTH	<u>SB 285</u>	(Atkins D) Public employers: union organizing. Current Text: Amended: 3/14/2017 <u>Text</u> Location: 2/9/2017-S. RLS.
<u>AB 1174</u>	(Harper R) Right to work: labor organizations. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/9/2017-A. L. & E.	<u>SB 454</u>	(Moorlach R) Public employee's health benefits. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/2/2017-S. P.E. & R.
<u>AB 1258</u>	(Aguilar-Curry D) Developmental services. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT	<u>SB 499</u>	(Stone R) Developmental services: regional centers. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/2/2017-S. HUM. S.
<u>AB 1434</u>	(Allen, Travis R) Legislature. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT	<u>SB 525</u>	(Pan D) Public employees' retirement. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/2/2017-S. P.E. & R.
<u>AB 1456</u>	(Low D) Professional licensure. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/13/2017-A. HEALTH	<u>SB 646</u>	(Galgiani D) State Civil Service Act: adverse action: notice. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/2/2017-S. P.E. & R.
<u>AB 1610</u>	(Ridley-Thomas D) Developmental services: regional centers. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT	<u>SCA 10</u>	(Moorlach R) Public employee retirement benefits. Current Text: Introduced: 2/17/2017 <u>Text</u>

Tier 2

AB 43 (Thurmond D) Taxation: prison contracts: goods and services.

Current Text: Introduced: 12/5/2016 Text
Location: 1/19/2017-A. REV. & TAX

AB 168 (Eggman D) Employers: salary information.

Current Text: Introduced: 1/17/2017 Text
Location: 1/17/2017-A. PRINT

AB 679 (Cooley D) Public employees' retirement: investments: security loans.

Current Text: Introduced: 2/15/2017 Text
Location: 3/2/2017-A. P.E..R. & S.S.

AB 1173 (Harper R) Employment: work hours: holiday season: overtime.

Current Text: Introduced: 2/17/2017 Text
Location: 3/9/2017-A. L. & E.

AB 1279 (Salas D) Valley fever.

Current Text: Introduced: 2/17/2017 Text
Location: 3/13/2017-A. HEALTH

AB 1340 (Maienschein R) Continuing medical education: mental and physical health care integration.

Current Text: Introduced: 2/17/2017 Text
Location: 3/13/2017-A. B.&P.

AB 1429 (Fong R) Labor Code Private Attorneys General Act of 2004.

Current Text: Introduced: 2/17/2017 Text
Location: 3/13/2017-A. L. & E.

AB 1430 (Fong R) Labor Code Private Attorneys General Act of 2004.

Current Text: Introduced: 2/17/2017 Text
Location: 3/13/2017-A. L. & E.

AB 1685 (Maienschein R) Children's mental health.

Current Text: Introduced: 2/17/2017 Text
Location: 2/17/2017-A. PRINT

SB 199 (Hernandez D) The California Health Care Cost, Quality, and Equity Database.

Current Text: Introduced: 1/30/2017 Text
Location: 2/9/2017-S. HEALTH

SB 350 (Galgiani D) Incarcerated persons: health records.

Current Text: Introduced: 2/14/2017 Text
Location: 2/23/2017-S. JUD.

SB 357 (Hueso D) Employee Right to Privacy.

Current Text: Introduced: 2/14/2017 Text
Location: 2/14/2017-S. RLS.

SB 683 (Stern D) State finance: budget process: machine readable budget.

Current Text: Introduced: 2/17/2017 Text
Location: 3/9/2017-S. GOV. & F.

SB 728 (Newman D) State public employees: sick leave: veterans with service-related disabilities.

Current Text: Introduced: 2/17/2017 Text
Location: 3/9/2017-S. V. A.

SB 744 (Hueso D) Employee Right to Privacy.

Current Text: Introduced: 2/17/2017 Text
Location: 2/17/2017-S. RLS.

Tier 3

SB 63 (Jackson D) Unlawful employment practice: parental leave.

Current Text: Introduced: 12/22/2016 Text
Location: 1/12/2017-S. L. & I.R.

Watch

AB 11 (McCarty D) Child care: Early Head Start.

Current Text: Introduced: 12/5/2016 Text
Location: 12/5/2016-A. PRINT

AB 12 (Cooley D) State government: administrative regulations: review.

Current Text: Introduced: 12/5/2016 Text
Location: 1/19/2017-A. A. & A.R.

AB 14 (Gomez D) Political Reform Act of 1974: campaign disclosures.

Current Text: Introduced: 12/5/2016 Text
Location: 1/19/2017-A. E. & R.

AB 177 (Chavez R) Child abuse and neglect: reporting.

Current Text: Amended: 2/21/2017 Text
Location: 1/30/2017-A. PUB. S.

AB 265 (Wood D) Prescription drugs: prohibition on price discount.

Current Text: Introduced: 1/31/2017 Text
Location: 2/13/2017-A. HEALTH

AB 273 (Aguilar-Curry D) Child care services: eligibility.

Current Text: Introduced: 3/8/2017 Text
Location: 3/8/2017-A. APPR.

AB 275 (Wood D) Long-term care facilities: requirements for changes in

Current Text: Amended: 3/8/2017 Text
Location: 2/13/2017-A. HEALTH

<u>AB 285</u>	(Melendez R) Drug and alcohol free residences. Current Text: Introduced: 2/2/2017 <u>Text</u> Location: 2/13/2017-A. HEALTH		Location: 2/14/2017-A. PRINT
<u>AB 315</u>	(Wood D) Pharmacy benefits management. Current Text: Introduced: 2/6/2017 <u>Text</u> Location: 2/21/2017-A. B.&P.	<u>AB 627</u>	(Bigelow R) Prisons: contracts for food. Current Text: Introduced: 2/14/2017 <u>Text</u> Location: 3/2/2017-A. PUB. S.
<u>AB 316</u>	(Waldron R) Workforce development. Current Text: Amended: 3/9/2017 <u>Text</u> Location: 2/21/2017-A. J., E.D. & E.	<u>AB 669</u>	(Berman D) Economic development: California Community Coll Current Text: Introduced: 2/14/2017 <u>Text</u> Location: 3/2/2017-A. HIGHER ED.
<u>AB 325</u>	(Stone, Mark D) Foster youth: rights. Current Text: Introduced: 2/7/2017 <u>Text</u> Location: 2/7/2017-A. PRINT	<u>AB 676</u>	(Limón D) Child care and development: occupational health an Current Text: Introduced: 2/15/2017 <u>Text</u> Location: 3/2/2017-A. HUM. S.
<u>AB 401</u>	(Aguilar-Curry D) Pharmacy: remote dispensing site pharmacy: telepharmacy. Current Text: Introduced: 2/9/2017 <u>Text</u> Location: 2/21/2017-A. B.&P.	<u>AB 713</u>	(Chu D) Continuing care retirement facilities: transfers of resid Current Text: Introduced: 2/15/2017 <u>Text</u> Location: 3/2/2017-A. HUM. S.
<u>AB 404</u>	(Stone, Mark D) Juveniles. Current Text: Amended: 3/6/2017 <u>Text</u> Location: 2/21/2017-A. HUM. S.	<u>AB 720</u>	(Eggman D) Inmates: psychiatric medication: informed consent Current Text: Introduced: 2/15/2017 <u>Text</u> Location: 3/2/2017-A. PUB. S.
<u>AB 456</u>	(Thurmond D) Healing arts: associate clinical social workers. Current Text: Introduced: 2/13/2017 <u>Text</u> Location: 2/27/2017-A. B.&P.	<u>AB 724</u>	(Choi R) Foreign adoption: domestication. Current Text: Introduced: 2/15/2017 <u>Text</u> Location: 3/2/2017-A. JUD.
<u>AB 473</u>	(Waldron R) Mental health: criminal justice. Current Text: Introduced: 2/13/2017 <u>Text</u> Location: 2/13/2017-A. PRINT	<u>AB 763</u>	(Salas D) Independent Living Centers: funding. Current Text: Introduced: 2/15/2017 <u>Text</u> Location: 3/2/2017-A. HUM. S.
<u>AB 532</u>	(Waldron R) Golden Bear State Pharmacy Assistance Program. Current Text: Introduced: 2/13/2017 <u>Text</u> Location: 2/13/2017-A. PRINT	<u>AB 849</u>	(Acosta R) Workforce development. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 2/16/2017-A. PRINT
<u>AB 563</u>	(Arambula D) CalFresh Employment and Training program. Current Text: Amended: 3/13/2017 <u>Text</u> Location: 2/27/2017-A. HUM. S.	<u>AB 853</u>	(Choi R) Residential care facilities for the elderly. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 2/16/2017-A. PRINT
<u>AB 587</u>	(Chiu D) State government: prescription drugs. Current Text: Introduced: 2/14/2017 <u>Text</u> Location: 2/14/2017-A. PRINT	<u>AB 855</u>	(Low D) Voter registration: regulations. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/2/2017-A. E. & R.
<u>AB 590</u>	(Medina D) Public employees' retirement: membership election. Current Text: Introduced: 2/14/2017 <u>Text</u> Location: 2/27/2017-A. P.E., R. & S.S.	<u>AB 859</u>	(Eggman D) Elder and dependent adults: abuse or neglect. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/2/2017-A. JUD.
<u>AB 592</u>	(Dahle R) Public employees' retirement: contracting agencies. Current Text: Introduced: 2/14/2017 <u>Text</u> Location: 2/27/2017-A. P.E., R. & S.S.	<u>AB 878</u>	(Gipson D) Juveniles: restraints. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/2/2017-A. PUB. S.
<u>AB 602</u>	(Bonta D) Pharmacy: nonprescription diabetes devices. Current Text: Introduced: 2/14/2017 <u>Text</u> Location: 2/27/2017-A. B.&P.	<u>AB 904</u>	(Gallagher R) Prescription drugs. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 2/16/2017-A. PRINT
<u>AB 611</u>	(Dababneh D) Mandated reporters of suspected financial abuse of an elder or dependent adult: powers of attorney. Current Text: Introduced: 2/14/2017 <u>Text</u>	<u>AB 916</u>	(Quirk-Silva D) Workforce development: local workforce devel Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/2/2017-A. J., E.D. & E.

<u>AB 931</u>	(McCarty D) Suicide prevention. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 2/16/2017-A. PRINT	<u>AB 1243</u>	(Arambula D) Public Employees' Retirement System: replacement. Current Text: Amended: 3/13/2017 <u>Text</u> Location: 3/9/2017-A. P.E., R. & S.S.
<u>AB 940</u>	(Weber D) Long-term health care facilities: notice. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/2/2017-A. AGING & L.T.C.	<u>AB 1261</u>	(Berman D) Suicide prevention. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT
<u>AB 941</u>	(Voepel R) Residential care facilities for the elderly. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 2/16/2017-A. PRINT	<u>AB 1325</u>	(Committee on Public Employees, Retirement, and Social Security) <u>Text</u> Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/13/2017-A. P.E., R. & S.S.
<u>AB 959</u>	(Holden D) Developmental services: regional centers. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/2/2017-A. HUM. S.	<u>AB 1327</u>	(Brough R) Adoption. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT
<u>AB 1005</u>	(Calderon D) Department of Consumer Affairs. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/6/2017-A. B.&P.	<u>AB 1336</u>	(Mullin D) California Workforce Development Board. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT
<u>AB 1008</u>	(McCarty D) Employment discrimination: prior criminal history. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/9/2017-A. L. & E.	<u>AB 1339</u>	(Cunningham R) Public employment: background investigation. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/13/2017-A. PUB. S.
<u>AB 1013</u>	(Low D) Public employment. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 2/16/2017-A. PRINT	<u>AB 1366</u>	(Brough R) California Public Employees' Pension Reform Act of 2013. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT
<u>AB 1017</u>	(Santiago D) Collective bargaining agreements: arbitration: litigation. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 3/9/2017-A. P.E., R. & S.S.	<u>AB 1372</u>	(Levine D) Crisis stabilization units: psychiatric patients. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT
<u>AB 1105</u>	(Patterson R) Adoption: appeal of final determination. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/6/2017-A. JUD.	<u>AB 1380</u>	(Santiago D) Developmental services: regional center services. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/13/2017-A. HUM. S.
<u>AB 1114</u>	(Garcia, Eduardo D) Supervised Population Workforce Training Grant Program Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/9/2017-A. PUB. S.	<u>AB 1388</u>	(Chen R) Employers: wage discrimination. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT
<u>AB 1136</u>	(Eggman D) Health facilities: residential mental or substance use disorder treatment. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/6/2017-A. HEALTH	<u>AB 1411</u>	(Garcia, Cristina D) Health care facilities: rehabilitation innovation. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/13/2017-A. HEALTH
<u>AB 1149</u>	(Arambula D) Workforce investment boards: funding. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/9/2017-A. L. & E.	<u>AB 1437</u>	(Patterson R) California Residential Care Facilities for the Elderly. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT
<u>AB 1159</u>	(Chiu D) Professions and vocations: healing arts: local governments. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT	<u>AB 1458</u>	(Friedman D) Political Reform Act of 1974: Secretary of State: office. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/13/2017-A. E. & R.
<u>AB 1164</u>	(Thurmond D) Foster care placement: funding. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 3/9/2017-A. HUM. S.	<u>AB 1467</u>	(O'Donnell D) Child care. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT
<u>AB 1241</u>	(Flora R) Employment: work hours. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT	<u>AB 1479</u>	(Bonta D) Elections: penal provisions.

	Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT	SB 250	(Hertzberg D) Pupil meals: Child Hunger Prevention and Fair Tr Current Text: Introduced: 2/7/2017 <u>Text</u> Location: 2/16/2017-S. ED.
AB 1487	(Rodriguez D) Public Employees' Retirement System. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT	SB 306	(Hertzberg D) Employee protected conduct. Current Text: Introduced: 2/13/2017 <u>Text</u> Location: 2/13/2017-S. RLS.
AB 1500	(Maienschein R) Elders Living with Dignity, Empathy, Respect, and Serenity (ELDERS) Bond Act of 2018. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT	SB 310	(Atkins D) Name and gender change: prisons and county jails. Current Text: Introduced: 2/13/2017 <u>Text</u> Location: 2/23/2017-S. PUB. S.
AB 1513	(Kalra D) Residential care facilities for the elderly: review. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT	SB 315	(Nguyen R) Pharmacy. Current Text: Introduced: 2/13/2017 <u>Text</u> Location: 2/13/2017-S. RLS.
AB 1560	(Friedman D) Healing arts: records. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT	SB 342	(Nguyen R) Pupil nutrition: free or reduced-price meals. Current Text: Introduced: 2/14/2017 <u>Text</u> Location: 2/14/2017-S. RLS.
AB 1589	(Solas D) Pharmacy: pharmacist supervision: technicians. Current Text: Introduced: 2/17/2017 <u>Text</u> Location: 2/17/2017-A. PRINT	SB 343	(Bradford D) Life sentences: release. Current Text: Introduced: 2/14/2017 <u>Text</u> Location: 2/14/2017-S. RLS.
SB 17	(Hernandez D) Health care: prescription drug costs. Current Text: Amended: 3/14/2017 <u>Text</u> Location: 12/5/2016-S. RLS.	SB 351	(Roth D) Hospital satellite compounding pharmacy: license: req Current Text: Introduced: 2/14/2017 <u>Text</u> Location: 2/23/2017-S. B., P. & E.D.
SB 47	(Committee on Budget and Fiscal Review) Budget Act of 2016. Current Text: Chaptered: 3/15/2017 <u>Text</u> Location: 3/15/2017-S. CHAPTERED	SB 374	(Newman D) Health insurance: discriminatory practices: menta Current Text: Introduced: 2/14/2017 <u>Text</u> Location: 2/23/2017-S. HEALTH
SB 55	(Jackson D) After school programs: The Distinguished After School Health Recognition Program. Current Text: Amended: 3/15/2017 <u>Text</u> Location: 3/15/2017-S. APPR.	SB 401	(Pan D) Child care facilities: state employees. Current Text: Introduced: 2/15/2017 <u>Text</u> Location: 2/23/2017-S. HUM. S.
SB 72	(Mitchell D) Budget Act of 2017. Current Text: Introduced: 1/10/2017 <u>Text</u> Location: 1/11/2017-S. BUDGET & F.R.	SB 409	(Nguyen R) Veterans homes: residents with complex mental an Current Text: Introduced: 2/15/2017 <u>Text</u> Location: 2/23/2017-S. V. A.
SB 132	(Committee on Budget and Fiscal Review) Budget Act of 2017. Current Text: Introduced: 1/11/2017 <u>Text</u> Location: 1/19/2017-S. BUDGET & F.R.	SB 437	(Atkins D) Medi-Cal: clinics: drugs and supplies. Current Text: Introduced: 2/15/2017 <u>Text</u> Location: 2/15/2017-S. RLS.
SB 138	(McGuire D) School meal programs: free and reduced-price meals: universal free meal service. Current Text: Amended: 3/8/2017 <u>Text</u> Location: 3/15/2017-S. APPR.	SB 443	(Hernandez D) Pharmacy: emergency medical services automat Current Text: Introduced: 2/15/2017 <u>Text</u> Location: 2/23/2017-S. B., P. & E.D.
SB 143	(Beall D) Sentencing: persons confined to a state hospital. Current Text: Amended: 2/21/2017 <u>Text</u> Location: 1/26/2017-S. PUB. S.	SB 449	(Monning D) Skilled nursing and intermediate care facilities: tr Current Text: Introduced: 2/15/2017 <u>Text</u> Location: 2/23/2017-S. HEALTH
SB 213	(Mitchell D) Placement of children: criminal records check. Current Text: Introduced: 2/1/2017 <u>Text</u> Location: 2/9/2017-S. HUM. S.	SB 476	(Nguyen R) Discount Prescription Drug Program. Current Text: Introduced: 2/16/2017 <u>Text</u> Location: 2/16/2017-S. RLS.
SB 247	(Moorlach R) Licensing requirements. Current Text: Introduced: 2/6/2017 <u>Text</u> Location: 2/6/2017-S. RLS.	SB 510	(Stone R) Pharmacies: compounding. Current Text: Introduced: 2/16/2017 <u>Text</u>

Location: 3/2/2017-S. B., P. & E.D.

SB 526

(Nielsen R) Community care facilities: special permits.

Current Text: Introduced: 2/16/2017 Text

Location: 2/16/2017-S. RLS.

SB 528

(Stone R) Pharmacy.

Current Text: Introduced: 2/16/2017 Text

Location: 2/16/2017-S. RLS.

SB 560

(Allen D) Public retirement systems: investments: financial climate risk.

Current Text: Introduced: 2/17/2017 Text

Location: 3/2/2017-S. P.E. & R.

SB 571

(Pan D) Public employee retirement plans: automatic enrollment and escalation.

Current Text: Introduced: 2/17/2017 Text

Location: 3/2/2017-S. P.E. & R.

SB 572

(Stone R) Healing arts licensees: violations: grace period.

Current Text: Introduced: 2/17/2017 Text

Location: 3/2/2017-S. B., P. & E.D.

SB 599

(Portantino D) Public Employees' Retirement System.

Current Text: Introduced: 2/17/2017 Text

Location: 2/17/2017-S. RLS.

SB 648

(Mendoza D) Health and care facilities: referral agencies.

Current Text: Introduced: 2/17/2017 Text

Location: 3/2/2017-S. HEALTH

SB 665

(Moorlach R) Elections: ballot measures.

Current Text: Introduced: 2/17/2017 Text

Location: 3/9/2017-S. E. & C.A.

SB 681

(Moorlach R) Public employees' retirement.

Current Text: Introduced: 2/17/2017 Text

Location: 2/17/2017-S. RLS.

SB 684

(Bates R) Incompetence to stand trial: conservatorship: treatment.

Current Text: Introduced: 2/17/2017 Text

Location: 3/9/2017-S. PUB. S.

SB 730

(Pan D) Pupil nutrition: National School Lunch Act: Buy American provision: compliance.

Current Text: Introduced: 2/17/2017 Text

Location: 3/9/2017-S. ED.

SB 734

(Fuller R) Voters: online voter registration.

Current Text: Introduced: 2/17/2017 Text

Location: 3/9/2017-S. E. & C.A.

SB 735

(Fuller R) Elections: provisional ballots.

Current Text: Introduced: 2/17/2017 Text

Location: 2/17/2017-S. RLS.

SB 736

(Fuller R) Vote by mail ballot drop-off locations.

Current Text: Introduced: 2/17/2017 Text

Location: 2/17/2017-S. RLS.

SB 737 (Fuller R) Initiative measures: circulating title and summary.
Current Text: Introduced: 2/17/2017 Text
Location: 2/17/2017-S. RLS.

SB 738 (Fuller R) Political Reform Act of 1974.
Current Text: Introduced: 2/17/2017 Text
Location: 2/17/2017-S. RLS.

SB 762 (Hernandez D) Health care workforce development.
Current Text: Introduced: 2/17/2017 Text
Location: 2/17/2017-S. RLS.

SCA 5 (Fuller R) Elections: initiative, referendum, and recall.
Current Text: Introduced: 2/9/2017 Text
Location: 2/9/2017-S. RLS.

SCA 8 (Moorlach R) Public employee retirement benefits.
Current Text: Introduced: 2/15/2017 Text
Location: 2/23/2017-S. P.E. & R.

AB 93 (Medina D) Healing arts: marriage and family therapists: clinical social workers: professional clinical counselors: required experience and supervision.
Current Text: Introduced: 1/9/2017 Text
Location: 1/19/2017-A. B.&P.

AB 279 (Holden D) Developmental disabilities: regional centers.
Current Text: Amended: 3/1/2017 Text
Location: 3/8/2017-A. APPR.

AB 322 (Mullin D) Public social services for deaf persons.
Current Text: Introduced: 2/7/2017 Text
Location: 2/7/2017-A. PRINT

AB 575 (Jones-Sawyer D) Elder and dependent adult abuse: mandated reporters: substance use disorder counselors.
Current Text: Introduced: 2/14/2017 Text
Location: 2/27/2017-A. HEALTH

Total Measures: 263

Total Tracking Forms: 263

LOBBY DAY:

Will be discussing four issues:

1. AB 46 – Equal Pay for Equal Work Application to Public Employers
2. AB 1258 – Developmentally Disabled Bill of Rights
3. AB 1456 – Extension of Waiver for Psychologists to Obtain Their License
4. Psych Unit Transfer

30 meetings currently set-up

Working on materials for print on Tuesday

POLITICAL:

Governors race:

- Gavin Newsom (D) - is crafting a universal health care plan
- Kevin Faulconer (R)?

- John Chiang (D) – received endorsement from Speaker Rendon
- Ashley Swearingen (R)?
- Antonio Villaraigosa (D)
- Tom Steyer (D)?
- John Cox (R)?

US Senate – Does Senator Feinstein run again? How does that change the Governor's race?

Congressional Seat 34

Jimmy Gomez received 26.54% and will face Robert Ahn who received 18.7 %.

Special election run-off set for June 6, 2017.

ON-GOING PROJECTS:

- Developing a state-employee union coalition
- American Legislative Exchange Council report
- CLC engagement plan
- Political Action Committee
- Women's Committee

BUDGET:

PAC Balance – Roughly \$159,000

REQUESTED AGENDA ITEM:

REQUESTED MOTION:

Senator Leyva fundraiser in OC – Requested \$4400 donation

Good morning Marc,

I spoke with President Johnson, regarding moving forward with exploring legislating to address the unfair and abuse of our underprivileged prison population and their families.

I spoke with Dr. Bryan Stevenson who stated we should definitely move forward with stopping the extortion of the prisoners and their families, with the outrages food prices they are being charged when they visit their family member that's incarcerated. Dr. Stevenson told me (sister Gilmer) his office staff will be available to help us with this bill if needed. I also spoke with Senator Isadore Hill who told he would be willing to carry the bill for us.

Belinda Gilmer
562-440-5867

American Federation of State County and Municipal Employees Local 2620, Health &
Social Services Professional Employees

Pre--Meeting Report for Submission to the Executive Board

Date: 4-8-17

Facility/Regional Steward/Occupational Chair:

1. Meeting(s) Attended:

Various meetings in the Southern region. El Centro, Palm Desert, Riverside and several other sites.

3/4 - Membership Organizing Committee Mtg (28 cards)

3/7 - Hodels Member Mtg (2 cards)

3/9 - Patton State Hospital Member Mtg (4 cards)

3/14 - Adoption Specialists Mtg

3/16-18 - Executive Officers Mtg/Training and Board Mtg

3/20 - Investigative Interview (DOR)

3/21 - El Centro and Palm Desert Member Mtg (DOR)

3/23 - Lancaster Prison Labor Management Mtg (CDOR)

3/25 - RT FLSA Mtg

3/27 - Anaheim Member Mtg (DOR)

3/28 - GAC Committee Mtg

3/29 - Site visit Inglewood (DOR) and Culver City (DOR)

3/30 - Van Nuys Member Mtg (DOR)

2. Project(s):

* Develop a "remember this" training for Stewards at our site to remind them of their Steward Training and the impact it can have on the pressure recently increased by management.

* Continue regular communications with sites visited via regular email subject heading "Voice of your Southern Vice President"

* Begin introducing the Google Groups to DoR before rolling out to other Departments (DSH, DSS, CDCR).

3. Requested Agenda Item:

4. Motion(s):

A more secure process with storing member cards, travel and expense info and other sensitive data. (Identified and locked file cabinets)

Prepared and Submitted by:

Eric Young
Southern Vice President



Protecting Working Families

Optional Supplemental Insurance Benefits Available *(General Description)*

We protect and service the needs of working families. The AIL Representative will deliver and explain the AD&D certificate of coverage, and will present the opportunity to apply for and purchase additional supplemental insurance coverage available through American Income Life Insurance Company on a voluntary basis.

The primary coverage offer includes:

Freedom Of Choice

(Final Expense Plan)

A life insurance plan designed to take care of immediate financial needs placed on a family when a loved one passes away. As the name implies, families have the freedom to choose the funeral home, location and type of funeral when it is needed.

Term Insurance

Various terms are available to cover the needs of a temporary nature such as to pay off a mortgage or other loans, family income protection, etc. The beneficiary can request a lump sum payment upon the insured's death or the benefits be spread out over several years to provide a monthly benefit amount to help them adjust to the loss of the insured's monthly income.

