



Local 153 News

42 Broadway, Suite 1936, New York, NY 10004 (212) 741-8282

Winter 2021

Finally! MCU Employees Have a New Contract!

On October 2, 2020, Municipal Credit Union members voted overwhelmingly to accept a three-year contract. Local 153 represents almost 400 union members at MCU, including tellers, accounting clerks, loan specialists, data control clerks, home banking representatives, underwriters, and loan officers.

The MCU negotiating committee consisted of Millie Sanchez, Ray Jordan, and Renee Spradley, and they and Local 153 officers Richard Lanigan, Seth Goldstein and John Edmonds had been battling for almost two years to win an acceptable contract from the company.

Although the parties reached a wage agreement in April 2019, everything changed after the New York State Department of Financial Services took possession of MCU and appointed the National Credit Union Administration (NCUA) as conservator over the company. Making matters worse, the country's most infamous union-busting law firm, Jackson-Lewis, was brought in to handle contract negotiations. Immediately — but not surprisingly — Jackson-Lewis took off the table the 3% per year wage increase for three years that had been accepted by the union in April and

instead insisted on a five-year wage freeze. Also, MCU management and Jackson-Lewis pushed to immediately terminate MCU members' pension, cut

longevity increases, take away sick days, increase health-care premiums, and raise deductibles. In short, management and

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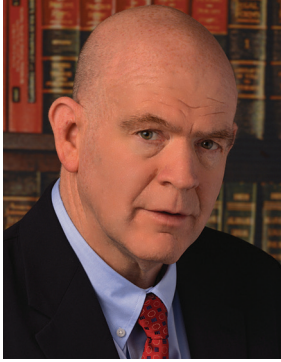
Business Manager Richard Lanigan addressing one of several MCU membership meetings held during negotiations.



Here are some of the Local 153 members employed at MCU attending a membership meeting to be updated on negotiations.

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By Richard Lanigan, Business Manager

How Pandemic Affects Local 153

A year ago at this time, none of us could have ever imagined that the world as we knew it would soon change so swiftly, so dramatically and so terribly.

But we want you to know that even though so many of us have been suffering greatly through a pandemic that has created the most difficult period our country has ever faced, Local 153 is still on the job.

It hasn't been easy, but we have won new contracts, we have represented members in grievances, we have negotiated with employers for terms to assist members during this sudden and unprecedented mass unemployment, we have negotiated furloughs instead of layoffs to save members' medical coverage, we had members phone bank for Joe Biden, we increased our representation capability by hiring an additional Business Representative, we took advantage of the Organizing Apprentice program by bringing on an Organizer and, as a result, we organized new members, and we have had innumerable conversations with management to deal with the myriad of issues raised by COVID-19.

There are other things we have done. We have taken the necessary steps to tighten our belt so that the union can continue to

survive, even while so many members are not working.

One way we are tightening our belt is by relocating our offices to save on rent. We have moved to 42 Broadway, where we are temporarily operating out of room 1936 until our new office space is built out. After the build out we will be located on the 12th floor. This move to a lower rent building will save our union a substantial amount of money, in fact, hundreds of thousands of dollars over the next decade. But please note that our phone number and email contacts remain the same.

The pandemic has led to necessary changes at our union, some of which are temporary and others that will actually be permanent. As one example, we hired an industrial hygienist, Jonathan Rosen, to assist us in determining any areas where COVID-19 represents a threat or actual danger in our members' workplaces. As another example, the need to work remotely led us to put into effect an ACH system that allows us to receive dues money electronically and dispense money electronically. Along with increasing accounting efficiency, this digital transformation allows us to save money in other ways.

We have also expanded our email contact list. We can now communicate electronically with more than 8,000 of our union's members. But we would really like to communicate with all members through email. If you haven't already added your name to our email list you can do so at Local 153's website: OPEIU-Tristate.org

Indeed, the pandemic has caused our union to evolve out of necessity. COVID-19 has made Zoom one of the

most widely used new words in our collective vocabulary. This tool has proved invaluable, as Local 153 now conducts board meetings, membership meetings, webinars, town hall events and other gatherings through members' home computers. Yes, meetings can be as simple as connecting with us via Zoom. As an example, the Federation of Catholic Teachers has successfully held meetings with its members electronically and even Local 153's January general membership meeting was held via Zoom. These electronic meetings make it easier for members to attend and easier to participate, and it is likely we will continue using this means of communication in many cases even after the pandemic ends.

