



# Local 153 News

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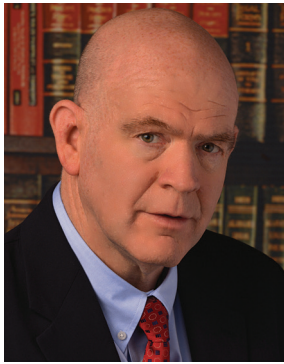
Summer 2021

## Pennsylvania Nurses Join Local 153!



## Schuykill Hospital Nurses Ratify Landmark Contract

Schuykill nurses demonstrating on June 18.



By Richard Lanigan, Business Manager

## Remembering Richard Trumka

**We could not issue this edition of the Local 153 News without a sincere appreciation for Richard Trumka for his lifetime of service to working families. The President of the AFL-CIO, Trumka passed away at the age of 72 on August 5.**

Trumka first made a name for himself as head of the mine workers union by leading one of the most successful strikes in recent memory, a bruising battle against the Pittston Coal Company. He was elected AFL-CIO Secretary-Treasurer in 1995, and held that post until 2009, when he was elected President.

As head of the 13 million-member AFL-CIO, Trumka made it his mission to improve the lives of working men and women. Comprehensive immigration reform was a major part of that goal, as were other kitchen table issues like healthcare for all and affordable housing and education. As the AFL-CIO said in its obituary, he envisioned an economy of shared prosperity for all working families — an economy of rising wages, equal pay, respect at work, safe jobs, secure retirement, and the freedom for all workers to form or join unions and bargain collectively.

Throughout his life Richard Trumka held with unbroken conviction the firm belief that the keys to workers having power

were solidarity and commitment. With those two elements — solidarity and commitment — “we all have a chance to work in dignity and live well,” he said. How right he was.

President Biden said it best: “For Rich Trumka work was synonymous with dignity. In the more than 30 years of our friendship, he was a fierce and forceful champion for the dignity of the American worker.”

We could not have said it better than that.

Following Trumka’s sad and untimely death, the AFL-CIO Executive Council has elected Liz Shuler, a visionary leader and longtime trade unionist, to serve as President of the federation of 56 unions and 13 million members. Shuler is the first woman to hold the office in the history of the labor federation. The Executive Council also elected United Steelworkers Vice President Fred Redmond to succeed Shuler as Secretary-Treasurer, the first African American to hold the number 2 office. Tefere Gebre will continue as Executive Vice President, rounding out the most diverse team of officers ever to lead the AFL-CIO.

“I am humbled, honored and ready to guide this federation forward,” Shuler said, after her election. “I believe that the labor movement is the single greatest organized force for progress. This is a moment for us to lead societal transformations — to leverage our power to bring women and people of color from the margins to the center — at work, in our unions and in our

economy, and to be the center of gravity for incubating new ideas that will unleash unprecedented union growth.”

Liz Shuler grew up in a union household and worked as an organizer for an IBEW local union. She later led several successful campaigns on behalf of organized labor, including the victorious thrashing of California’s Proposition 226, a corporate-sponsored measure that was designed to destroy unions. She has led the AFL-CIO’s initiatives on the future of work, retirement security, the clean energy economy, public safety reform, workforce development, and empowering women and young workers. She is committed to both leveraging the labor movement’s diversity for innovative approaches to social justice and making the benefits of a union voice on the job available to working people everywhere.

Local 153 congratulates Liz Shuler on her election as AFL-CIO President. We are confident that working men and women throughout the U.S. will make great strides under her leadership.



Local 153 Business Manager Richard Lanigan congratulating Liz Shuler on her election as AFL-CIO President.

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42 Broadway, Suite 1936  
New York, NY 10004  
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Office and Professional Employees  
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# Schuylkill Hospital Nurses Ratify Landmark Contract

Members of Lehigh Valley Hospital Nurses United, Local 153, OPEIU have ratified a two-year agreement with Schuylkill Hospital, Lehigh Valley Health Network (LVHN). The ratification was announced by Local 153 Senior Business Representative Seth Goldstein, who said the deal was approved by an overwhelming majority of members and expires on March 31, 2023.