Depending on need, the AIL Representative may also present:

Head Start

The Head Start program is available for children ages zero to seventeen. It serves as a vehicle for parents or grandparents to purchase life insurance coverage for a child or grandchild when it is least expensive. Head Start is whole life insurance with options to purchase additional whole life insurance at future dates without evidence of insurability.

Accident Policy

(Form A71000 series)

The plan provides benefits for accidental death and dismemberment as well as hospital confinement and intensive care treatment if related to an accident. In addition, the policy pays a benefit if the insured has emergency room treatment as a result of an accident when treated within 72 hours of the accidental injury.

Cancer Protection

(C/M, C10000 and C20000 series)

Policies provide specific coverage for treatment of cancer or a single sum benefit when an insured is diagnosed with cancer.

Critical Illness

(Form C10000 series)

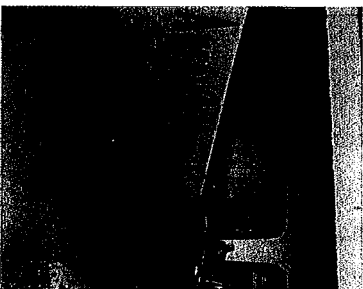
This policy pays a one-time lump sum payment when an insured is first diagnosed with a covered critical illness.

Protecting Working

AIL

AMERICAN INCOME LIFE
Insurance Company

COMPANY INFO



Experience and Stability

American Income is licensed in 49 states, a District of Columbia, Canada, and is registered to carry on business in New Zealand. AIL has a wholly-owned subsidiary, National Income Life Insurance Company, licensed in the state of New York. AIL's Executive Offices are located in Waco, Texas.

We have earned an A+ (Superior) Financial Strength Rating from A.M. Best Company (rating as of 6/15).

AIL and NILICO boast combined assets of more than \$3 billion with more than \$46.6 billion of life insurance in force for working families.

Community Service

We believe in the importance of being involved and giving back to the communities in which we live and work. Our local SGA offices are involved in charitable events, community projects, scholarships and food banks. It's not just what we do, it's who we are as a Company.



The In-Home Visit — What Your Members Can Expect

American Income is one of the largest providers of supplemental insurance coverage for working families. We take that responsibility seriously. We have developed supplemental benefits and programs relevant to the needs of working families.



We have created a unique method for our representatives to determine the insurance needs of your members so they can have appropriate supplemental benefits to protect their entire family:

Needs-Based Laptop Presentation

Our state-of-the-art, multi-media laptop presentation features short videos that introduce our company and explain our relationship with your organization.

Interactive videos explain the no-cost benefits the representative is delivering to the family and give members an opportunity to sponsor friends and family members to receive similar no-cost benefits.

Needs Survey

Members are asked to provide basic information about the family, income, and existing insurance coverage. The answers to a few general health questions help determine

eligibility for the coverage, and if the family has any special needs.

The Needs-Based Presentation addresses the four basic needs most families have:

- Final Expenses
- Readjustment income as a result of death
- Mortgage Protection
- College Education

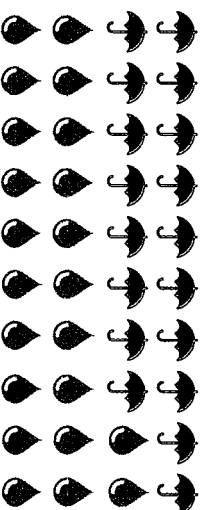
Short videos explain the proposed coverage in plain language so the member understands their need and the protection the coverage provides. The program logic automatically recommends optimal coverage face amounts that will best protect the family. Face amounts are flexible to help preserve the full blanket of coverage, and allow modification to ensure the member is comfortable with the coverage.

Electronic Application

The application for insurance is also contained within the presentation. This saves time and paper, and helps the policies issue faster and more accurately.

Why do your members need Life Insurance?

LESS THAN
HALF
of consumers ages 25-64 have individual life insurance coverage



Consumers ages 25-64
☐ = Insured
○ = Uninsured



44%

of those without insurance coverage say they need it



ONE OF THREE

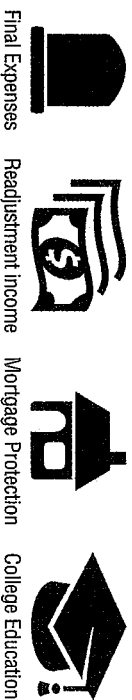
Americans say they would feel a financial impact from the loss of a wage earner within a month of the wage earner's passing



42%

of consumers believe the most important reason to have life insurance is to replace their income

THE MOST
COMMON BASIC
IDS MOST
FAMILIES HAVE:



Up to
\$10,000
Cost for a
traditional funeral in
North America

The average cost of college tuition and fees, excluding books, for a typical four-year Bachelor's degree totals
\$78,192



Average cost of a four-year degree ☐ = \$2,000

Sources:

Life Insurance and Market Research Association (LIMRA), "LIMRA's Facts of Life (2014)", http://www.limra.com/uploadedFiles/limra.com/LIMRA_Road/Posters/PLIAM/PDF/2014-LIAM-Fact-Sheet.pdf (April 16, 2015)
Testa, Mike, Funeral-Tips.com, "Funeral Costs: How much does an average funeral cost?" September 5, 2015, <http://funeral-tips.com/funeral-costs-how-much-does-an-average-funeral-cost/> (April 16, 2015)
Collegeboard.org, "Trends in Higher Education," <http://trends.collegeboard.org/college-pricing/figures-ta> (November 20, 2015)
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MARCH 2017
Vol. 49 No. 1

NEWS FROM THE AFL-CIO, CTW, INTERNATIONAL & NATIONAL UNIONS

Thousands of union leaders, activists and community leaders joined in observances across the nation January 13-16 to honor the memory of Martin Luther King, Jr. In Washington, D.C., hundreds participated in the AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Awards Luncheon and Community Service Weekend. Activities included the MLK Labor Economic Policy and Advocacy Summit, rallies for social justice and a day of

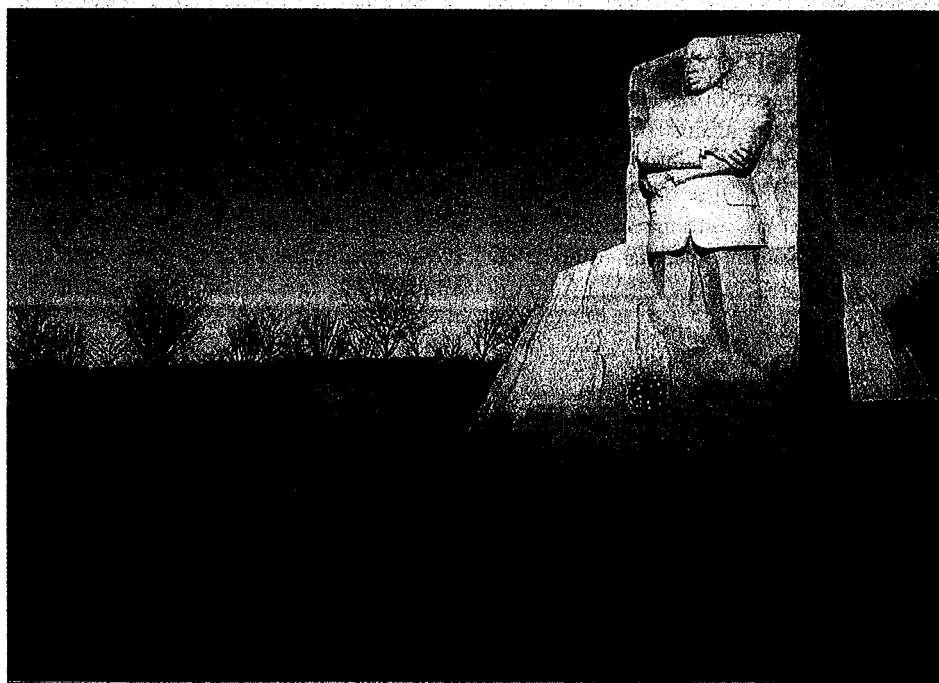
service to the community. The AFL-CIO presented labor's highest honor for civil and human rights service, "At the River I Stand" Award, to co-winners Marc Perrone, President of the United Food and Commercial Workers Union, and United Steelworkers Executive Vice President Fred Redmond.

United Auto Workers said the recent announcement by GM to invest billions in U.S. auto plants was the result of the 2015 national bargaining agreement. "We are pleased that there will be over \$1 billion in new investment for current and future UAW GM members. Through hard work and the quality products we build, UAW-GM members, their families and

their communities will benefit," said United Auto Workers Vice President Cindy Estrada. "We will continue to work with GM to bring more products to the United States and enhance the job security of our UAW members." General Motors said it would invest one billion dollars in U.S. auto plants in 2017 on top of the \$2.9 billion in U.S. investments GM announced last year. An estimated 3,300 jobs at 12 plants will be created or retained through 2018.

Recently introduced into Congress, The Stop Subsidizing Multimillion Dollar Corporate Bonuses Act is "an important step toward ensuring corporations pay their fair share in taxes and curbing the trend of excessive executive pay," declared the Teamster Union. The measure, sponsored by Rep. Lloyd Doggett (D-TX) and Sen. Jack Reed (D-RI), closes a loophole in the tax law that allows corporations to claim commission and performance-based executive compensation as a deduction. Publicly traded corporations may not deduct any employee's base compensation over \$1 million. But the restriction does not include executive compensation received as a bonus. "This loophole gives corporations incentive to give top executives massive bonuses that they can then turn around and deduct from their corporate revenue for tax purposes," said Teamsters General Secretary-Treasurer Ken Hall. "This loophole has played a large part in the current trend of ever-increasing excessive executive bonuses."

AFL-CIO President Richard Trumka met with Donald Trump prior to his inauguration January 13 in what Trumka later called a "very honest" conversation.



Martin Luther King, Jr. Monument in Washington, DC . Flickr.com photo used under Creative Commons from Ted Eytan.

According to news reports, labor's spokesperson entered Trump Tower at 10:30 a.m. and left around noon. News reports quoted Trumka as saying the meeting was "very productive" and that they spoke about "a lot of issues." Democratic nominee Hillary Clinton beat Trump among union households by 8 percentage points, according to exit polls, far below President Obama's 18-point lead over GOP nominee Mitt Romney in such households in 2012. The weak margin among union households contributed to her losses in such key industrial states as Michigan and Pennsylvania.

INTERNATIONAL LABOR NEWS

Canada's construction union

leaders hailed the government's recent announcement of its whole-of-government approach to ban the manufacture, use, import and export of asbestos in Canada. "This announcement reflects this government's commitment to the health and safety of the Canadian workforce and indeed, all Canadians," said Bob Blakely, Canada Building Trades Unions' (CBTU) Chief Operating Officer. The CBTU unions have long called for the asbestos ban citing exposure to asbestos is one of the leading causes of workplace-related death among skilled workers. "The Prime Minister promised us at our General Conference in May that he

would ban asbestos, and now he has. I am proud to live in Canada where government will actually act to preserve the lives of our members," said Fred Clare, the International Vice President of the International Association of Heat and Frost Insulators and Allied Workers.

Effective January 1, workers in

France achieved the legal right to avoid work emails outside working hours. The new law, called the "right-to-disconnect," affects workers at companies with more than 50 employees. These companies are now required to implement a "charter of good conduct" specifying hours when staff are not supposed to send or answer emails or text messages. The law's supporters said workers who were expected to check and reply to emails outside normal work hours were not being fairly paid for their overtime. The practice also contributes to stress, burnout, sleep problems and relationship difficulties. The new law was part of a set of new labour laws introduced in May which also made it easier for firms to hire and fire workers.

Fifty Tory MP's demanded the

British government bring legislation with tougher strike laws against transit workers. The demand was issued in retaliation for a series of work stoppages on Southern Rail which were set to continue in 2017. The RMT union, meanwhile, has threatened

strikes on Northern and Merseyside rail networks. Union workers are concerned about infrastructure safety issues. But the Tory MPs, who represent districts mostly in Southern Rail territory, want legislation that bans strikes on "critical public infrastructure" and want unions bound to keep up a "skeleton" service with half of normal journeys still operating. The measure could trigger a major battle in Parliament, which is focused on Brexit negotiations, and could be defeated in the House of Lords where there is no Tory majority.