We know it hasn't been easy for you and your families. But our union has survived and we hope that all of you will return to work and to normalcy as the country's population becomes sufficiently vaccinated. For now, we encourage you to use the union's benefits booklet that is readily available at OPEIU-tristate.org. There, you will find benefits and services that might well lower costs for you at a time when all of us are forced to economize.

We have never faced a situation like the one caused by COVID-19. It is, quite simply, the worst event under which our union has ever had to operate. We have been through wars, stock market crashes, recessions and 9/11, and we honestly believe the pandemic is worse than all of those combined. Yet we have survived. We endure. And we will continue to do everything possible to assist all of you in returning to your jobs and, hopefully, returning as well to some semblance of normalcy. Until then, please stay safe.

Local 153 News
 42 Broadway, Suite 1936
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FCT Keeps Fighting for Its Members

Fresh on the heels of a difficult contract fight that resulted in a new four-year contract, the Federation of Catholic Teachers (FCT) has stood up to other issues of great concern to its members.

As reported in the last edition of Local 153 News, the contract is retroactive to 9/1/18. The four-year agreement has compounded wage increases of 1, 1, 2 and 2 percent and other increases, and there were no givebacks in pension or medical benefits. There were other contractual issues settled in favor of the teachers.

Following the successful contract negotiation FCT President Julia Pignataro retired and a new election of officers was held. The new officers of the FCT are President Joanne Perrotta, Vice President Leanne Cole and Secretary-Treasurer Lily Liang.

The FCT's new leadership team faced immediate and difficult challenges. On July 9, 2020 the Archdiocese of New York closed 20 schools and merged

three others, leaving 350 teachers facing sudden and unexpected unemployment. Making matters worse, the Archdiocese skimped on the severance pay that the union believes these teachers are due. This resulted in the FCT filing a grievance as well as unfair labor practice charges, all of which are pending as this edition of Local 153 News is being printed. The issue has drawn the attention of the New York Daily News, resulting in several news articles.

In its most recent article on the subject, the Daily News reported that the FCT believes its members are shortchanged on the severance pay they are entitled to receive, while at the same time the Archdiocese is creating roadblocks that make it difficult for them to obtain new jobs at other schools in its jurisdiction.

Carolyn Shea, a teacher at Our Lady of Mount Carmel School on Staten Island for 16 years, told the Daily News, "It's not like a lot of Catholic school teachers are working for the money. It's a slap in the face, very un-Christian. It leaves a bad taste in my mouth."

The Archdiocese also refused to extend a deadline for teachers to make a decision on being placed on a rehired list, complicating matters to the point where many missed out on retirement bonuses.

"There was no extension of help, no compassion or understanding," Barbara Campiz, a Catholic school teacher for 38 years told the Daily News. "They just aren't very forthcoming in helping. I'm still kind of angry."

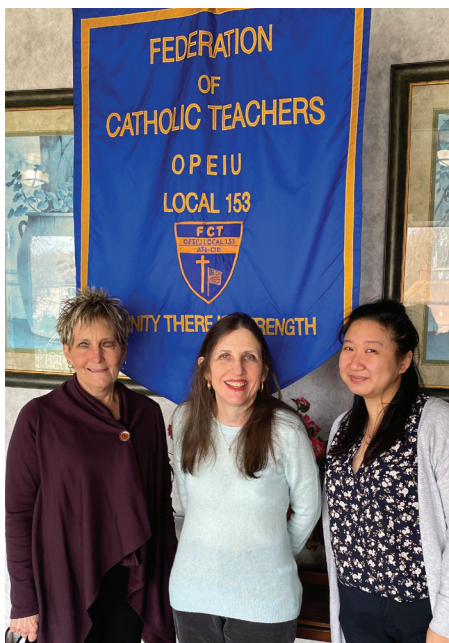
"We will fight the Archdiocese tooth and nail on this issue," FCT President Joanne Perrotta said. "We will vigorously pursue both the grievance and the unfair labor practice charges we have filed. This fight over severance pay is far from over!"