The agreement includes safe staffing language requiring the hospital to take meaningful steps to provide qualified personnel for each nursing unit. The hospital has agreed to meet regularly with the union to discuss safe staffing and will provide relevant data to ensure quality patient care. Registered Nurses (RNs) will also be provided a process to file Protest of Assignment forms notifying the hospital that the assignment is unsafe. Also, the hospital has agreed not to discipline the nurses for submitting a Protest of Assignment in their professional judgment.

The contract also provides a 2% cost of living wage increase each year across the board, annual increment/tier raises, and an appreciation bonus for all

union nurses. The contract dramatically improves the employer's medical plan, increases tuition reimbursement, and improves other monetary benefits. The contract strengthens worker protections, including new guidelines to stop workplace violence and strengthen security at the hospital.

Contract negotiations lasted over five months, with Local 153 and LVHN meeting and bargaining approximately twenty-five times. "We had a tough fight. LVHN was very aggressive at the bargaining table, especially about health insurance and their demand to eliminate nurse tier raises," Goldstein said.

In response to management's harsh stance, the nurses at Schuylkill Hospital adopted an organizing model based on engaging them to battle back against their employer. The nurses attended membership meetings and participated in solidarity actions where they collectively filed petitions with LVHN in opposition to mandatory overtime. In May the nurses participated in "Wear Red on Wednesday" to highlight support for the union's

contractual proposals for safe staffing and for protecting quality patient care. Later, the nurses held Saturday public demonstrations. In early July they voted collectively to engage in informational picketing at the entrance of Schuylkill Hospital.

Goldstein said, "only membership engagement, combined with the imminent threat of informational picketing," forced LVHN to finally make significant movement by both improving the employer's medical plan and dropping their demand to eliminate the nurses' tier raises.

"Without the membership's active participation, we would have never reached such a fair agreement," said Brandee Siegfried, RN, Schuylkill Hospital and Chief Steward Lehigh Valley Hospital Nurses United, Local 153, OPEIU.

"We listened to what are members wanted and needed, and fought hard. We are a stronger union now than ever before," said Chrissy Newton, RN, Schuylkill Hospital, and a member of the union's negotiating committee.



Demonstrations like this one kept the public informed.



Left to right Kathleen Bartlett, Brandee Siegfried, Chief Steward, Michelle Jordan, and Chrissy Newton.



The June 11th demonstration.

# More Contracts Successfully Negotiated

Even as the pandemic lingers, while adversely affecting everyone's lives, Local 153 continues to negotiate with employers. Among other agreements reached recently, the union has obtained contracts with Hofstra, Fordham and Seton Hall Universities, covering hundreds of our members, Local 153 Assistant Business Manager John Edmonds reports..

The Hofstra contract is a four-year deal that provides wage increases of 2.75%, 2.5%, 2.5% and 2.7%. Members won a new holiday, Juneteenth, and an appreciable increase in severance pay for when they leave Hofstra's employ.

The Hofstra agreement did not come easily, Edmonds reported. For much of the negotiation the school was demanding givebacks on step increases and bonuses. In the end, however, the bargaining unit remained united and committed and the union was able to maintain those items.

The Fordham University contract is a three-year agreement with wage increases each year. The wage hikes are for 2.75%, 3% and 3%. The deal also includes increases in longevity increments. Local 153 members at Fordham will now have Juneteenth as a paid holiday, and those who are veterans will receive Veterans Day as a paid holiday.

There's more. The new contract at Fordham University contains increases in shift differential, parking allowance, meal allowance, bereavement leave time and other items. The employees'

403 (b) plan is getting a boost as well. There will be an increase in management's match of .5% the first year, 1.0% in year two, and 1.5% in the third year. Also, the retirees' Medicare supplement plan was enhanced, lowering current monthly payments by nearly \$100 per week.

At Seton Hall University, the previous contract had expired and the union won a one-year extension. Negotiations on a new contract ensued and an agreement was recently reached. The new contract is a three-year deal with wage increases on 1.75% the first year and "me too" increases the second and third years. The "me too" increases relate to all other Seton Hall employees not covered by a collective bargaining agreement,

employees at Seton Hall that have received a wage increase in the last two years. Whatever wage increases are eventually received by others at the school will be applied to Local 153 members. The union also won Juneteenth as a holiday, in addition to maintaining longevity increments for each year and an increase in the parking allowance for the law school. The union was able to maintain members' severance packages, tuition remission and volunteer policies.