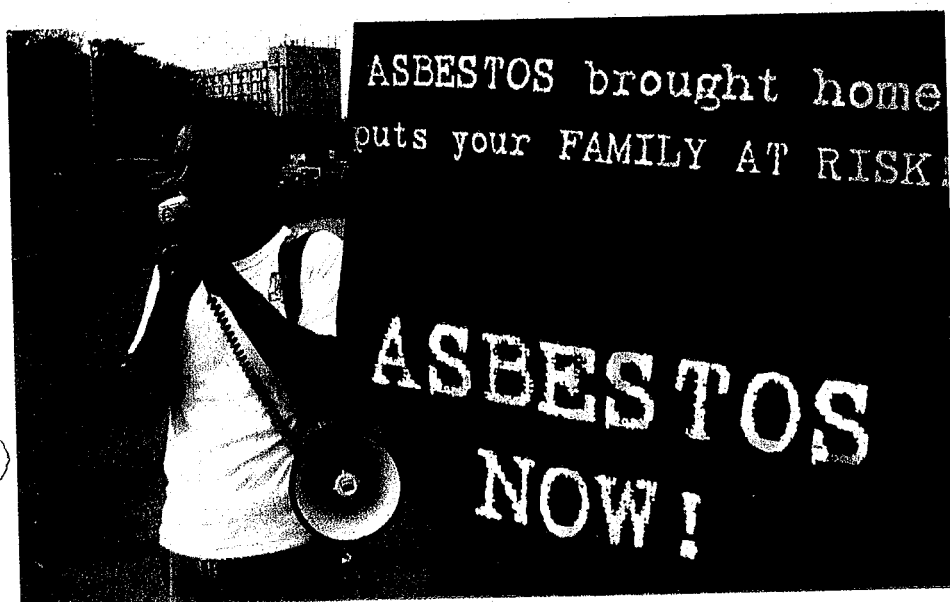
Latest New Zealand govern-

ment figures which showed an increase of 1.1 percent in the three months to September in the nation's Gross Domestic Product (GDP) "look good on paper (but) don't tell the whole story," warned the New Zealand Council of Trade Unions. CTU Economist Bill Rosenberg said the figures "hide the reality" that too many working Kiwis are struggling to make ends meet. "While GDP increased 1.1 percent over the three months to September, and 3.0 per cent year on year, it doesn't do much to improve our living standards and doesn't make life fairer," he said. He urged the Government to move the economy away from low wage industries such as tourism and low value commodity exports like milk powder and logs towards higher value goods and services. "We need employers much more committed to raising the skills of the people they employ. We need good employment law that ensures that the income that is created by higher productivity flows into wages and salaries," Rosenberg said.

NATIONAL AND POLITICAL EVENTS

Union and Catholic religious

leaders, including an advisor to the pope, recently participated in a conference which examined the clash between Catholic social teaching and U.S. culture. The session was the third in a series of conferences sponsored by the Institute for Policy Research & Catholic Studies at Catholic University in Washington, in partnership with the AFL-CIO. Speakers focused on a range of topics that examined economics and workers'



Workers protesting asbestos. Flickr.com photo used under Creative Commons from Dom Tuvera.



Stuart Appelbaum
President
Retail, Wholesale
and Department
Store Union
(RWDSU), UFCW

MARTIN LUTHER KING WAS A LABOR LEADER

Every year, people across the United States celebrate Dr. Martin Luther King, Jr.'s many contributions to our country, and how he has shaped our history.

We lift up King the civil rights leader, King the moral crusader, King the brilliant orator, King the brave marcher, King the fearless activist. The list goes on.

All of those tributes are, of course, important to offer, and they should happen every day, not just once a year, given the man's extraordinary accomplishments.

Yet at a time of extreme division and polarization, and when so many working people are struggling to survive, it's worth remembering that King was also a labor leader — a charismatic champion of unionization as a force for economic justice.

Throughout his life, King spent countless hours on shop floors and in the streets with workers who were fighting and striving for dignity and respect on the job.

It's often forgotten that King was a consistent and fervent defender of organized labor who understood how union rights help workers across industries and occupations.

He understood the struggles of workers of color, immigrant workers, white workers, women and others trapped in an economy that fails them and only seems to reward those at the top.

In a March 1968 speech, one of his last, King described the working poor in words that could just as easily describe the plight of many Americans today:

"Most of the poor people in our country are working every day, but they're making wages so inadequate that they cannot even begin to function in the mainstream of the economic life of the nation," he said.

Were he still alive, King would undoubtedly talk about how and why American workers are concerned about the future, especially those harmed by globalization and a political order that rewards greed and caters to the wealthy elite.

He understood deeply the struggles of the marginalized and the mistreated throughout our economy and society.

But he would admonish us not to succumb to pessimism or despair.

He was a pragmatic optimist about the future, because he knew what unions achieved and what working people overcame in the face of massive obstacles.

"The labor movement was the principal force that transformed misery and despair into hope and progress," King once emphatically noted. "Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old-age pensions, government relief for the destitute, and, above all, new wage levels that meant not mere survival but a tolerable life," he observed.

Today he would urge us to expand the labor movement as part of a broader progressive movement that empowers and elevates all working people.

King's vision was that larger coalitions of Americans can and must be built to advance the common needs of working people and expand union membership.

"Union meant strength, and recognition meant the employer's acknowledgment of that strength, and the two meant the opportunity to fight again for further gains with united and multiplied power," King declared in 1967.

King wanted Americans to harness the "combined strength" of the labor movement and civil rights movement.

"We have not used a fraction of it for our own good or for the needs of society as a whole... if we seek higher standards for all workers for an enriched life, we have the ability to accomplish it, and our nation has the ability to provide it," he noted in one of his addresses to a union audience.

His point was this: As a nation of working people who share similar struggles on the job but come from different backgrounds — backgrounds that often appear to divide us — we cannot speak past each other.

Instead, we must learn and develop new ways to talk to each other, organize together, mobilize our communities and advance our shared interests.

This is King's unfinished legacy — one to embrace and defend in his honor.



LABOR ADVISORY BOARD

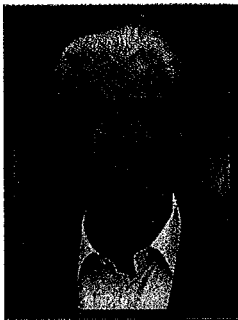
These outstanding union leaders are members of American Income Life & National Income Life Labor Advisory Board.

With their advice, American Income Life & National Income Life Insurance Company provides substantial financial assistance to labor and labor-related causes, and develops programs to best meet the needs of union members and their families.

Membership on the Labor Advisory Board constitutes neither an endorsement of AIL/NILICO nor its products. The only obligation of membership on the Board is to provide guidance on how

AIL/NILICO might best serve the interests of their respective members and the labor movement.

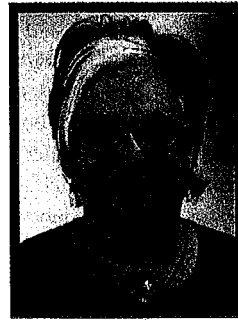
Labor Advisory Board members recognize that AIL/NILICO is a fully organized, 100 percent union company that offers supplemental insurance plans primarily to union members. AIL is honored to be among those "All-Union Wall-to-Wall" companies cited by the AFL-CIO Union Label and Service Trades Department.



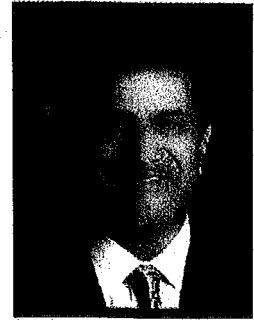
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President
Laborers' International Union of
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Vice President
American Income Life
Executive Director
Labor Advisory Board



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Agency Division
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Professional Employees,
AFL-CIO
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Retail, Wholesale &
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UPCW



Morty Bahr
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Communications Workers
of America
Chairman Emeritus
Labor Advisory Board



Dave Barrett
Former Premier
Province of British
Columbia
Honorary Member
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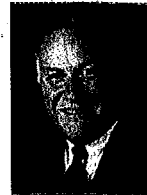
James Boland
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International Union of
Bricklayers &
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Clayola Brown
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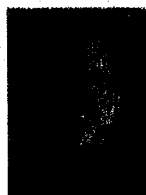
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Frank Christensen
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International Union of
Elevator Constructors



RoseAnne DeMoro
Executive Director
National Nurses United
Executive Director
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Association



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International
President
Bakery, Confectionery,
Tobacco Workers & Grain
Millers International Union



Tefere Gebre
Executive Vice
President
AFL-CIO



Hon. Richard Gephardt
Former US
Congressman
Honorary Member
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of Musicians



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President
United Association of
Journeyman & Apprentices
of the Plumbing & Pipe
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Canada



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of Teamsters



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of Teachers



Newton B. Jones
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International Brotherhood
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Forgers & Helpers



Greg Junemann
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Utility Workers Union
of America, AFL-CIO



Matthew Loeb
International
President
International Alliance of
Theatrical Stage Employees



Harry Lombardo
International
President
Transport Workers Union
of America, AFL-CIO



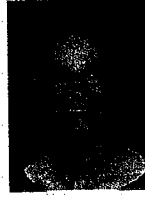
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Trade Unionists



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of Labor
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International
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International Association
of Machinists & Aerospace
Workers



Mary McColl
Executive Director
Actors' Equity Association



James "Bud" McCourt
General President
International Association
of Heat & Frost Insulators
& Allied Workers



Sean McGarvey
President
Building &
Construction Trades
Department, AFL-CIO



Terrence Melvin
President
Coalition of Black
Trade Unionists



Sara Nelson
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President
Association of Flight
Attendants-CWA, AFL-CIO



Oscar Owens
International
Secretary-Treasurer
Amalgamated
Transit Union



Anthony "Marc" Perrone
General President
United Food &
Commercial Workers
International Union



W. D. "Dan" Pickett
President
Brotherhood of
Railroad Signalmen



Laura Reyes
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American Federation of
State, County & Municipal
Employees, AFL-CIO



Kenneth E. Rigmaiden
General President
International Union of
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Paul Rinaldi
President
National Air Traffic
Controllers Association



Clyde Rivers
President Emeritus
California School
Employees Association



Robert Roach, Jr.
President
Alliance for Retired
Americans



Cecil Roberts
President
United Mine Workers
of America



Kinsey Robinson
International
President
United Union of
Roofers, Waterproofers
& Allied Workers



Arturo Rodriguez
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United Farm Workers
of America



Milton Rosado
President
Labor Council For Latin
American Advancement



Michael Sacco
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Seafarers International
Union & Maritime Trades
Department, AFL-CIO



Chris Shelton
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Communications Workers
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AFL-CIO



Bruce R. Smith
President
Glass, Molders, Pottery,
Plastics & Allied
Workers International



DeMaurice Smith
Executive Director
National Football League
Players Association



Daniel Stepano
General President
Operative Plasterers'
& Cement Masons'
International Association



Lonnie Stephenson
International
President
International Brotherhood
of Electrical Workers



John J. Sweeney
President Emeritus
AFL-CIO



George Tedeschi
President
Graphic Communications
Conference/International
Brotherhood of Teamsters



Richard Trumka
President
AFL-CIO



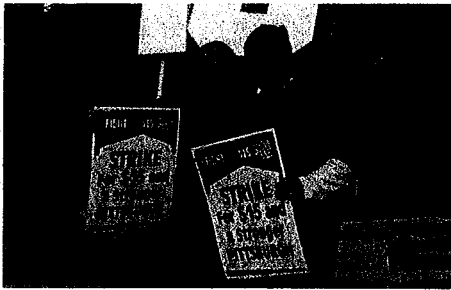
Baldemar Velasquez
President
Farm Labor
Organizing Committee



James Williams
General President
Emeritus
International Union of
Painters & Allied Trades
Chairman Emeritus
Labor Advisory Board



Diann Woodard
President
American Federation of
School Administrators



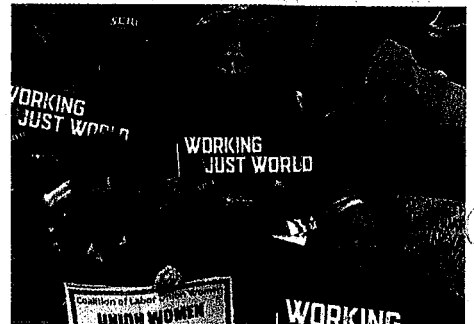
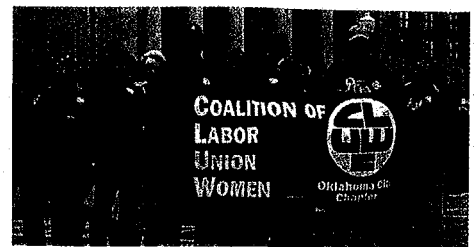
Pittsburgh Fight for \$15 Rally

AIL PR Manager Katherine Pratt (left) and PR Director Denise Gilbert participated with fast food workers in Pittsburgh at Fight for \$15 Rally.



Steelworkers at Carrier

PR VP of Field Operations, Susan Fuldauer (left) and PR Manager Tami Williams recently met with Chuck Jones, President of USW 1999, which represents Carrier workers in Indianapolis, many of whom are losing their jobs in the Indianapolis and Huntington plants.



Union Women Join March

On January 21, millions of women and men marched in the streets around the country to denounce the anti-women, anti-worker policies of the Trump Administration. In Washington, D.C., more than 500,000 paraded down Independence and Constitution Avenues in a historic demonstration. The AFL-CIO was a partner in the March as tens of thousands of union women participated. The first photo is from the OKC Woman's March with AIL PR's Tim O'Connor pictured third from the right. The middle photo is from the Los Angeles Women's March, on right is AIL PR Manager Carmella Swanson. The bottom right photo is from the Washington, DC Women's March, pictured left to right is IATSE International Rep and CLUW VP, Joanne Sanders, AIL PR VP of Field Operations, Susan Fuldauer and AIL PR VP Denise Bowyer. "The incoming Administration and Congress—both in words and actions—pose a serious threat to these core labor values. So we are mobilizing for an economy that works for all of us, including strong unions, equal pay and health care for all, and renewing our pledge for women's rights, just immigration and racial justice," said AFL-CIO President Rich Trumka in a statement.