The Archdiocese used COVID-19 as the

excuse for closing the 20 schools in July, and the pandemic has created other problems as well. The FCT is fighting to keep the teachers whole financially when they are required to teach both remotely and live, and is insisting on safety precautions in the schools. The union was able to get the Archdiocese to agree to an FCT proposal to allow teachers to do field inspections and report areas where the schools are not following Department of Health and CDC guidelines. An industrial hygienist, Jonathan Rosen, was hired by Local 153 and to assist in this process. The FCT has held Zoom meetings with its members to review health and safety precautions in the schools, with Rosen explaining how to do the field inspections. Local 153 Business Manager Richard Lanigan participated in these meetings.

"The health and safety of students, teachers, staff and their families is of the utmost concern to our union," Perrotta

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Here is the FCT's administration. From left to right are President Joanne Perrotta, Vice President Leanne Cole and Secretary-Treasurer Lily Liang.



Here is a recent NY Daily News article about the Federation of Catholic Teachers.

Meet Local 153's New Staff Members

Local 153 has two new staff members and we would like to introduce you to them.

New Business Representative Dylan Wylie brings some powerful experience to our union. He comes to us after having served as an Organizer and Business Agent for Local 1439 IBEW (International Brotherhood of Electrical Workers) in Armonk, New York. He has experience in negotiating contracts, managing grievances and arbitrations and leading pressure campaigns against major companies.

Dylan has also served as a paralegal, working for the Sammis Law Firm in Florida. There, he was responsible for filing initial pleadings and motions for attorneys, assisted in interviewing and screening potential clients and summarizing case law for attorneys.

Prior to that Dylan interned as a union organizer for the Houston Federation of Teachers, where he helped to increase union membership throughout the Houston area and was able to maintain positive relationships with teachers and administrators during tense contract negotiations in a right to work state.

In addition to his new responsibilities as a Local 153 Business Representative Dylan is in his last semester at law school. He is a student at CUNY School of Law and he will take the bar exam before the end of the year. Dylan has a Master's of Science in Industrial & Labor Relations, City University of New York and was Valedictorian in Industrial & Labor Relations CUNY Zicklin School of Business, Baruch College. He has a Bachelor of Arts in Political Science from Binghamton University.

"I fully understand and appreciate all the benefits union membership brings," Dylan told us, "and I am eager and excited to work representing members of Local 153."

The union has also hired Dana Kopel, a new Organizer who has already had success bringing new members into Local 153.

Dana Kopel came aboard at Local 153 after leading a difficult but successful organizing drive at the New Museum, where she was an employee. There, she was very involved in the unionization process and later served on the bargaining committee and as unit chairperson. Dana has an extensive education in art and curating, but discovered during the unionizing drive at the New Museum that she had a knack — and a love — for organizing.



Dana Kopel

That knack for organizing has paid off for Local 153. Dana began as an Organizer at our union in 2020 and since then has organized a few shops: the NYC Anti-Violence Project is in the process of getting voluntary recognition now, and BioBus is in the middle of their election. She also has been working with the City Bar Justice Center's union to win their first contract.

"I love how organizing empowers working men and women and that's why I have chosen this as my career," Dana told us. "I feel honored to be an Organizer for Local 153 and I look forward to bringing more new members into our union."



Dylan Wylie

FCT Keeps Fighting for Its Members

Continued from page 3

noted. "While the inoculation against COVID-19 continues, we will continue to monitor the situation in the schools where our members teach to ensure that all recommended health and safety measures are taken."

Perrotta also praised the involvement of Business Manager Richard Lanigan and Local 153. "We have been very fortunate," she said. "Richard Lanigan personally assisted in our contract negotiations as well as the COVID-19-related areas we are dealing with now. We are very grateful for that support."

Often lost in the "give-and-take" between the FCT and the Archdiocese of New York are the unparalleled achievements of the teachers. An astounding 95% of Catholic school students in the Archdiocese of New York graduate high school and 98% of those graduates go on to college, many with scholarships.

"It is impossible to forget the outstanding track record of FCT members when it comes to the education they provide," Business Manager Lanigan said. "We are deeply proud of our affiliation with the FCT."

Finally! MCU Employees Have a New Contract!

Continued from page 1

Jackson-Lewis sought to weaken workers' rights and destroy MCU employees' union representation. But the MCU workers refused to surrender and instead fought back.