It was not an easy negotiation. The university wanted numerous givebacks, including the removal of 403 (b) employer/employee contributions from the contract. The union fought back, however, and it maintained this provision. The contributions are 8% for the employer and 4% for our members.

Local 153 members are the only



Here is the Hofstra University bargaining committedd that delivered a four-year contract.



Members at Hofstra observing CDC spacing guidelines at their ratification meeting.

# New Retiree Benefit Announced!

Local 153 is happy to announce a new benefit for retired members. Made possible through our union's affiliation with the AFL-CIO, retired members will be able to access a discount Medicare Advantage plan, one that covers Medicare gaps among many other benefits. The program provides excellent healthcare, including numerous features not available through traditional Medicare. This program is available exclusively to retired union members and their spouses/partners, and it cannot be found or bought on the open Medicare market.

The new benefit provides nationwide access to providers and care. It offers Telehealth and other virtual care options, in addition to traditional healthcare. It offers the same benefits in or out of the plan's network, as well as vision and hearing coverage. Participants will have prescription drug gap coverage (often called the "donut hole") for brand-name medication, that they can have their medication needs filled at over 66,000 locations including chain pharmacies. Participants will also enjoy value-added resources like the 24/7 NurseLine, LiveHealth Online and SilverSneakers gym memberships.

This comprehensive benefit is only available to retired union members. There is plenty of information available at [retireehealth.unionplus.org](http://retireehealth.unionplus.org) and we urge retired members to visit this website to learn more about the program. It

explains how a Medicare Advantage program is different than traditional Medicare. It clearly covers the way Medicare Part D works. It delineates the entire program in clear, easy-to-understand language and provides phone numbers for retirees who have questions. This new benefit is effective immediately. Once again, to learn more about it visit [retireehealth.unionplus.org](http://retireehealth.unionplus.org)

In conjunction with this new benefit Local 153 Business Manager Richard Lanigan has announced that the union is in the process of developing a Retiree Medical Savings Account program. The union's Benefit Funds Board of Trustees has already approved this program, which would become part of the collective bargaining process and would be funded by employers. Money would be placed into this program tax-free, similar to a 401 (k) benefit, but unlike the 401 (k) program taxes will not be applied to money that is withdrawn if it is used for healthcare purposes. Funds in retired members' individual medical savings accounts could be used to pay for anything associated with healthcare.

"We are excited about the AFL-CIO's discount Medicare Advantage Program and equally excited about developing a Retiree Medical Savings Account Program," Lanigan said. "These two programs are the latest part of our union's determined objective to expand and improve the benefits and services offered to our members and their families."

## Another Shop Organized: American Jewish World Service

Local 153 is happy to welcome into our union employees of the American Jewish World Service (AJWS). They voted to join our union and are in the process of negotiating their first contract. This highly regarded non-profit organization fights poverty and pursues justice in Africa, Asia, Latin America and the Caribbean. Through philanthropy and advocacy, AJWS responds to the most pressing issues of our time — from disasters, genocide and hunger, to the persecution of women and minorities worldwide. Most recently AJWS has been assisting victims of the earthquake in Haiti. Here, members of the AJWS bargaining committee meet via Zoom.



# OFFICIAL NOTICE

## NOTICE OF NOMINATION MEETING AND ELECTION OF OFFICERS FOR THE OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 153, AFL-CIO

A Membership Meeting will be held on Tuesday, September 21, 2021 at 6:00 P.M. for the purpose of nominating candidates for President, Vice President, Secretary-Treasurer, Recording Secretary, three Trustees, 20 Executive Board members, and Business Manager. The elected President, Vice President, Secretary-Treasurer, Recording Secretary and Business Manager will serve as delegates to the 2023 convention of the Office and Professional Employees International Union. The three year term of office for these officers will begin upon inauguration in October 2021. Nominations and the selection of the Election Committee shall be the only business at this meeting.