YTD CONTRIBUTIONS

Listed below are some of the contributions made on behalf of AIL/NILICO, its State General Agents and directed by the Labor Advisory Board. 2016 YTD contributions totaled almost **\$800,000**.

- A. Philip Randolph Institute
- AFGME Council 32
- AFT Michigan
- Alberta Federation of Labour
- Amalgamated Transit Union
- American Sustainable Business Council
- Arizona AFL-CIO
- Arizona Building Trades
- Arkansas AFL-CIO
- Broadbent Institute
- Building & Construction Trades Department Legislative Conference
- California Labor Federation
- California State Building and Construction Trades Council
- Central Oklahoma Labor Federation
- Chicago Women in Trades
- Colorado AFL-CIO
- Colorado Families For A Fair Wage
- Connecticut AFL-CIO
- CWA 9423
- OWA Georgia State
- Dallas AFL-CIO
- DC Friends of Ireland Charitable Fund
- DC Labor Film Fest
- District Council of Plasterers and Cement Masons
- Dollars Against Diabetes
- Economic Policy Institute
- Elderly Housing Development & Operations Corporation
- Georgia AFL-CIO
- Greater Boston Labor Council
- Greater Kansas City Building & Construction Trades Council
- Greater Northwest Ohio AFL-CIO
- Greater St. Louis Labor Council
- Guide Dogs of America
- Hawaii State AFL-CIO
- IAM District W24
- IBEW Conference Sponsorships
- IBEW 7th District Progress Meeting
- IBEW Illinois State Conference
- IBT 294
- IBT 406
- IBT 89
- IBT Women's Conference
- Idaho State AFL-CIO
- Illinois State AFL-CIO
- Indiana AFL-CIO
- Institute for Construction Economic Research
- Instituto Laboral de la Raza
- International Brotherhood of Boilermakers
- International Union of Police Associations AFL-CIO
- Iowa Federation of Labor AFL-CIO
- IUOE 3
- IUPAT District Council 15
- Jewish Labor Committee
- Jobs with Justice
- Labor Council for Latin American Advancement
- Lehigh Valley Labor Council
- LIUNA 368
- LIUNA Charitable Foundation
- Louisiana AFL-CIO
- Massachusetts AFL-CIO
- Massachusetts Nurses Assoc
- Metropolitan Detroit AFL-CIO
- Metropolitan Washington Council AFL-CIO
- Minnesota AFL-CIO
- Missouri AFL-CIO
- MN Professional Firefighters
- National Consumers League
- National Teamsters Hispanic Caucus
- Nevada State AFL-CIO
- New Jersey State AFL-CIO
- New York City Central Labor Council AFL-CIO
- New York State AFL-CIO
- Ohio AFL-CIO
- Ohio State Building & Construction Trades Council
- Orange County AFL-CIO
- Central Labor Council
- Painters and Allied Trades for Children's Hope Foundation (PATCH)
- Pennsylvania AFL-CIO
- Pride At Work
- Sacramento Central Labor Council
- SEIU 1
- SEIU 721
- SMW 30
- South Carolina AFL-CIO
- Spokane Regional Labor Council
- Tarrant County AFL-CIO
- Teamsters Joint Council 25 Charitable Trust
- Tennessee AFL-CIO Labor Council
- Texas AFL-CIO
- The American Labor Museum Buto House
- The Rochester Building and Construction Trade Council
- The Texas Observer
- UAW REGION 1D
- UFCW 4059
- UFCW 175 & 833
- UFCW 99
- UFCW Golden State 8
- UFCW Local 1
- UFCW Western States Council
- UMWA Retirees - Region 1
- Union Sportsmen's Alliance
- UNITE HERE Local 75
- Education Fund
- Verizon Striking Families Solidarity Fund
- Virginia State AFL-CIO
- Washington State AFL-CIO
- Workers Unite Film Festival



AMERICAN INCOME LIFE
NATIONAL INCOME LIFE
Insurance companies

rights from the perspective of Catholic social teaching. AFL-CIO President Richard Trumka closed the conference with a commitment by organized labor to stand with immigrants and their right to remain and work in the United States. "What Trump proposes tears at our values, and we will resist it and refuse to be divided into us versus them," he said. "Pope Francis has called on Catholics to be a true sanctuary. The next few years will define who and what we really are, as a labor movement and as a church. Will we stand true to our moral values when it could really cost us something? We will be tested."

Kentucky recently adopted a right-to-work law in the face of intense union opposition. There are now 28 right-to-work states. The law took effect immediately. The new law allows private sector workers who enjoy the benefits of a collective bargaining agreement from being required to pay union dues or a "fair share" of the costs for administering the contract. In addition, special provisions of the law affect public sector workers. Dues deductions or similar payments from public sector workers cannot be deducted without their written consent. The law also makes it easy for public sector workers to withdraw consent. Unions are expected to challenge the bill in court. A flurry of right-to-work laws have passed since 2012 beginning with Indiana and including Michigan, Wisconsin, and West Virginia and now Kentucky.

New job safety study found

that U.S. construction workers remain at high risk for on-the-job injuries to muscles, tendons, joints and nerves, despite significant improvements over past the 25 years. Collectively known as work-related musculoskeletal disorders, or WMSDs, these work-related injuries often occur because of overwork, excessive exposure to vibration, bending, twisting and adopting awkward body postures. The economic cost in lost wages among private wage-and-salary construction workers in 2014 was \$46 million, the study authors say. "The average risk of WMSDs in construction is continually higher than all industries combined," study leader Xiuwen Sue Dong told Reuters. She is a researcher with The Center

for Construction Research and Training in Silver Spring, Maryland. "Our study found that the major event and exposure of WMSDs among construction workers was overexertion, and (the) back was the primary body part affected by WMSDs, accounting for more than 40 percent of the WMSDs," she said. The findings were reported in Occupational and Environmental Medicine.

Faced with the lowest approval

ratings of any President at his swearing-in, Donald Trump called the polls "rigged" in Twitter messages. A Quinnipiac University poll in January put his approval rating at 37 percent while a Gallup poll put approval of the way he is handling his transition at 44 percent, about half of Barack Obama's as he neared his swearing-in. These polls were followed by a Washington Post-ABC News survey which found his favorability rating at 40 percent, compared with Mr. Obama's 79 percent before inauguration and George W. Bush's 62 percent. "The same people who did the phony election polls, and were so wrong, are now doing approval rating polls. They are rigged just like before," he said. A later CNN-ORC poll also put Mr. Trump's approval rating at 40 percent, "the lowest of any recent president and 44 points below that of President Barack Obama, the 44th president."

IN THE PUBLIC SECTOR

Many of President Trump's

cabinet selections have controversial backgrounds, but the largest union representing Veterans Administration employees praised his nomination of Dr. David Shulkin as the next Secretary of the Department of Veterans Affairs. American Federation of Government Employees National President J. David Cox Sr. called Shulkin "a strong choice" to serve as head of the department. "He has extensive knowledge of the VA and is committed to continuing its reputation as a world-class health care system. Dr. Shulkin recognizes that the VA must continue to improve, and that the answers to its most pressing issues can only be solved with the help of dedicated frontline VA workers,"

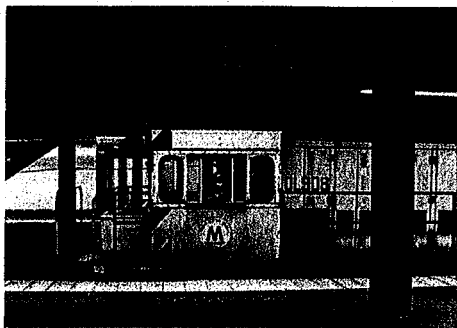
said Cox. He said the union is committed to strengthening the VA and the "best way to deliver on that promise" is to invest, fully staff, recruit and retain top-notch talent. "Dismantling or privatizing the VA system guarantees substandard care for our nation's heroes," he warned. AFGE represents more than 220,000 employees in the Department of Veterans Affairs.

The American Postal Workers

Union claimed victory after the United States Postal Service informed the union the "Approved Shipper" program in Staples stores will be shut down by the end of February 2017. "I salute and commend every member and supporter who made this victory possible," said APWU President Mark Diamondstein. "I never doubted that if we stayed the course, stuck together and kept the activist pressure on, we would win this fight." He also called an end to the union's international boycott against Staples. The union had waged a three-year campaign against the pilot program at Staples which Diamondstein said "represented an acceleration in the privatization of retail services and a direct assault on our jobs." Among other campaign activities, the APWU carried out investigations that proved Staples was shortchanging the Postal Service in revenue, "undermining the security of the mail and trashing the Postal Service's brand." In addition, the union won a series of cases before the National Labor Relations Board culminating in a recent Administrative Law Judge's



Protesting Staples. Flickr.com photo used under Creative Commons from Nick St. Charles.



NYC subway driver. Flickr.com photo used under Creative Commons from Jason Kuffer.

decision that said the USPS failed to bargain with the union over the subcontracting of postal work to Staples.

New York City's 38,000 subway and bus workers reached a last-minute deal January 28 on a new 28-month contract to avert a threatened strike. "We won a tentative contract with solid raises, and other strong economic gains, moving transit workers well ahead of inflation and greatly improving their quality of life," Transit Workers Union Local 100 head John Samuelson said in a statement to the news media. The pact includes two raises of 2.5 percent over the first 26 months, plus a \$500 bonus for the final two months, according to news accounts. "This is a concession-free contract. We have protected our health benefits and we have secured important improvements in dental that will allow us to provide coverage to dependents up to age 26. There are additional dental improvements as well," Samuelson said. Negotiations between the TWU and MTA stalled over proposed raises, but both sides continued negotiating in the evening hours to reach a deal after the previous pact had expired.

REGIONAL & LOCAL LABOR NEWS

Several hundred union bus drivers and mechanics for the Greater Dayton (Ohio) Regional Transit Authority represented by Amalgamated Transit Union Local 1385 approved a new contract January 18. The workers staged a four-day strike that began January 9. Bus service for some 30,000 riders daily resumed after the

workers returned to their jobs pending contract ratification. News media reported the agreement resolved a back-payment issue and includes 2 percent raises in 2017, 2018 and 2019. The union also will defer one of the proposed wage increases for six months, and the transit authority agreed to make lump-sum payments to health savings accounts for employees.

UNITE HERE Locals 34 and 35

reached tentative contract agreements with the 5,000 service, maintenance, clerical and technical workers at Yale University. In a joint statement, both parties said they believed the contracts will continue to provide "good jobs" at the university and Yale New Haven Hospital, the largest employer in New Haven. "Once again, working hard and listening to each other has led to a very good agreement," Local 35 President Bob Proto said in a statement. "After months of discussion and work on both sides, we're very excited to present this tentative agreement to our members for their consideration and to continue to build on our partnership with the university," said Local 34 President Laurie Kennington. The current deal will be the third multi-year agreement reached without a work stoppage. Two other contracts were signed in 2009 and 2012. The unions and Yale have had a long history of contentious labor relations with several strikes over decades. Labor peace, however, has existed for 14 years after the last strike ended in September 2003. Then-Mayor John DeStefano Jr. worked as a mediator with both sides which agreed to an eight-year contract retroactive to January 2002. The settlement served as a guide for "best practices" in contract negotiations.

In the fifth attempt over the past

21 years, the International Brotherhood of Electrical Workers organized the 1,419 workers at Maryland's Baltimore Gas & Electric Co. BG&E employees recently voted 741-610 to join the union. The most recent failed attempt was in 2010. The new IBEW members will be organized under a new chapter, Local 410. Baltimore-based BGE is owned by Chicago-based Exelon, and was the only one of six Exelon utilities not represented by a union. BGE and its then-parent company, Constellation, were acquired by Exelon in 2012. According to the union,

workers are concerned that more contractors have been working for the company since the acquisition, potentially jeopardizing worker safety. "We've put a lot of blood, sweat and tears into this over the last few years and it finally came to fruition," Eric Gomez, an underground lines crew leader at BGE told the Baltimore Sun. "I think it's going to make the company a better place to work, and I think it'll enhance the company and provide a better product for the customer. I think this will definitely benefit our customers in the long run." The IBEW represents about 725,000 active members and retirees in utilities, construction, broadcasting, and manufacturing, among other fields.

SIGNIFICANT LEGAL AND NLRB RULINGS

The Supreme Court in January

agreed to take three cases concerning employment contracts that will affect millions of workers and companies. The issue is whether companies can use employment contracts to prohibit workers from banding together to take legal action over workplace issues. The court has previously upheld similar provisions generally in contracts with consumers. Justices will decide whether these principles apply to employment contracts. Among other issues, plaintiffs contend that the National Labor Relations Act prohibits waivers against class actions and protects workers' rights to engage in "concerted activities." The Obama administration supported the workers' position and urged the justices to hear the case which it called one of "exceptional importance" because individual-arbitration agreements have become so widespread. Whether the Trump administration will alter the federal government's position is unclear.

