

A Magazine for the Federation of Public Employees

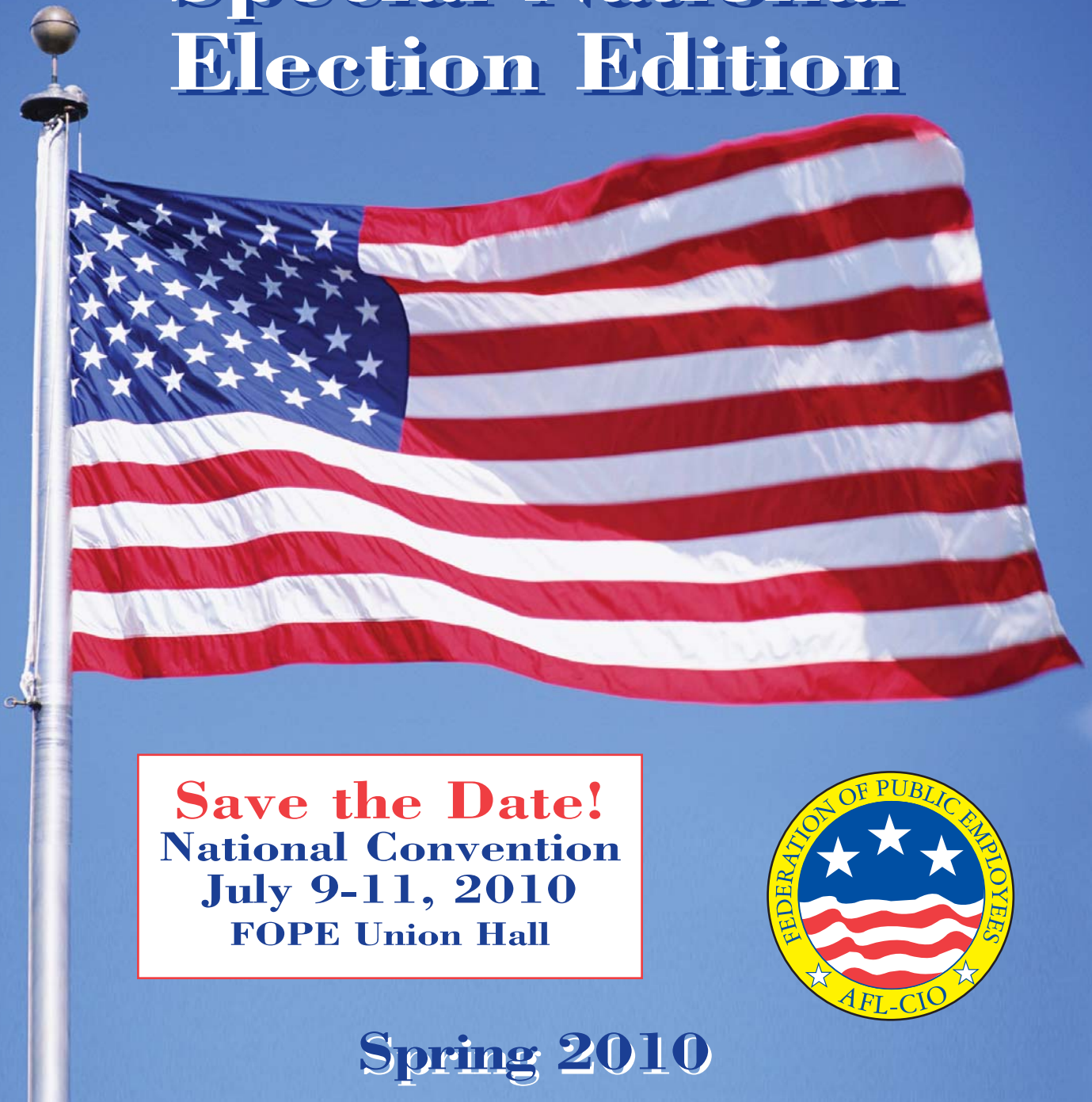
A DIVISION OF THE NATIONAL FEDERATION OF PUBLIC AND PRIVATE EMPLOYEES (AFL-CIO)

THE FEDERATION FORUM

Affiliated with District 1-MEBA (AFL-CIO)

Spring 2010

Special National Election Edition



Save the Date!
National Convention
July 9-11, 2010
FOPE Union Hall



Spring 2010

Feature Stories

Federation News Corner 3-4, 7

Grievance Round-Up 5-6

Charles J. "Chuck" Browne Memorial Scholarship Winners 8

Charles J. "Chuck" Browne Memorial Scholarship 9-10

National Elections 11-14

Action Alert 15

In Every Issue

President's Message 1

New Members: 107 17

Federation Contact Information 18

Cover

National Election Edition

Dear Member,

The Battle Ahead

The confluence of factors bearing negatively on the economy are pointing to another year of difficult battles to preserve and defend your rights and benefits. Although there are positive signs of recovery in the private sector, public budgets tend to lag behind in recovery because of the nature of revenue collection. Assessments and millage rates set in one year affect revenue collections for the next year. So prepare yourselves for employers crying "poor mouth" at contract negotiations.