**TO ENSURE THE SAFETY AND HEALTH OF OUR MEMBERS, THE NOMINATION MEETING WILL BE HELD VIA ZOOM VIDEO CONFERENCE AND IN PERSON ON TUESDAY, SEPTEMBER 21, 2021 AT 6:00 PM. YOU MUST BE AN ACTIVE MEMBER WITH DUES PAID UP THROUGH THE MONTH OF JULY 2021 TO PARTICIPATE IN THE ZOOM VIDEO CONFERENCE OR THE IN PERSON MEETING.**

**A. FOR MEMBERS WHO WISH TO ATTEND THE MEETING BY ZOOM VIDEO CONFERENCE:**

**ANY ACTIVE MEMBER WHO WISHES TO ATTEND THE MEETING BY ZOOM VIDEO CONFERENCE MUST EMAIL [ContactLocal153@opeiu-tristate.org](mailto:ContactLocal153@opeiu-tristate.org) AT THE LOCAL UNION OFFICE TO REQUEST MEETING REGISTRATION NO LATER THAN 4PM ON FRIDAY, SEPTEMBER 17, 2021. THE LOCAL WILL VERIFY THE MEMBER'S ELIGIBILITY TO ATTEND THE ZOOM VIDEO CONFERENCE. MEMBERS WHO WISH TO PARTICIPATE VIA THE ZOOM VIDEO CONFERENCE, MUST PROVIDE THEIR PERSONAL EMAIL ADDRESS. ONCE ELIGIBILITY**

**HAS BEEN CONFIRMED, THE MEMBER WILL RECEIVE AN EMAIL FROM GLOBAL ELECTION SERVICES WITH A ZOOM INVITATION TO JOIN THE MEETING. THE INVITATIONS WILL BE SENT ON MONDAY SEPTEMBER 20, 2021. ZOOM INVITATIONS FOR ANY MEMBER WILL BE LIMITED TO ONE ELECTRONIC DEVICE ONLY. ALL MEMBERS WHO ATTEND BY ZOOM MUST HAVE THEIR VIDEO ON AND BE ABLE TO BE SEEN ON THE ZOOM SCREEN.**

**MEMBERS ATTENDING BY ZOOM VIDEO CONFERENCE WHO WISH TO NOMINATE, SECOND OR ACCEPT NOMINATIONS ARE STRONGLY URGED TO SUBMIT NOMINATIONS, SECONDS OR NOMINATION ACCEPTANCES IN WRITING NO LATER THAN 4:00 PM ON FRIDAY SEPTEMBER 17, 2021 BY EMAIL TO [ContactLocal153@opeiu-tristate.org](mailto:ContactLocal153@opeiu-tristate.org) FOR MEMBERS WHO WISH TO ATTEND THE MEETING IN PERSON:**

**B. FOR MEMBERS WHO WISH TO ATTEND THE IN PERSON MEETING:**

**THE IN PERSON MEETING WILL BE CONDUCTED IN THE GERTRUDE LANE AUDITORIUM OF THE NEW YORK HOTEL TRADES COUNCIL LOCATED AT 305 WEST 44TH STREET, NEW YORK, NEW YORK. ALL THOSE PARTICIPATING IN PERSON WILL BE EXPECTED TO WEAR A MASK AND MAINTAIN SOCIAL DISTANCE DURING ALL PARTS OF THE MEETING.**

Nominations must be made and seconded at the Nomination Meeting in the Zoom video conference or at the in person meeting by a member in good standing other than the nominee. A member must accept his/her nomination in the Zoom video conference or at the in-person meeting if not already provided in writing. No

member may accept a nomination for more than one office. All nominations must be seconded by at least ten members who in good standing each of whom must be an employee in a distinct collective bargaining unit represented by this local union. Multiple bargaining units within a single employer organization shall be deemed one inseparable bargaining unit for the purpose of seconding nominations.

To nominate or second a candidate or otherwise participate in the nomination meeting, a member must have his/her dues paid up through the month of July 2021 and be an active member on the day of the nomination meeting. An active member is an individual employed within a collective bargaining unit represented by Local 153 or an employee or officer of Local 153. Prospective candidates are advised to verify their eligibility as well as the eligibility of their Nominators and Seconders with the Secretary-Treasurer in advance of the nomination meeting.