As an example, MCU workers in February and March, 2020, during the initial outbreak of COVID-19, engaged in mass information picketing at different MCU branch locations. Workers protested the lack of PPE and MCU management's outrageous attempt to slash sick days during the pandemic.

Local 153 members at MCU received a boost from their brothers and sisters in New York City municipal unions. On February 3, 2020 the Municipal Labor Committee (MLC), the umbrella group of the city's public unions, issued a resolution supporting the MCU bargaining unit members, "The assembled union presidents were very distressed that individuals who were hired by the MCU to serve our members were about to have their new manager seek to decrease their salary when there was no financial problem in the first place," MLC's resolution said in part. The resolution was a powerful statement because so many New York City union employees have accounts with MCU.

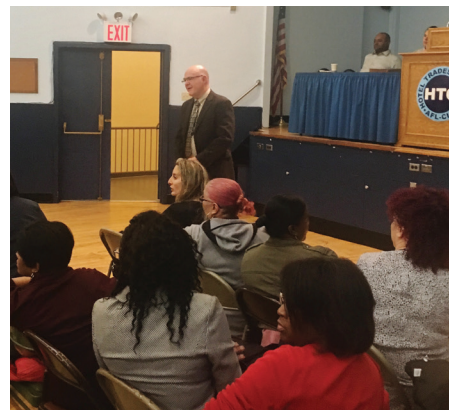
There were other steps Local 153 took. The union filed unfair labor practice charges against MCU alleging regressive bargaining, retaliation, direct dealing, and failure to provide information. Most significantly, Local 153 filed a charge against MCU for violating the contract and federal labor law by refusing to pay longevity bonuses to over 100 MCU bargaining unit members.

The collective action engaged in by bargaining unit members placed significant pressure on MCU. As a result, the company finally abandoned its union-busting campaign and began to engage in serious bargaining.

Negotiations were facilitated by Federal Commissioner William Domini, of the Federal Mediation and Conciliation Services, an independent public agency that provides mediation services for dispute resolution.

With the assistance of Commissioner William Domini, Local 153 and MCU management negotiated a fair and equitable contract.

A key point of contention was employee retirement. MCU management insisted that the pension plan had to be terminated immediately, but had failed to provide a comparable alternative retirement plan. The compromise that management and the union decided on was that the pension will continue for current employees through June 2023. On July 1, 2023 all employees will be enrolled in the OPEIU Savings Plan, the union's 401 (k) plan that is administered by Prudential. The OPEIU 401 (k) plan provides both low administrative fees and fiduciary protection. Under the new contract all MCU bargaining unit employees will receive an annual vested allocation of eight percent (8%) of their compensation. This change will begin after July 1, 2023.



Business Manager Richard Lanigan addressing another of several MCU membership meetings held during negotiations.

"We beat back cruel attempts by MCU management and Jackson Lewis to destroy our retirement," said Renee Spradley, Assistant Chief Shop Steward. "We want to say a sincere thank you to Local 153 and Business Manager Richard Lanigan for their strong support."

The new contract will give workers a 2 percent raise in the first year, a 2.5 percent raise the second year, and a 3 percent raise in the third year.

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MCU members obtaining information sheets at one of their membership meetings.

Finally! MCU Employees Have a New Contract!

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“At last our members will be receiving wage increases to offset dramatic jumps in food prices and the cost of other necessities like rent that were caused by COVID-19,” said Ray Jordan, a member of the bargaining committee.

The union successfully forced the employer to abandon its proposal that current employees have a reduction in sick days and PTO for vacations and personal days. Also, employee health insurance will remain affordable under the new contract.

Finally, the union succeeded in forcing MCU to pay longevity benefits for both current employees and individuals who were eligible for the bonuses but were no longer working for the employer. Ray Jordan praised the union’s tenacity, “Local 153, by fighting for what is right, helped hundreds of MCU employees and their families,” he said. “We are very grateful for the assistance the union provided.”



Assistant Business Manager John Edmonds speaking at an MCU membership meeting.



Business Manager Richard Lanigan answering questions from members employed at MCU.



Here is the MCU negotiating committee. From left to right are Renee Spradley, Millie Sanchez and Ray Jordan.