Daniel D. Reynolds
Division President

The Federation will be fighting back against efforts to balance budgets on the backs of the employees. Each of you is also feeling the strains of doing more with less to keep the machinery of public services working. Without the hard work that you do, the society around us would come to a grinding halt and the politicians would have nothing to say at election time when they take credit for the work you do.

City Hall to Capitol Hill

The Federation intends to utilize every means available to us to protect your wages and benefits. We will have representatives present at upcoming municipal budget hearings to make sure city commissioners hear our message. It is time to find new revenue to fund the vital services our members provide. We are also scouring budgets to expose monies wasted on outside consultants and privatization schemes that need to be ended. You can help by letting your stewards or business agents know when you hear about such things so we can take appropriate action.

The Federation will have a vigorous presence in Tallahassee during the current legislative session, working in concert with the State AFL-CIO to inform legislators of the hardships at the local government level caused by their revenue rollbacks. The Legislature needs to live up to its obligation to adequately fund public services. The time for tax breaks for the rich is over. With soaring unemployment public funding to hang on to remaining jobs is essential.

With the resources of the National AFL-CIO we are working with Congress and the Obama Administration to make sure they recognize that public budget deficits need stimulus money more than the bankers do. Unemployment is a serious problem that could stall economic recovery.

This Union will stand with you through these difficult times, but every Federation Member needs to be united with us in increasing membership. Every non-member represents an opportunity for management to divide us at a time when unity is more important than ever.

In solidarity,

Dan Reynolds
Division President

Corporations Hold All the Power

Corporate greed has led us into the worst economic crisis since the Great Depression. But our economy won't recover until we are able to restore the balance of power in the workplace.

Right now, corporations routinely harass, intimidate, coerce and fire workers just because they want the freedom to bargain for a better life—and even if companies get caught, all they get is a slap on the wrist.



RESTORE THE BALANCE

And Turn Our Economy Around with the Employee Free Choice Act

The Employee Free Choice Act will:

- Restore workers' freedom to make their own decision about how to join together to bargain for better benefits and fair wages.
- Create real penalties for companies that violate workers' rights.
- Provide mediation and arbitration to help workers and employers come to agreement on a first contract.

Don't let the senators you elected side with the CEOs whose reign of greed wrecked our economy.

CALL YOUR SENATORS TODAY TOLL FREE AT

1-866-207-2060

Urge Them to Support the Employee Free Choice Act to Help Working People Rebalance the Power

For more information, contact [your union] at [number] or visit www.EmployeeFreeChoiceAct.org.

F E D E R A T I O N



NEWS CORNER



GRIEVANCE



Frederick McCrone
BSO



Carol Nicome-Brady
SBBC Clerical,
SBBC Food Service



Jerry D. Russell
Polk County,
Winter Haven



Jim A. Silvernale
Broward College,
SBBC Maintenance,
Pembroke Pines,
Tamarac



Marilyn C. Swank
SBBC Clerical,
City of Fort
Lauderdale



Will Vargas
Broward County
Medley, Port
Everglades



Lisa Zarazinski
BSO

MIAMI SHORES VILLAGE

At Miami Shores Village, a meeting was held with the Public Works Director, in which I managed to work out a final Last Chance Agreement. After the employee violated his prior last chance agreement with them. However, under the circumstances as the employee was missing an excessive amount of days from work, a suspension with an attendance probationary period was worked out in order for the employee to maintain his employment.

-Willie Bailey

BROWARD COUNTY CLERK OF COURT

We are currently in contract renegotiations with the Clerk of Court doing a lot of contract language cleaning for starters. We also filed a Class Action Grievance against a supervisor for demeaning and degrading employees. By filing the grievance has forced the Clerk to take action against management employees that feel they can mistreat our members. I would also like to congratulate Patrick Dunn on his retirement for after 20 years of service at the Clerk of Court office and for serving as of our stewards. Remember our next Bargaining Unit meeting is March 31, 2010 at 5:30 pm held at the Union Hall office.

-Willie Bailey

FOOD SERVICE

A member's employment was being challenged, however, after many months the employee, along with the help of the Federation and our Labor Attorneys, were able to protect their job and once again prove that no matter how hopeless a situation may seem, having the support of your Union really does mean the difference between employment and unemployment. CONGRATULATIONS!!!

-Glynda J. Linton

CITY OF FORT LAUDERDALE

Our March Meeting will be held at the IBEW hall on State Road 84 just east of Andrews. We will have a demonstration of the benefits package entitled to members. Then in May we may have a Recruitment of Non Members Meeting.