LABOR LETTER
provided through



AMERICAN INCOME LIFE
NATIONAL INCOME LIFE
Insurance companies

Protecting Working Families
www.aillife.com

IMPACT

in the Community

American Income Life, National Income Life and American Federation of State, County, and Municipal Employees

- 505,351 members covered under no-cost AD&D policies in 2015
- Over \$23,200,000 in life, health and no-cost AD&D benefits have been paid by AIL and NILICO to AFSCME members and their families

American Income Life (AIL) and National Income Life (NILICO) take pride in helping working families and building strong communities, and one of the strongest ways we do that is through our no-cost benefits available to labor groups.

The **Accidental Death and Dismemberment** benefit continues to be the foundation of our no-cost benefits package. Under this plan, each member in good standing with their union is provided up to \$4,000 of no-cost Accidental Death and Dismemberment coverage. In 2015, we had more than 10.1 million members covered by AD&D and paid \$5.1 million in Accidental Death and Dismemberment claims.

Part of building strong communities is ensuring working families have access to basic health services. Our **Partners™ Program*** provides discounts on services not normally covered by health insurance programs. In recent years, this program provided an average savings of nearly 35 percent on prescription drugs. Members were also able to take advantage of up to 60 percent additional discounts on chiropractic services, hearing aids, vision care, and dental options.

*Partners™ Program not available in all states.

**U.S. Department of Justice's Federal Bureau of Investigation, National Crime Information Center. NCIC Missing Person and Unidentified Person Statistics for 2013. <http://www.fbi.gov/about-us/cjis/ncic/ncic-missing-person-and-unidentified-person-statistics-for-2013> [March 6, 2015]

Keeping children safe is another cornerstone of building strong communities. According to the U.S. Department of Justice, nearly 500,000 children go missing every year.** Our no-cost **Child Safe Kit®** allows parents to collect vital information about each of their children, such as photographs and fingerprint records, which can assist authorities in the event a child goes missing. Our Child Safe Kit® is endorsed by the International Union of Police Associations, the American Federation of Teachers, and the American Federation of School Administrators.

Other Claims Paid

Total life and health claims paid in 2015: \$172.3 million.
AIL/NILICO paid \$671,178 in strike/layoff waivers in 2015.

Giving

Building strong communities manifests in word and deed. American Income and National Income, in cooperation with its State General Agents, contributed more than \$1.9 million in 2015 to labor and working family causes in the United States, Canada and New Zealand.



AMICO

MAKING THE
WORLD
A **BETTER** PLACE
ONE LIFE,
ONE **COMMUNITY** AT A TIME

AMERICAN INCOME LIFE & NATIONAL INCOME LIFE INSURANCE COMPANIES' 2015 REPORT TO THE LABOR ADVISORY BOARD

46.6
BILLION

MAKING THE

WORLD

A **BETTER** PLACE

ONE LIFE.

ONE **COMMUNITY** AT A TIME

175.8

MILLION

160.5

MILLION

11.7

MILLION

5.29

MILLION

691

THOUSAND

**LIFE
INSURANCE
IN FORCE**

**NET LIFE
PREMIUM**

**OVERALL
CLAIMS
PAID**

**MEMBERS
COVERED
UNDER
GROUP
AD&D**

**AD&D
CLAIMS
PAID**

**WAIVED
PREMIUMS**

MORE THAN JUST LIFE INSURANCE

WE strive to make the world a better place, one life and one community at a time. We do this through the policies we sell, the public policies we support, and the money we reinvest to strengthen labor and a working family agenda.

Our mission could simply be "sell life insurance," an absolutely valid way to protect working families. We choose to do much more. From our founding, we have stood firm in our resolve to right the injustice of too few having too much and too many having too little.

We have a culture at AIL/NILICO to leave a community better than we find it. That permeates our actions on a daily basis, with our 130 PR Activists, 530 Home Office staff, 6,400 agents, and 70 State General Agents.

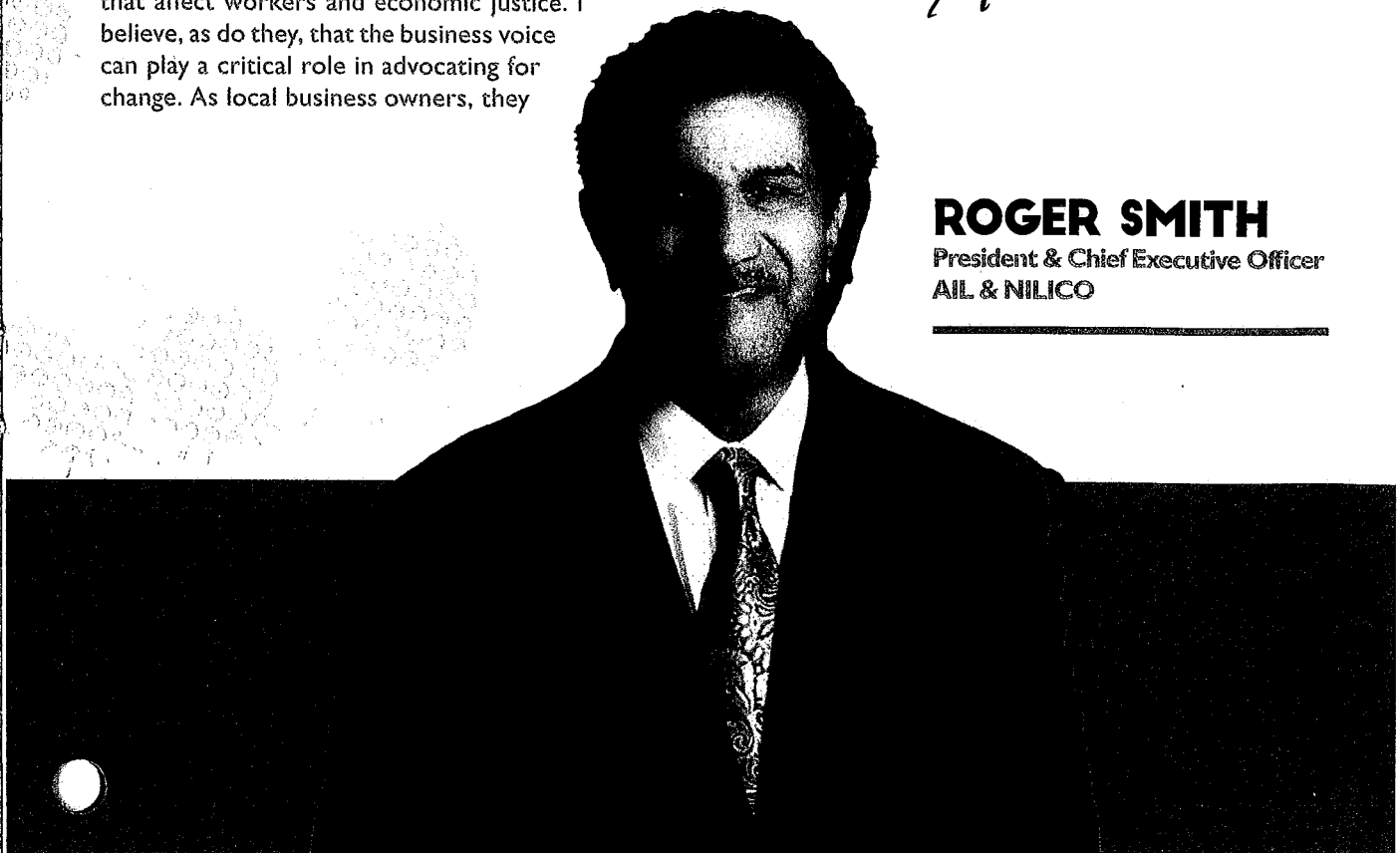
In the community, our PR activists engage in the political process and participate in actively strengthening our local communities, engaging our agents when possible.

Our State General Agents are not only generous in their financial giving; they have publicly offered their unique business voice, speaking out on issues that affect workers and economic justice. I believe, as do they, that the business voice can play a critical role in advocating for change. As local business owners, they

have spoken out for public policies that create a sustainable economy, raising the minimum wage, protecting collective bargaining, stopping right to work, pension reform, to name a few.

Our sales force grows, our policyholder base grows, life insurance in force grows, and new life premium grows. We are growing and thriving as we stay true to our core beliefs: that you can be profitable and share the prosperity with those who help create it. All of our workforce is protected under collective agreements.

We continue to make strides on our way to becoming the world's largest in-home provider of supplemental insurance benefits for working families. Each step we take is measured, and judged by the answer we give to the question, "Did we make the world a little better, one life and one community at a time?"



ROGER SMITH

President & Chief Executive Officer
AIL & NILICO



PRESIDENT
Department for Professional
Employees, AFL-CIO



PRESIDENT
Retail, Wholesale &
Department Store Union,
UFCW



PRESIDENT
Metal Trades Department,
AFL-CIO



CHAIRMAN EMERITUS
LABOR ADVISORY BOARD



**GENERAL
PRESIDENT**
International Union of
Elevator Constructors



**EXECUTIVE
DIRECTOR**
California Nurses
Association



**INTERNATIONAL
PRESIDENT**
Bakery, Confectionery,
Tobacco Workers & Grain
Millers International Union



PRESIDENT
Service Employees
International Union



**SECRETARY-
TREASURER**
Communications
Workers of America



PRESIDENT
International Brotherhood
of Electrical Workers



**INTERNATIONAL
PRESIDENT**
International Alliance
of Theatrical Stage
Employees



**INTERNATIONAL
PRESIDENT**
Transport Workers Union
of America, AFL-CIO



**PRESIDENT
EMERITUS**
Coalition of Black
Trade Unionists



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LABOR ADVISORY BOARD



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TREASURER**
American Federation of
State, County & Municipal
Employees, AFL-CIO



**GENERAL
PRESIDENT**
International Union of
Painters & Allied Trades,
AFL-CIO



PRESIDENT
National Air Traffic
Controllers Association



PRESIDENT
Glass, Molders, Pottery,
Plastics & Allied Workers
International



**EXECUTIVE
DIRECTOR**
National Football League
Players Association



**PRESIDENT
EMERITUS**
AFL-CIO



PAUL J. MARTIN
PRESIDENT
Department for Professional
Employees, AFL-CIO



STUART COHEN
PRESIDENT
Retail, Wholesale &
Department Store Union,
UFCW

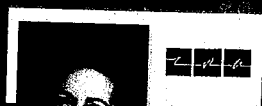


MICHAEL SMITH
PRESIDENT
Metal Trades Department,
AFL-CIO

CHAIRMAN EMERITUS
LABOR ADVISORY BOARD



FRANK CHRISTENSEN
GENERAL PRESIDENT
International Union of
Elevator Constructors



ROSE ANN DEMORO
EXECUTIVE DIRECTOR
California Nurses
Association



DAVE BURKEE
INTERNATIONAL PRESIDENT
Bakery, Confectionery,
Tobacco Workers & Grain
Millers International Union



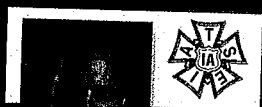
MARY KAY HENRY
PRESIDENT
Service Employees
International Union



ANNIE HILL
SECRETARY-TREASURER
Communications
Workers of America



EDWIN D. HILL
PRESIDENT
International Brotherhood
of Electrical Workers



MATTHEW LOEB
INTERNATIONAL PRESIDENT
International Alliance
of Theatrical Stage
Employees



HARRY LOMBARDO
INTERNATIONAL PRESIDENT
Transport Workers Union
of America, AFL-CIO



WILLIAM LUCY
PRESIDENT
EMERITUS
Coalition of Black
Trade Unions

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SECRETARY-TREASURER
American Federation of
State, County & Municipal
Employees, AFL-CIO



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GENERAL PRESIDENT
International Union of
Painters & Allied Trades,
AFL-CIO



PAUL RINALDI
PRESIDENT
National Air Traffic
Controllers Association



BRUCE R. SMITH
PRESIDENT
Glass, Molders, Pottery,
Plastics & Allied Workers
International



DEMAURICE SMITH
EXECUTIVE DIRECTOR
National Football League
Players Association



JOHN J. SWEENEY
PRESIDENT
EMERITUS
AFL-CIO



PRESIDENT
MERITUS
Communications Workers
America



HONORARY MEMBER
LABOR ADVISORY BOARD
FORMER
PREMIER
Province of British Columbia



PRESIDENT
Associated Actors &
Artists of America



PRESIDENT
International Union of
Bricklayers & Allied
Craftworkers



HONORARY M
LABOR ADVISORY



PRESIDENT
Alliance for Retired
Americans



GENERAL
PRESIDENT
Operative Plasterers'
& Cement Masons'
International Association
of the US & Canada



HONORARY MEMBER
LABOR ADVISORY BOARD
FORMER US
CONGRESSMAN



EXECUTIVE
VICE PRESIDENT
AFL-CIO



PRESIDENT
United Association of
Journeyman & Apprentices
of Plumbing & Pipe Fitting
Industry of US & Canada



GENERAL
PRESIDENT
International Brotherhood
of Teamsters



PRESIDENT
Screen Actors Guild -
American Federation
of Television and
Radio Artists