Union Reaches Agreement for Idled Citi Field Employees

During a worldwide pandemic that has taken the lives of so many and caused enormous stress to so many others, there have also been stories that are uplifting. One of those stories involves Local 153 members employed at Citi Field.

As many of you know, the New York Mets baseball team was purchased by investment mogul Steve Cohen. While Mr. Cohen is expected to elate Mets fans by eventually making the team a National League powerhouse, he also pleased seasonal employees by agreeing to a deal with Local 153, Local 100 of UNITE HERE, and Local 32BJ of the Service Employees International Union (SEIU). Under the agreement seasonal workers at Citi Field will receive \$500 a month during the off season. This is a

boost to Citi Field employees, who were left without work when the shortened 2020 baseball season was conducted without any fans in the stands.

The agreement, which will cost Cohen almost \$3 million, covers more than 1,100 union members.

“On behalf of the over 1,000 employees our unions collectively represent, we are extraordinarily grateful to Steve Cohen for this multi-million dollar commitment to help the seasonal workers of Citi Field,” Local 153 Business Manager Richard Lanigan said in a joint statement with Kyle Bragg, president of SEIU 32BJ and Bill Granfield, head of Local 100.

“During this period of uncertainty, the

food service employees, custodians, concessions staff and other vital workers are struggling to make ends meet while the stadium remains closed. There is no question that this pledge of financial assistance represents a lifeline for these hardworking families.

Shortly after the agreement was reached MLB gave final approval to Cohen’s purchase of the team, a step that delighted long-suffering Mets fans as well as the workers who benefited from the deal by receiving \$500 a month during the off season. As the U.S. population is now getting vaccinated, it is hoped that the Mets and Major League Baseball will be able to eventually have fans return to the stands to view the National Pastime.



Unfortunately, there were no fans in these seats for the 2020 baseball season.

Remembering Mike Thompson

Local 153 was deeply saddened to learn of the death of Mike Thompson in 2020 from COVID-19. Mike had a 40-year career at our union and during that time he had a string of laudable accomplishments.

“Mike Thompson worked to improve the lives of working people in New York City for his whole life, including four decades at Local 153, Business Manager Richard Lanigan said. “Mike was more than a Business Representative. He was a mentor, a negotiator, an arbitration advocate and the Director of the union’s Employee Assistance Program.”

As a mentor, Mike Thompson trained many new Local 153 representatives, shop stewards and union activists.

“He mentored me on how to conduct an arbitration hearing,” Lanigan added. “He also mentored current Local 153 Secretary-Treasurer Myra Hepburn when she first became a union representative. He taught many new representatives how to establish the cost of a contract. He was a friend and advisor to several OPEIU International Presidents.”

As a Local 153 Business Representative, Mike Thompson represented working people in their employment at Citi Field, Yankee Stadium, Emblem Health, Knights of Columbus, Long Island University, the New York City hotel industry and many other places. He conducted his own arbitration hearings with success. He served with distinction on the board of trustees of several benefit funds. He was a founding member of the Local 153 grievance board, where he served as its chair for many years. He bargained and settled many labor disputes, including the GHI strike in 2002 involving over one thousand Local 153 members. He served for a time as editor of the Local 153 News.

Mike made himself available to serve on his own time as the Director of the Local 153 Employee Assistance Program. In that role he helped hundreds of Local 153 members and their families. When members or their loved ones struggled with the disease of addiction, Mike Thompson was there to help. Many people found recovery and continued employment because of his work. In fact, there are many people alive today who might not be with us if it weren’t for his helping hand on the road to recovery.

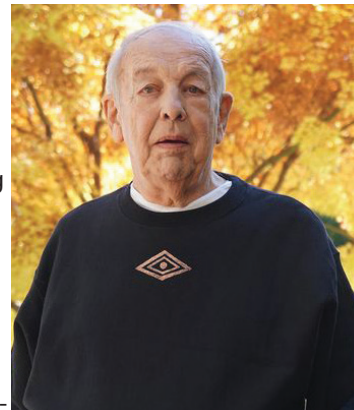
“It is with such a sense of sadness and a heavy heart that I share the loss of one of the finest men I’ve ever met; honest, loyal, devoted, kind, hardworking, generous, a man of principle and integrity, and I was lucky enough to call this wonderful man my husband,” Mike Thompson’s wife, Barbara, posted on her Facebook page.