-Marilyn Swank

CITY OF OAKLAND PARK

At the City of Oakland Park, I was able to have a Final Written Warning reduced for three employees accused of sleeping on the job. Two were completely overturned and the other received a written warning due to the fact management had to wake him twice.

-Willie Bailey

CITY OF POMPANO BEACH

A grievance was filed on behalf of two campus monitors at a high school. They were being treated different relating to their work duties than other security personnel. After meeting with the principal and employee relations at the Step-3 hearing, the school location claims they were not aware this was going on and will cease what is going on.

At the City of Pompano Beach a employee was accused by his department and given a written reprimand for a lapse of judgment while performing his job duties. The Union filed a grievance all the way up to arbitration. The City had contacted the Federation and asked how can we settle the grievance. The Union informed the city to retract the written reprimand and to implement a settlement agreement. This was agreed to by both parties. The employee was made whole.

-Jack Marziliano

ROUND - UP



Willie Bailey
Clerk of Courts
Village of Miami
Shores



Roy A. Jarrett
SBBC Facilities



Linda B. Lewis
SBBC
Transportation



Glynda J. Linton
SBBCFood
Service
Village of Miami
Shores



Guy T. Masters
Director of
Organizing, Oakland
Park, Town of Lake
Park, Village of
North Palm Beach



Jack J. Marziliano
SBBC Security,
Lighthouse Point,
Lottery, Margate,
North Lauderdale,
Pompano



**Anthony
Marciano**
BSO



Pablo De Leon
Membership
Coordinator

VILLAGE OF NORTH PALM BEACH

During a Union Bargaining Unit meeting a member reported that the Village did not give him pension plan documents that were given to other Union members. When he asked management why, they stated he was in a different plan. Representative Guy Masters told the member he would look into it, as the member should be in the defined benefit (DB) pension plan under the Union contract.

After inquiring on behalf of the member, it was discovered that prior Village Management put a Defined Contribution (DC) Plan (a less desirable plan) in effect without negotiating it with the Union.

The Union cried foul and threatened to file Unfair Labor Practice (ULP) charges against the Village for failure to negotiate with the Union by putting eleven (11) bargaining unit employees in this DC plan without the Union's consent. The Union demanded that all employees be placed in the DB plan and for the Village to retroactively (up to three years) contribute the higher contribution rate to the (DB) plan on behalf of the eleven (11) employees who elect to go into the DB Plan.

The Union agreed not to file ULP charges once all employees electing to go into the DB Plan and the Village contributes the higher contribution rate on behalf of those employees.

-Guy T. Masters

BROWARD COUNTY

Blue Collar employee for Fleet Services, Juan Faura was terminated without just cause by Broward County/Fleet Services Division after harassing him for years. This matter came in front of an arbitrator and the Federation and Mr. Faura prevailed. Mr. Faura will be reinstated to his former position with backpay from the time of his termination. He will receive all benefits which he would have received had he not been terminated. If Mr. Faura does not receive his backpay by March of 2010, an interest charge of 1/2 of a percent will be added to such back pay. It was a great victory for Mr. Faura who, for years, was continuously abused by Fleet Service Management.

-Will Vargas

SCHOOL BOARD CLERICAL

As a result of a Grievance, three Bookkeeper's will receive \$6,300.00 each in back pay for splitting a Job of a Budget Support Specialist until the department could hire an Analyst.

As a result of a Grievance and Arbitration for Termination a Bookkeeper got her job back and will receive back pay for 15 months.

Three Clerical employees in a department were working different jobs as a result of a grievance. A job study was conducted and all three were promoted into the Maintenance Unit on a 261day calendar with promotion amounts varying from \$10,000 to \$13,000 per year.

At our last Clerical Members Meeting we had Pablo De Leon, our newest addition to our staff give a demonstration of the benefits members are entitled to.

-Marilyn Swank



Pablo De Leon
Membership
Coordinator

Dear Brothers and Sisters, My name is Pablo De Leon I started working with the Federation in May 2009 as a Membership Development Consultant. Last month I was honored when President Reynolds gave me the opportunity to work with all of you as a Membership Coordinator. I am grateful for the opportunity to work with the staff, membership and potential membership of this great union.

For over ten years I have worked in the labor movement, as organizer, instructor and political coordinator. I'm excited to have the opportunity to share my experience and also learn from you.

One of the programs that we have developed is the Member Orientation. We wanted to provide you with an opportunity to know more about your union, its structure, the benefits and responsibilities that accompany your membership. Also, show you how it pays to be a union member and to get the monies you invest on your dues back.

Since we established the Member Orientation, over one hundred and fifty members have participated on it. For 2010 we are working to take to the next level and access even more members. Also, we will continue development of other programs that will benefit and empower you to become an active part of your union.