**MEMBERS ATTENDING BY ZOOM VIDEO CONFERENCE WHO WISH TO NOMINATE, SECOND OR ACCEPT NOMINATIONS ARE STRONGLY URGED TO SUBMIT NOMINATIONS, SECONDS OR NOMINATION ACCEPTANCES IN WRITING NO LATER THAN 4:00 PM ON FRIDAY SEPTEMBER 17, 2021 BY EMAIL TO [ContactLocal153@opeiu-tristate.org](mailto:ContactLocal153@opeiu-tristate.org)**

A meeting for all candidates will take place immediately following nominations with the representative from Global Election Services Inc. via Zoom video conference.

To be eligible to be nominated for any office, a member must be in continuous good standing and actively employed in a craft within the jurisdiction for 12 consecutive months prior to July 30, 2021 and must be eligible to hold office if elected. This requirement includes the timely payment of dues for the 12-month period, together with no interruption in active membership because of suspension, expulsions, withdrawals, transfers or failure to pay fines or assessments. A member on dues check off will not lose good standing as a result of a delay or default in the employer's transmittal of dues to the Local Union or because of an employer's failure to make the proper deductions in any month in which the member has earnings from which deductions could have been made.

Candidates shall have the right to be nominated and appear on the ballot as members of a slate. This election shall be held in accordance with the Bylaws, the Election Rules and the Constitution which are available upon request. Elected officers shall, by virtue of such election, be delegates to the Joint Council and any other subordinate body with which affiliated.

**IF THIS NOTICE WAS FORWARDED TO YOU BY THE POST OFFICE TO YOUR CURRENT HOME ADDRESS, PLEASE NOTIFY Barbara Hindieh 212-292-4678 or email [ContactLocal153@opeiu-tristate.org](mailto:ContactLocal153@opeiu-tristate.org) IMMEDIATELY SO THAT THE LOCAL 153 RECORDS CAN BE UPDATED.**

## Pennsylvania Nurses Join Local 153!

The contract won at by nurses at Schuylkill Hospital is a good starting point after they became Local 153 members. Their Local 153 membership came about as a result of a merger of their former union, Local 112, into our union. The amalgamation of the Pennsylvania nurses adds almost 750 members to our union!

As the retirement of Michael Bodinsky, Local 112's talented, long-serving Executive Director approached, the nurses considered options for the future. After careful contemplation, Local 112 approached Local 153 about the possibility of the two locals merging. Once Local 153 completed its due diligence process, it was determined that it had the capability of representing the nurses fully and effectively. At the same time, it was clearly evident that an infusion of new membership would be very

helpful to Local 153's recovery from the devastating effects of the pandemic. As a result, the two locals began merger discussions.

After Zoom town hall meetings, informational mailings and other efforts, a secret ballot vote by Local 112 members on the question of the merger took place. The outcome of the vote was resoundingly in favor of the unification of the two local unions.

Wishing to make a lasting impact on Local 153, Local 112 proposed that the proceeds in its treasury be permanently earmarked for Local 153 organizing. As a result of this, the merger also means that Local 153 has an organizing fund to assure the growth of our union for many years into the future.

**Office and Professional Employees International Union, Local 153**  
**Draft Financial Statements**  
**For the years ended December 31, 2020 and 2019**

**STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS—  
MODIFIED CASH BASIS  
DECEMBER 31, 2020 AND 2019**

<b>ASSETS</b>	<b>GENERAL FUND</b>	<b>DEFENSE FUND</b>	<b>TOTAL 2020</b>	<b>TOTAL 2019</b>
Cash and cash equivalents	\$ 820,864	\$ 734,620	\$1,554,884	\$1925,678
Investments	500		500	500
Accounts receivable	43,540		43,540	35,626
Property and equipment - net				
Leasehold improvements	226,216	159,348	385,564	347,314
Furniture and equipment	<u>1,285,312</u>	<u>58,161</u>	<u>1,343,473</u>	<u>1,278,623</u>
	1,511,528	217,509	1,729,037	1,625,937
Less: accumulated depreciation	<u>(1,401,028)</u>	<u>(193,847)</u>	<u>(1,594,875)</u>	<u>(1,582,071)</u>
Property and equipment-net	<u>110,500</u>	<u>23,662</u>	<u>134,162</u>	<u>43,866</u>
Security Deposits	<u>86,907</u>	-	<u>86,907</u>	-
Totals assets	<u>\$1,060,901</u>	<u>\$758,282</u>	<u>\$1,819,183</u>	<u>\$2,005,670</u>
Liabilities and Net Assets				
Net assets without Donor restrictions	<u>\$1,060,901</u>	<u>\$758,282</u>	<u>\$1,819,183</u>	<u>\$2,005,670</u>
Total liabilities and net assets	<u>\$1,060,901</u>	<u>\$758,282</u>	<u>\$1,819,183</u>	<u>\$2,005,670</u>

**STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS—  
MODIFIED CASH BASES ENDED DECEMBER 2020 AND 2019**

	<b>GENERAL FUND</b>	<b>DEFENSE FUND</b>	<b>2020 TOTAL</b>	<b>2019 TOTAL</b>
<b>Revenue</b>				
Dues	\$ 5,499,728	\$ -	\$5,499,728	\$6,936,056
Initiations	32,922	-	32,922	65,668
Reimbursed admin expense - Benefit Trust	197,300	-	197,300	210,221
Reimbursed admin expense - OPEIU	231,935	-	231,935	250,984
Reimbursed admin expense - Federation	-	-	-	37,885
Reimbursed admin expense - other	-	-	-	725
Interest and dividend income	735	-	735	2,656
Refunds	3,438	-	3,438	14,464
Subsidy - OPEIU AFL-CIO	-	-	-	32,500
Membership benefit - movie tickets	1,861	-	1,861	10,054
Membership benefit - driver safety classes	-	-	-	920
Write-off of outstanding checks	-	-	-	6,931
Transfer	(374,037)	374,037	-	-
Retirees social events	-	-	-	1,765
Total Revenue	<u>5,593,882</u>	<u>347,037</u>	<u>5,967,919</u>	<u>7,570,829</u>
<b>Expenses</b>				
Program services	4,032,628	188,711	4,221,339	5,132,320
Management and general	<u>1,911,951</u>	<u>21,116</u>	<u>1,933,067</u>	<u>1,977,755</u>
Total expenses	<u>5,944,579</u>	<u>209,827</u>	<u>6,154,406</u>	<u>7,110,075</u>
Change in Net Assets	(350,697)	164,210	(186,487)	460,754
Net Assets without Donor Restrictions				
Beginning of year	<u>1,411,598</u>	<u>594,072</u>	<u>2,005,670</u>	<u>1,544,916</u>
End of Year	<u>\$ 1,060,901</u>	<u>\$ 758,282</u>	<u>\$1,819,183</u>	<u>\$2,005,670</u>