Barbara Thompson said that Mike was greatly influenced

by a recruiter, leading him to become a U.S. Marine. Following his service in the Marines he put himself through night school while working full time and taking care of his family.

Besides his beloved wife Mike leaves behind four sons and their wives, six grandchildren, two stepsons, one stepdaughter-in-law (whom he called the daughter he never had), and two step grandchildren. He also leaves behind an uncountable number of union members who were fortunate enough to have had him as their representative, mentor, sponsor, counselor and/or guide,

“Like many members of Local 153 I learned a good deal of good things from Mike Thompson,” Lanigan said. “We express our sincere condolences to Barbara Thompson and Mike’s entire family. He will truly be missed.”



Mike Thompson

**Need financial assistance
to attend college?**

Apply for a
Lavina Michl Wright Scholarship

Eligibility requirements

Applicants must:

- Be high school seniors or current undergraduate students.
- Have a minimum cumulative 2.5 GPA on a 4.0 scale.
- Demonstrate academic achievement.
- Demonstrate leadership ability.
- Demonstrate contributions to his/her school or community.
- Demonstrate financial need.
- Plan to attend full-time an accredited public or private, two-year or four-year college, university, technical or vocational school in the United States.

Additional Desired Qualifications:

- Preference to dependents of members of Local #153 Union of the Office and Professional Employees International Union.

Scholarship specifics

- This scholarship is for one year only; however, current recipients may reapply and be considered for additional funding along with other new applicants. Scholarship recipients must be enrolled full-time.

Eligible applicants can apply at
www.csascholars.org/wright

Deadline

To be considered for a scholarship, applications and all supporting documentation must be received by
5:00 p.m. Eastern Time on **May 27, 2021**.

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 212-741-8251

▶ 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 a “producer code” for “plan letter C”.

For information, call 212-741-8270

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

▶ ENTERTAINMENT

Discount movie tickets (\$8.50/Regal – \$10.25/AMC) and theme park discount tickets such as Great Adventure.

Call 212-741-8261

▶ DRIVER SAFETY CLASS

Accident prevention/defensive driving workshop at discount rate for drivers with NY & NJ state licenses.

Call Victoria at 212-675-3210

Members in good standing can take an online course at a low cost of \$10 with up to 30 days to complete the course. To register, visit Local 153 website www.opeiu153.org.

▶ 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

▶ WORKING ADVANTAGE

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

Visit 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

▶ 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 212-741-8251

▶ PUBLICATIONS

Steward Update, 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

Office and Professional Employees International Union, Local 153

Statements of Revenue and Expenses — Cash Basis

For the six months ended December 31, 2019

Mr. Richard Lanigan
Business Manager
Office and Professional Employees International Union, Local 153
42 Broadway, Suite 1936
New York, NY 10004

Dear Mr. Lanigan:

We compiled the statements of revenues and expenses — cash basis of Office and Professional Employees International Union, Local 153 — for the six months ended December 31, 2019, in accordance with standards established by the American Institute of Certified Public Accountants.

STATEMENTS OF ASSETS, LIABILITIES AND NET ASSETS— MODIFIED CASH BASIS DECEMBER 31, 2019 AND 2018

ASSETS	GENERAL FUND	DEFENSE FUND	TOTAL 2019	TOTAL 2018
Cash and cash equivalents	\$1,361,084	\$ 564,594	\$1,925,678	\$1,445,935
Investments	500		500	500
Accounts receivable	35,626		35,626	34,307
Property and equipment - net				
Leasehold improvements	187,966	159,348	347,314	
Furniture and equipment	1,220,462	58,161	1,278,623	1,278,623
	1,408,423	21,509	1,625,937	
Less: accumulated depreciation	(1,394,040)	(188,031)	(1,582,071)	(1,561,763)
Property and equipment-net	14,388	29,478	43,866	64,174
Totals assets	\$1,411,598	\$594,072	\$2,005,670	\$1,544,916
Liabilities and Net Assets				
Net assets without Donor restrictions	\$1,411,598	\$594,072	\$2,005,670	\$1,544,916
Total liabilities and net assets	\$1411,598	\$594,072	\$2005,670	\$1,544,916