PRESIDENT
(RETIRED)
Marine Engineers'
Beneficial Association



FORMER US
SECRETARY
OF LABOR



EXECUTIVE
DIRECTOR
Actors' Equity
Association



PRESIDENT
Building and Construction
Trades Department,
AFL-CIO



PRESIDENT
Coalition of Black
Trade Unionists



PRESIDENT
MERITUS
California School
Employees Association



GENERAL
**SECRETARY-
TREASURER**
International Association
of Machinists &
Aerospace Workers



PRESIDENT
United Mine Workers
of America



INTERNATIONAL
PRESIDENT
United Union of Roofers,
Waterproofers &
Allied Workers



PRESIDENT
Graphic Communications
Conference & International
Brotherhood of Teamsters



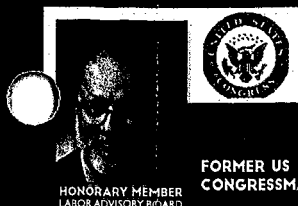
PRESIDENT
AFL-CIO



PRESIDENT
Farm Labor
Organizing Committee



GENERAL
PRESIDENT
EMERITUS
International Union of
Painters & Allied Trades



**FORMER US
CONGRESSMAN**



PRESIDENT
A. Philip Randolph Institute



PRESIDENT
International Union of
Police Associations



**GENERAL
PRESIDENT**
International Union of
Operating Engineers



**FORMER
SECRETARY-
TREASURER**
International
Longshoremen's
Association



**GENERAL
PRESIDENT**
International Association of
Heat & Frost Insulators
& Asbestos Workers



PRESIDENT
American Federation
of Musicians



**NATIONAL
PRESIDENT**
National Postal Mail
Handlers Union



**SECRETARY-
TREASURER**
American Federation
of Teachers



**INTERNATIONAL
PRESIDENT**
International Brotherhood
of Boilermakers, Iron Ship
Builders, Blacksmiths,
Forgers & Helpers



**HONORARY MEMBER
LABOR ADVISORY BOARD**
PRESIDENT
International Federation
of Professional &
Technical Engineers



**NATIONAL
PRESIDENT**
Unity Workers Union
of America, AFL-CIO



**INTERNATIONAL
PRESIDENT**
Association of Flight
Attendants-CWA,
AFL-CIO



**INTERNATIONAL
SECRETARY-
TREASURER**
Amalgamated
Transit Union



**GENERAL
PRESIDENT**
United Food &
Commercial Workers
International Union



PRESIDENT
Brotherhood of
Railroad Signalmen



PRESIDENT
United Farm Workers
of America



PRESIDENT
Labor Council for Latin
American Advancement



PRESIDENT
Seafarers International
Union, Maritime Trades
Department, AFL-CIO



**SECRETARY-
TREASURER**
AFL-CIO



**JAMES
WILLIAMS**
**GENERAL
PRESIDENT
EMERITUS**
International Union of
Marine and Shipbuilding
Workers of America



**WALTER
WISE**
**GENERAL
PRESIDENT**
International Association
of Bridge, Structural,
Ornamental & Reinforcing
Iron Workers



**DAVID
WOODARD**
PRESIDENT
American Federation of
School Administrators



**DON AND
WRIGHT**
**FORMER
SPEAKER OF THE
HOUSE**

MAKING THE ONE COMMUNITY



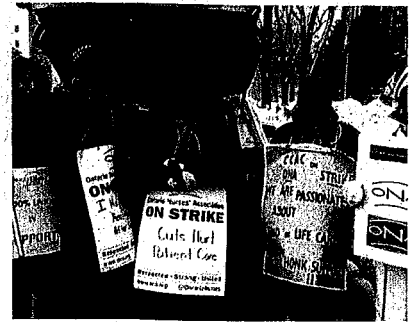
Speaking out for raising the minimum wage in Arizona.



Supporting the Senate race of Travis W. Childers in Pennsylvania.



Supporting the Stop Paycheck Debit campaign in Pennsylvania.



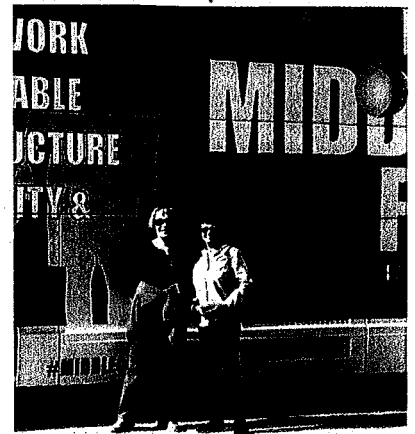
Supporting the Community Care Access Center Workers of the Ontario Nurses Association.



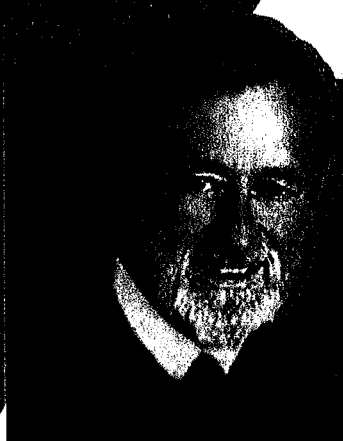
Philadelphia, PA, OPEIU Local 277, Philadelphia.



Texas PR Team, members of OPEIU Local 277, in Dallas for ALEC rally.

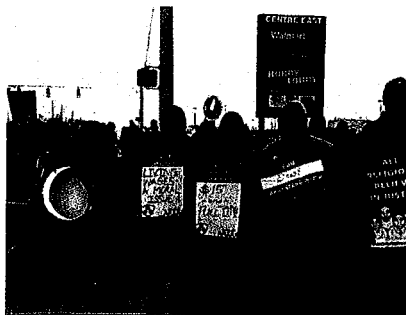


Attending the Save the Middle Class tour in Nebraska.



Congratulations to the members of OPEIU Local 277 for their ongoing efforts as activists extraordinaire. It is fitting that Roger Smith, President and CEO of AIL/NILICO is receiving the first ever Yitzhak Rabin legacy award on March 24, 2015. His leadership and that of Local 277 President/Business Manager Becky Turner have together created a culture of giving and are leading voices on changing public policy in the interest of all working families. AIL/NILICO's philanthropy and Local 277's advocacy is unparalleled!

Michael Goodwin
International President — OPEIU, AFL-CIO, CLC



Standing in Solidarity with Black Friday Walmart Strikers.



Strike support for Lexington Nursing Home employees.

CONTRIBUTIONS

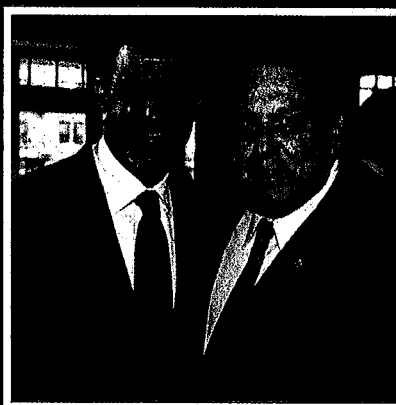
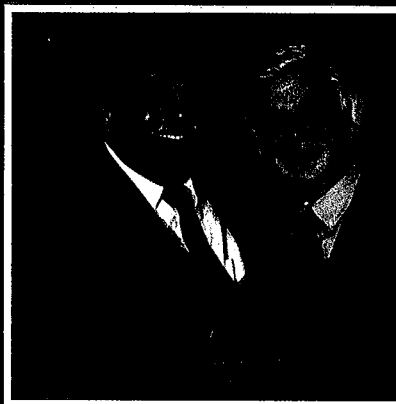
- National Labor College
- BC Federation of Labor
- Helmets to Hardhats
- SMART Scholarship
- UNIFOR – Ontario Region
- American Sustainable Business Council
- Guide Dogs of America
- Pennsylvania AFL-CIO – Fight Against Paycheck Deception
- Jewish Labor Committee
- J.R. Hoffa Memorial Scholarship
- Broadbent Institute
- Ontario Federation of Labor
- Diabetes Research – Labor of Love
- Union Sportsmen's Alliance
- Missouri AFL-CIO – Fight Against Right to Work
- BCTGM Biscuit, Candy, Snack and Pasta Council
- Economic Policy Institute
- Canadian Building and Construction Trades Department
- Jobs with Justice
- Tradeswomen Conference
- American Friends of Yitzhak Rabin
- Texas AFL-CIO Building Fund
- Interfaith Worker Justice
- DC Friends of Ireland
- New York City Central Labor Council
- National Domestic Workers Alliance

YITZHAK RABIN LEGACY AWARD

The American Friends of the Yitzhak Rabin Center (AFYRC) presented Roger Smith with the first ever Yitzhak Rabin Legacy Award at a gala dinner held at The Capital Hilton in Washington, D.C., on Tuesday, March 24, 2015. At the gala, emceed by Stuart Davidson, Chair of the AFYRC, Terry O'Sullivan, President of the Laborers' International Union of North America (LIUNA) presented the award to Smith, honored for his legacy in building strong communities, and protecting working families.

AFYRC also honored Richard L. Trumka, AFL-CIO President, with the 2015 Yitzhak Rabin Leadership and Public Service Award. Cecil Roberts, President of the United Mine Workers of America (UMWA) and Vice President of the AFL-CIO presented the award to Trumka for his lifelong efforts to raise wages and fight for the dignity of American workers.

Pictured below: Richard Trumka and Cecil Roberts, and Roger Smith with Terry O'Sullivan, James Hoffa, Knesset member Stav Shaffir and Richard Trumka.



**CANNOT SEEK ACHIEVEMENT
FOR OURSELVES AND FORGET
ABOUT PROGRESS AND PROSPERITY
FOR OUR COMMUNITY...
OUR AMBITIONS MUST BE BROAD
ENOUGH TO INCLUDE THE ASPIRATIONS
AND NEEDS OF OTHERS, FOR THEIR
SAKES AND FOR OUR OWN.**



The AIL Difference

3 Benefits

Offered to American Income Policyowners

1. Strike Waiver of Premium
for the Union Member

2. Lay-Off Waiver of Premium
for the Union Member

3. Union Through and Through
Members of OPEIU Local 277



AMERICAN INCOME LIFE
insurance company

AMERICAN INCOME LIFE INSURANCE COMPANY

P.O. Box 2608 • Waco, TX 76797 • www.aillife.com

STRIKE WAIVER OF PREMIUM CLAIM FORM

Strike Waiver provides for waiver of premium while the insured is on authorized strike and thereby prevented from engaging in his usual occupation. One month of premium is waived for each month of the strike. If the strike lasts less than a month, one month of premium will be waived. The maximum waiver is 12 months.

Waiver will only apply to policies which were in force for 90 days prior to the strike. If the premium is being waived on a policy on which the striking union member is the insured, waiver will also apply to otherwise qualifying policies on which the union member's spouse is the insured.

Complete the form below and send it to the Company at the above address. The form must be signed by an authorized union official.

Insured (Striking Union Member) _____ Policy Number(s) _____
 Insured Spouse _____ Policy Number(s) _____
 Address _____ Phone _____
 Occupation _____ Employer _____
 Union & Local No. _____ Phone _____
 On what date did you quit work due to a strike? Month _____ Day _____ Year _____
 Are you currently working? Yes ☐ No ☐
 If so, on what date did you return to work? Month _____ Day _____ Year _____
 Dated _____

Signature of Insured (Striking Union Member)

CERTIFICATION BY UNION OFFICIAL

This is to certify that the above Union member was prevented from working from _____ to _____ because of a duly authorized, official strike.

Dated _____ Signature of Union Local Officer _____ Title _____

AG-79 (R308)



AMERICAN INCOME LIFE INSURANCE COMPANY P.O. BOX 2608 • WACO, TEXAS 76797 • www.aillife.com LAY-OFF WAIVER OF PREMIUM CLAIM FORM

If you have been regularly employed within the same industry for 12 consecutive months and are laid-off, you may qualify for lay-off waiver of premium. Lay-off Waiver of Premium provides for a waiver of premiums while the insured is on a qualified lay-off and is actively seeking work. A qualified lay-off is the termination of employment in an announced reduction of force due to economic reasons affecting at least 10 persons. If this application is returned within 60 days after date of lay-off, one month's premium will be waived for each full month thereafter the insured is unemployed as a result of such lay-off. The maximum benefit period is three months.

The waiver will only apply to policies which were in force 60 days prior to the start date of the lay-off. If the premium is being waived on a policy on which the laid-off employee is the insured, the waiver will also apply to otherwise qualifying policies on which the laid-off employee's spouse is the insured. Send this application to American Income Life Insurance Company. This must be signed by the employer or union officer.

Insured (laid-off person) _____ Policy No. _____
 Insured Spouse _____ Policy No. _____
 Address _____ Phone _____
 Occupation _____
 Employer Name _____
 Union & Local No. _____ Phone _____
 Date you quit work due to lay-off? _____
 Are you now employed? Yes ☐ No ☐
 Date you returned to work? _____
 X _____ Date _____
 Signature of Insured

CERTIFICATION BY EMPLOYER OR UNION REPRESENTATIVE

The above person was laid-off on _____ and is unemployed at this time.