**STATEMENTS OF FUNCTIONAL EXPENSES**  
**MODIFIED CASH BASIS**  
**YEAR ENDED DECEMBER 31, 2020**

	Total	Program Services	Management and General
Arbitration expenses	\$ 18,932	\$ 18,932	-
Attorney fees and expenses	167,969	167,969	-
Automobile expenses	28,880	-	28,880
Auditing and accounting	204,700	-	204,700
Benefit members	92,293	92,293	-
Business agent expense	7,477	7,477	-
Computer maintenance	58,496	-	58,496
Conference and convention	7,502	7,502	-
Consulting	237,084	-	237,084
Depreciation	12,804	-	12,804
Education and publicity	40,941	40,941	-
Employee benefit contributions	816,202	620,998	195,204
Equipment leasing and maintenance	40,652	-	40,652
Holiday expenses	9,780	9,780	-
Dues and initiation fees refunded	11,047	11,047	-
Insurance	48,471	-	48,471
Lost time	6,025	6,025	-
March/rally expense	-	-	-
Meeting hall rentals	15,000	15,000	-
Member social activities	350	350	-
Membership benefits movie tickets	-	-	-
Membership awards and retirements	5,750	5,750	-
Building maintenance	4,324	-	4,324
Labor Day expenses	-	-	-
Meeting expenses	22,388	22,388	-
Negotiating, meeting and organizing	4,947	4,947	-
Newsletter	3,815	3,815	-
Office rent and utilities	700,880	-	700,880
Office supplies and expenses	36,360	-	36,360
Organizing expenses	9,819	9,819	-
Payroll taxes	82,822	62,146	20,676
Payments to affiliated organization	96,418	96,418	-
Per capita taxes	1,985,526	1,985,526	-
Postage and office	27,362	-	27,362
Printing supplies	12,385	-	12,385
Retirees association	4,000	4,000	-
Salaries	1,126,891	845,572	281,319
Shop steward expenses	4,315	4,315	-
Telephone	23,470	-	23,470
Temporary help	175,679	175,679	-
Tickets, ads, donations, etc.	<u>2,650</u>	<u>2,650</u>	<u>-</u>
<b>Total Expenses</b>	<b><u>\$ 6,154,406</u></b>	<b><u>\$4,221,339</u></b>	<b><u>\$1,933,067</u></b>

**STATEMENTS OF FUNCTIONAL EXPENSES**  
**MODIFIED CASH BASIS**  
**YEAR ENDED DECEMBER 31, 2019**

	Total	Program Services	Management and General
Arbitration expenses	\$ 13,679	\$ 13,679	-
Attorney fees and expenses	212,610	222,610	-
Automobile expenses	86,067		86,067
Auditing and accounting	36,300	-	36,300
Benefit members	155,837	155,837	-
Business agent expense	43,184	43,187	-
Computer maintenance	54,761	-	54,761
Conference and convention	60,457	60,457	-
Consulting	64,007	-	64,007
Depreciation	20,308	-	20,308
Education and publicity	73,977	73,977	-
Employee benefit contributions	891,187	656,015	235,172
Equipment leasing and maintenance	56,796	-	56,796
Holiday expenses	5,616	5,616	-
Dues and initiation fees refunded	60,836	60,836	-
Insurance	65,533	-	65,533
Lost time	19,202	19,202	-
March/rally expense	2,682	2,682	-
Meeting hall rentals	20,755	20,755	-
Member social activities	866	866	-
Membership benefits movie tickets	7,730	7,730	-
Membership awards and retirements	6,750	6,750	-
Building maintenance	3,138	-	3,138
Labor Day expenses	5,056	5,056	-
Meeting expenses	42,222	42,222	-
Negotiating, meeting and organizing	17,875	17,785	-
Newsletter	1,642	1,642	-
Office rent and utilities	715,532	-	715,352
Office supplies and expenses	115,895	-	115,895
Organizing expenses	36,743	36,743	-
Payroll taxes	93,687	64,558	29,129
Payments to affiliated organization	124,210	124,210	-
Per capita taxes	2,390,663	2,390,663	-
Postage and office	38,564	-	38,564
Printing supplies	33,780	-	33,780
Retirees association	10,577	10,577	-
Salaries	1,280,515	882,383	398,132
Shop steward expenses	18,170	18,170	-
Telephone	24,821	-	24,821
Temporary help	148,307	148,307	-
Tickets, ads, donations, etc.	<u>39,718</u>	<u>39,718</u>	<u>-</u>
<b>Total Expenses</b>	<b><u>7,110,075</u></b>	<b><u>\$5,132,320</u></b>	<b><u>\$1,977,755</u></b>

# Local 153 Membership Benefits

## ▶ DEATH BENEFIT

\$5,000 Death Benefit + Additional \$2,000 OPEIU Total \$7,000.

\$5,000 AD&D Benefit + Additional \$2,000 OPEIU Total \$7,000. (Death by accident total \$14,000).

Eligibility – Membership in good standing with payment of dues for 12 months during the last 14-month period prior to death, exclusive of the month of death.

**For more information, please call 212-741-8282**

## ▶ TOWING BENEFIT

Two towing/service calls per year for members and family living in the same household, valued at up to \$80 each. You will need “producer code 74046” for “plan letter C”.