	GENERAL FUND	DEFENSE FUND	2019 TOTAL	2018 TOTAL
Revenue				
Dues	\$ 6,936,056	\$ -	\$6,936,056	\$6,970,928
Initiations	65,668	-	65,668	62,339
Reimbursed admin expense - Benefit Trust	210,221	-	210,221	201,950
Reimbursed admin expense - OPEIU	250,984	-	250,984	232,418
Reimbursed admin expense - Federation	37,885	-	37,885	32,847
Reimbursed admin expense - other	725	-	725	12,832
Interest and dividend income	1,774	882	2,656	1,335
Refunds	14,464	-	14,464	10,168
Subsidy - OPEIU AFL-CIO	32,500	-	32,500	181,800
Membership benefit - movie tickets	10,054	-	10,054	13,203
Membership benefit - driver safety classes	920	-	920	880
Write-off of outstanding checks	3,931	3,000	6,931	6,301
Transfer	(532,433)	532,433	-	-
Retirees social events	<u>1,765</u>	<u>-</u>	<u>\$1,765</u>	<u>-</u>
Total Revenue	7,034,514	536,315	7,570,829	7,732,027

Expenses

Program services	4,829,679	302,641	5,132,320	5,507,602
Management and general	<u>1,960,598</u>	<u>17,157</u>	<u>1,977,755</u>	<u>2,013,986</u>
Total expenses	<u>6,790,277</u>	<u>319,798</u>	<u>7,110,075</u>	<u>7,521,588</u>
Change in Net Assets	244,237	216,517	460,754	210,439
Net Assets without Donor Restrictions				
Beginning of year	<u>1,167,361</u>	<u>377,555</u>	<u>1,544,916</u>	<u>1,334,477</u>
End of Year	<u>\$ 1,411,598</u>	<u>\$ 594,072</u>	<u>\$2,005,670</u>	<u>\$1,544,916</u>

**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>	-
Total Expenses	<u>7,110,075</u>	<u>\$5,132,320</u>	<u>\$1,977,755</u>

Kickstarter United and Local 153: A Major Step for Tech Organizing

In 2020 the employees of Kickstarter, a crowd funding firm based in Brooklyn, voted to unionize as Kickstarter United with Local 153, OPEIU. The vote was overseen and tallied by the National Labor Relations Board. The victorious outcome of the vote is historic as it was the first successfully organized consisting of white collar employees in the technological industry.

The Union's victory resulted from an 18-month battle with management during which union organizers were fired and other union activists were forced out of the company. In addition, the company hired an anti-union law firm and regularly held captive audience meetings with Kickstarter employees to pressure them against voting for union representation.

The Kickstarter staff remained united and won support from the platform's creators and backers. Also, the tensions between employees and management as well as the union drive itself became a national story. In December 2019 the Kickstarter employees successfully pressured the company to agree to a neutrality agreement, which meant that management would stop pressuring employees from organizing if the union agreed to stop speaking to the press.

"This is the future," said Clarissa Redwine, a former Kickstarter employee. "Tech is organizing," she told Protocol.com.

Redwine comments were quite prescient. She was proved correct in her prediction that Kickstarter

employees forming a union would launch mass tech organizing. In March, 2020, Glitch employees won a union campaign. In

January 2021, Google employees, inspired by Kickstarter United, formed their own union — called the Alphabet Union — that now represents almost 1,000 workers. Also, approximately 6,000 Amazon warehouse workers located in Alabama have organized, and they have successfully petitioned the NLRB to hold a mail home vote in February 2021.

Currently, Kickstarter United along with OPEIU representatives are meeting regularly and bargaining with management for a collective bargaining agreement.

"We are inspired by the fact that Kickstarter employees have chosen to organize," Local 153 Business Manager Richard Lanigan said. "We will work hard with Kickstarter United to see that a contract is successfully negotiated."

Seth Goldstein, the Local 153 Senior Business Representative who assisted with the Kickstarter campaign, told The Verge his opinion of the significance of tech unionizing, "Tech organizing is very important for the future, not just for organized labor," said Goldstein, who also assisted in the difficult but eventually successful contract negotiations with MCU. He added, "It is essential to make sure tech companies will be worker friendly and will do the right thing for our society."