X _____ Date _____
 Signature of Representative of the Employer or Union Local Officer Title

AG-2147 (R06/00)





Dear Brother or Sister,

As a member of AFSCME, you have a no-cost **\$2,000 Accidental Death & Dismemberment** benefit. This benefit and others listed below are provided jointly to ~~all members and retirees~~ through **AFSCME** and American Income Life Insurance Company, a 100% union company serving working families just like yours.

Please return the card enclosed so you may receive your certificate of coverage and name your beneficiary. If you do not name your beneficiary, the **\$2,000** would be paid to your estate and may be taxable.

Those who return the card will also receive a Health Services Discount Card for you and your family at no cost that provides household discounts up to 60% on prescriptions, hearing care, vision care/products, and chiropractic care. Optional discount dental is available.

You can also receive Child Safe Kits for your children and grandchildren at no cost. These kits help you gather vital data, photos and fingerprints for authorities in the event of an emergency.

In Solidarity,

An AIL representative, who is a member of OPEIU Local 277, will call on you to deliver your certificate of coverage and no-cost benefits, and witness your beneficiary designation. AIL has other supplemental insurance programs, presented in the spirit of "Be Union – Buy Union," available strictly on a voluntary basis. If you have questions, please call American Income Life Insurance Company at 1-800-495-1213.

Please return the enclosed card right away or respond online at
www.aillife.com/benefits/sgxxx



AMERICAN INCOME LIFE
insurance company

www.aillife.com
Protecting Working Families

Frequently Asked Questions by your Union Members

When a notification of benefits letter is mailed out, you may receive phone calls from your members with questions. Your positive response will be very helpful in promoting goodwill between American Income Life Insurance Company, the Union, and your members.

1. What is this all about? Is this legit?

All members are provided a fully paid group Accidental Death and Dismemberment benefit through the co-operation of the Union and American Income Life Insurance Company. This is at no cost to the Union or the member. AIL is a 100% unionized insurance company that offers members additional supplemental insurance benefits. AIL's benefits are presented in the spirit of "Be Union - Buy Union." It is a voluntary program and all additional insurance benefits purchased through AIL include a waiver of premium during an authorized strike or qualified layoff.

2. Do we have to return the (yellow) card to receive the benefits?

No, all members are covered for the Accidental Death and Dismemberment benefit whether or not they return their card. If members do not return their card, they will not be able to take advantage of the Family Health Services Discount Program or the Child Safe material. If your card is returned, you can designate your beneficiary intent and receive a follow-up courtesy visit to receive the Health Services Discount card and child safe material including an opportunity to have a Needs Based Analysis provided in your home to determine current and future needs. You will also receive additional information on voluntary supplemental insurance benefits for which you may qualify.

3. Are they going to sell me insurance?

American Income Life offers members additional supplemental insurance benefits. The additional benefits are presented in the spirit of "Be Union-Buy Union." It is a voluntary program and all additional insurance benefits purchased through AIL include a waiver of premium during an authorized strike or qualified layoff.

4. Am I covered only at work?

No, the coverage is 24 hours a day, 7 days a week and will provide coverage for all activities anywhere in the world.

5. How did they get my name?

You were sent a letter and enclosed with your letter was a (yellow) reply card that was sent back to American Income Life Insurance Company. Someone in your home would have sent back the card. AIL contacts only those who voluntarily return the completed card.

6. Someone called and said they are from the Union:

They are with American Income Life Insurance Company and they are contacting you to set an appointment to deliver the no cost benefits and your certificate of coverage for the Accidental Death and Dismemberment benefit.

7. Someone dropped by the house:

They are with American Income Life Insurance Company and they dropped by when visiting other members in the area. They probably could not reach you by phone and are trying to set a meeting to deliver the no cost benefits and your certificate of coverage for the Accidental Death and Dismemberment benefit.

8. I had an appointment with AIL and they never showed up:

The policy is for the agent to contact you and let you know they are running late and give you the option to reschedule. Do you have the agent's name? I will get in touch with American Income, find out what happened, and have the appointment rescheduled.

If a member calls with a question other than what is listed above, please refer them to me so that I can make sure their question is answered. I appreciate your assistance in making this program a positive experience for your members.

PR Name
AIL Public Relations
Phone Number
Email Address





AMERICAN INCOME LIFE
insurance company



A Public Awareness Campaign

Presented to:
AFSCME Local 2620
Executive Officers

Presented by:
Glynna Morgan
Cumulus Media
April 2017

Campaign Goals

- Create a Public Awareness / Rebranding campaign for AFSCME Local 2620 informing the public about the work, health and social service workers perform in our communities.
- Reinforce the message that state, county & municipal employees work hard to keep Central California safe.
- Share how AFSCME Local 2620 Union Members provide therapy and rehabilitation for women and their families in Central California Women's Facilities.
- Continue to remind AFSCME Local 2620 members of the work the union does to improve the wages, benefits, retirement security and work conditions.

Broad Generic Message

A series of :60 radio vignettes titled:

"Health and Social Services Employees in the Community; Workplace Case studies sponsored by AFSCME Local 2620 of the American Federation of State, County, and Municipal Employees.

Each vignette will highlight a different health and social worker at work for each of the union's occupational committees:

1. Social Workers
2. State Psychologists
3. Dietitians/Nutritionists
4. Individual Program Coordinators
5. Licensing Program Analysts
6. Pharmacists
7. Vocational Rehabilitation Counselors
8. Rehabilitation Therapists
9. Physician Assistants
10. Chaplain's

•Each vignette will include a recorded testimony from a health and social services member that talks about the work they perform every day.

•Each vignette will be tagged with a union message such as:

"AFSCME's members are working families standing together to provide the vital services that make California happen. We are social workers, psychologists, licensing program analysts, rehabilitation counselors, pharmacists, chaplains and more. With members in hundreds of different occupations, AFSCME advocates for fairness in the workplace, excellence in public services and prosperity and opportunity for all working families. American Federation of State, County, and Municipal Employees, We make California happen and we NEVER quit..." ●

Sample Copy #1

Announcer:

Health and Social Services Employees in the Community; Workplace Case studies sponsored by AFSCME Local 2620 of the American Federation of State, County, and Municipal Employees.

Member testimony:

My name is Maria Hernandez and I have been a social worker at Central California Women's Facility, the largest female institution in the world. What I enjoy most about working with the women's facility is seeing the transformation from the day she enters to the day she leaves. My goal is to prepare her to re-enter into society. Often women arrive with very low self esteem, and hopefully, if I do my job right, they leave confident, motivated, and have the skills to make a fresh start to support themselves and their families.

Announcer:

AFSCME's members are working families standing together to provide the vital services that make California happen. We are social workers, psychologists, licensing program analysts, rehabilitation counselors, pharmacists, chaplains and more. With members in hundreds of different occupations, AFSCME advocates for fairness in the workplace, excellence in public services and prosperity and opportunity for all working families. American Federation of State, County, and Municipal Employees. We make California happen and we NEVER quit...

Sample Copy #2

Announcer:

Health and Social Services Employees in the Community; Workplace Case studies sponsored by AFSCME Local 2620 of the American Federation of State, County, and Municipal Employees.

Member testimony:

My name is Cynthia Smith I am a Licensing Program Analyst. I am responsible for evaluating community care facilities which operate day care programs for children, adults and the elderly, who require care and supervision because of their age and/or disabilities. I perform routine technical work associated with the licensing and evaluation of community care facilities; respond to complaints, appeals, and inquiries; and conduct investigations. I take great pride in my job and want to assure that every facility I visit is in compliance to meet the needs of every child, adult and elderly person enrolled.

Announcer:

AFSCME's members are working families standing together to provide the vital services that make California happen. We are social workers, psychologists, licensing program analysts, rehabilitation counselors, pharmacists, chaplains and more. With members in hundreds of different occupations, AFSCME advocates for fairness in the workplace, excellence in public services and prosperity and opportunity for all working families. American Federation of State, County, and Municipal Employees, We make California happen and we NEVER quit...

Central California Women's Facility Message

Concept:

- A series of :60 radio commercials featuring AFSCME Local 2620 members talking about the work they do within the women's prison. The radio ads will include rotating testimonials from AFSCME Local 2620 members describing the work they do to help the women become rehabilitated within the prison, as well as the work social workers and other health professionals do outside of the prison to help their family members.
- Each commercial will include a different testimonial from a AFSCME Local 2620 member including social workers, psychologists, dietitians, rehabilitation counselors, chaplains and more.

Suggested Radio Schedule

KMJ AM	MON	TUE	WED	THUR	FRI	SAT	SUN
6A-10A	1	1	1	1	1		
10A-3P	1	1	1	1	1		
3P-7P	1	1	1	1	1		
5A-12M	2	2	2	2	2		
12M-12M	← 10 →						

Total 35 :60 second commercials per week – Total Weekly Investment: \$1,920

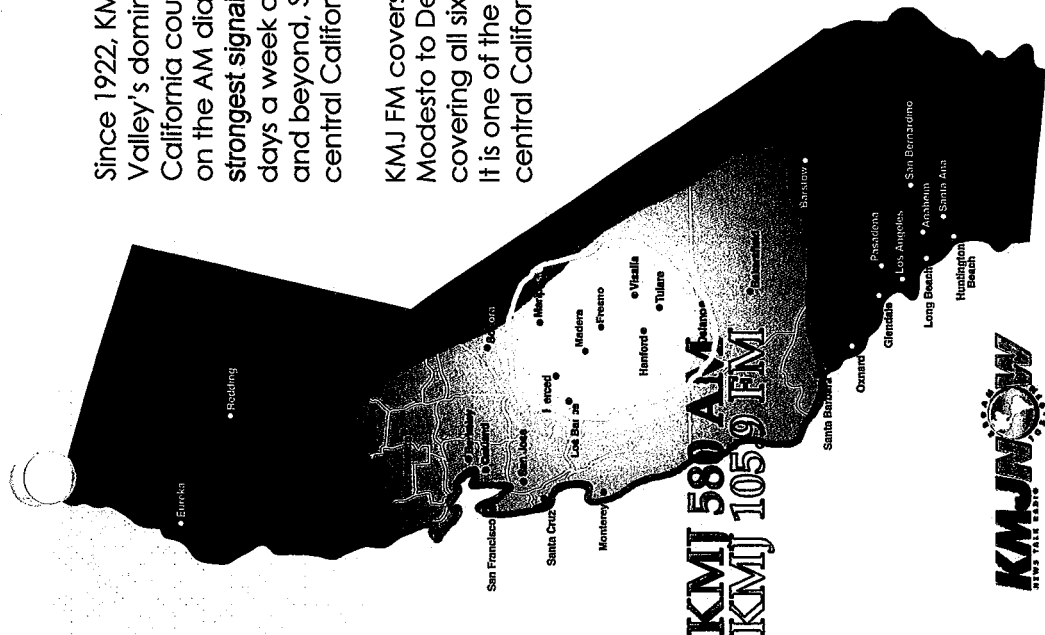
KMJ FM	MON	TUE	WED	THUR	FRI	SAT	SUN
6A-10A	1	1	1	1	1		
10A-3P	1	1	1	1	1		
3P-7P	1	1	1	1	1		
5A-12M	2	2	2	2	2		
12M-12M	← 10 →						

Total 35 :60 second commercials per week – Total Weekly Investment: \$0

KMGV	MON	TUE	WED	THUR	FRI	SAT	SUN
6A-10A	1	1	1	1	1		
10A-3P	1	1	1	1	1		
3P-7P	1	1	1	1	1		
5A-12M	2	2	2	2	2		
12M-12M	← 10 →						

Total 35 :60 second commercials per week – Total Weekly Investment: \$935

With this schedule weekly we will reach 135,700 adults 18-64 2.7 times



Since 1922, KMJ AM has been the San Joaquin Valley's dominant radio station reaching more California counties than any other station. At 580 on the AM dial, KMJ, operates at 50,000-watts, the strongest signal in Central California 24 hours a day, 7 days a week and is heard North to Sacramento and beyond, South to Gorman, West to the entire central California coastline and East to the Sierra.

KMJ FM covers the entire Central Valley from Modesto to Delano with 50,000 watts of power, covering all six counties in the San Joaquin Valley. It is one of the most powerful radio stations in central California.



Through quality programming of world and local community news, KMJ has enjoyed consistent dominance and has become a Central California "Tradition". KMJ's News/Talk format provides listeners with news, traffic and weather updates, agriculture news, "Auto Shop Talk", and so much more! KMJ is also home to morning show hosts John Broeske and Christina Musson, local talk show favorite Ray Appleton, as well as local favorite Chris Daniel. KMJ solidly reaches adults 35-54 and adults 25-54. KMJ-FM expands the Valley's News Talk brand now fully simulcasting KMJ-AM bringing the most powerful talk lineup to listeners on both the AM and FM. Go to www.kmjnow.com to see more about these great stations.

MEGA 97.9 targets the 25-54 year old, family oriented adults in their prime consuming years. The music is an up-tempo hip mix of "old school" from the 70's, 80's, 90's, up to the current decade. MEGA 97.9 specializes in R&B and Soul, featuring artists like Michael Jackson, Al Green, Santana, War, Bobby Brown, Keith Sweat, Earth, Wind & Fire, and Prince. MEGA 97.9 is also unique in that the format reaches the largest percentage of assimilated Hispanics. The results are outstanding with MEGA 97.9! Go to www.mega979.com to see more on this great station.