**For information, call 212-741-8282**

**For towing and service call information, call 800-617-2677**

## ▶ 401 (K) NATIONAL PLAN

OPEIU has established a voluntary 401 (k) program that charges considerably less management fees than standard 401 (k) plans. Members will be able to enroll in this benefit shortly.

## ▶ STUDENT DEBT REDUCTION PROGRAM

Students with \$10,000 or more of outstanding student debt have an opportunity each year to reduce the amount they owe.

## ▶ FREE COLLEGE EDUCATION BENEFIT

Members may earn tuition-free an Associate Degree online through Eastern Gateway Community College. The free college benefit provides degrees in Associate of Arts, Associate of Criminal Justice, Associate of Business Management and Associate of Arts in Early Childhood Education, with more free online degree programs to come. To obtain a brochure about this program call Local 153 at 212-741-8282 and press “7” for member benefits.

## ▶ GENERAL VISION SERVICES “Vision Pass”

Eyeglasses discount packages for you and your family.

**Call the union for a “vision pass” 212-741-8250/8251**

## ▶ AFL-CIO UNION PLUS BENEFITS

Discounts for services such as dental, vision, health clubs, legal services, pet and car insurance, car rentals, mortgages, etc.

**Visit [unionplus.org](http://unionplus.org)**

## ▶ WORKING ADVANTAGE

Discounts for theater and events, entertainment, sporting events, shopping, travel, etc.

**Visit [workingadvantage.com](http://workingadvantage.com)**

**Create an account using ID#: 924400144**

## ▶ SCHOLARSHIPS

Howard Coughlin, John Kelly Labor Studies, Union Privilege and Lavina Michl Wright with grants of up to \$6,500.

**Visit [opeiu153.org](http://opeiu153.org)**

## ▶ DEFENSE FUND

Where an authorized strike is called, members will receive \$290 per week.

## ▶ UNION SUPPORT SERVICES

For members and their families who suffer with substance abuse, depression or stress.

**Call 212-741-8282**

## ▶ PUBLICATIONS

Local 153 News and OPEIU’s White Collar.

## ▶ RETIREE ASSOCIATION

National Council of Senior Citizens Active on Social & Political Issues.

**Call 212-741-8262**

## ▶ EDUCATION FOR UPGRADING SKILLS

Microsoft Word, Excel, PowerPoint Access, Web Design, Business Writing, Job Readiness and Financial Planning. Additional programs are being formed.

**Call Victoria at 212-675-3210**



# Local 153 News

Office and Professional Employees International Union, AFL-CIO  
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## Union Wins Grievance Victories

Just as Local 153 has continued to negotiate contracts and organize new members even through a world-wide



Nick Perrazzo and Kevin Madrid are two of the Local 153 members at the Pod Times Square Security Department that were put back to work with full back pay.

pandemic, as seen in other articles in this edition, the union has also been handling grievances such as violations of existing agreements. Two recent grievance victories in the hotel division serve as examples.

In one case, the Pod Times Square Hotel unilaterally replaced the Local 153 members in the security department with non-union guards, carrying out this blatant contract violation during the height of the pandemic. Local 153 immediately took action and on March 30, 2021 the hotel agreed to settle the union's grievance. This resulted in the Local 153 security guards being returned to their jobs. But that's not all. The workers were compensated for the time they lost on the job and they received almost \$80,000 in back pay.

In another hotel division grievance the Warwick Hotel unilaterally eliminated the union timekeeper position. Local 153 took prompt action, carrying the case all the way to arbitration. There, in April 2021, arbitrator Aaron Shriftman reinstated the timekeeper, Alan Daly, to his job, also with full back pay.

Local 153 Business Representative Nick Galipeau spearheaded both of these grievance victories.

"The pandemic has had a terribly adverse effect on the world and on our country, and that adversity has also impacted our members and on our union in general," Local 153 Business Manager Richard Lanigan noted. "But through it all our union has continued to function effectively in successfully negotiating new contracts, organizing new shops, developing new benefits, and forcefully representing our members, including the two recent grievance victories in the hotel division. We should all be proud of the performance of our union's Business Representatives during this difficult time."



Alan Daly, right, is seen here with Local 153 Business Representative Nick Galipeau.