I look forward to working with all of you.

In solidarity,

Pablo De Leon
Membership Coordinator
Federation of Public Employees

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of
**National Federation of
Public and Private Employees**

on

facebook



www.federationmembers.org

2009 Charles J. "Chuck" Browne Memorial Scholarship Winners

We at the National Federation of Public Employees are very proud to see so many people interested in furthering their education. We had more applicants than ever. This year's Scholarship Committee consisted of School Board Member Jennifer Gottlieb, Pastor Adam Greenfield and our very own Christabelle Mahadeo. With the Scholarship Committee reviewing the essays, transcripts and all of the volunteer documentation, it is a pleasure to say we had eight winners. This year we also had the privilege of eight scholarships given for \$2,000 each. The following are the Charles "Chuck" Browne Memorial Scholarship winners for 2009.

Santiago D. Paredes is currently attending BC.

Hector Paredes is currently attending University of Central Florida.

Ladraveous D. Lee is currently a senior in High School and plans to pursue a career in Veterinary Medicine.

Sonia L. Spaleny is currently attending Nova Southeastern University and plans to study to be a Pharmacist.

Megan N. Dinatalie is currently attending University of Central Florida and majoring in Business Administration.

Shannon M. Bross is currently attending High School and plans to study Astrophysics.

Emily J. Fleishman is attending FAU for a Degree in Nursing.

Jasmyn N. Mimiko is currently a senior in High School and plans to study Veterinary Medicine.

All Essays are available for your viewing at the Federation Headquarters.

Congratulations to all our winners.



INSTRUCTIONS FOR COMPLETING THE CHARLES J. "CHUCK" BROWNE MEMORIAL SCHOLARSHIP

Scholarships shall be awarded to the members in good standing of the Federation of Public Employees or the Federation of Private Employees, their spouses, registered domestic partners, children, legal dependents, or grandchildren. **Membership in good standing is defined as being a dues-paying member for a minimum of one year, with dues current.**

Scholarship recipients can only be awarded a scholarship one time. The Federation staff is ineligible to participate in the Scholarship fund. Scholarship recipients will receive the awards payable to their educational institution only and the awards can be used for tuition, books and dorms. A scholarship recipient will not lose the award for non use in the two years if in that period the recipient was in active military duty.

The number of scholarships and the amount will be determined in the near future.

1. Please fill out the application in its entirety.
2. The subject of the 500 word (minimum) essay should be on **"How have minorities contributed to the labor movement?"** The essay may include charts,

graphs, attachments and media devices such as videos or CD's. **Also include copies of your latest transcripts showing your grade point average, documentation on voluntary activities and a brief written essay on your long-term career goals.**

The winners essay questions may be posted on our upcoming website therefore, please submit a hard copy as well as a diskette or CD of the essay question.

3. The applicant and member must sign the application prior to it being submitted.
4. All applications and transcripts must be post marked no later than SEPTEMBER 10, 2010.
5. The applications and transcripts should be mailed to the address listed below.

The Scholarship Fund Committee will carefully review all applications and a decision will be made no later than November 5, 2010.

THE FEDERATION WISHES EVERYONE GOOD LUCK!

SCHOLARSHIP APPLICATION

(High School Students & College Applicants)

THE CHARLES J. "CHUCK" BROWNE MEMORIAL SCHOLARSHIP FUND:

PART I :

Applicant's (student's) information:

Date of Application: _____

Name: _____
(Last) (Middle) (First)

Social Security Number: _____ Date of Birth: _____ Age _____

Address: _____
(Street Address) (Apt. /Condo #)

(City) (State) (Zip Code)

Telephone Number: _____ Email Address: _____
(Area Code) (Number)

PLEASE FILL OUT THIS SECTION IF YOU ARE A CURRENT STUDENT

Is applicant currently in College or High School? _____ How long have you been a student there? _____

Name of School: _____

Address _____
(Street Address) (Apt. /Condo #)

(City) (State) (Zip Code)

Telephone Number: _____ What is your current GPA? _____
(Area Code) (Number)

Submit last (2) years of high school or college transcripts.

How many credits per semester do you currently maintain? _____

Full time or Part time student? _____

SCHOLARSHIP APPLICATION
(High School Students & College Applicants - Page Two)

List any Extracurricular Studies / Activities? (Outside Activities/ Interests / Hobbies)
(Please submit all documentation with your application)

Are you involved in any Community Improvement groups? (Please submit all documentation with your application)

PART II: Member Information:

Name: _____
(Last) (Middle) (First)

Social Security Number: (last 4 digits only) _____

Address: _____
(Street Address) (Apt. /Condo #)

(City) (State) (Zip Code)

Where are you employed? Employer: _____

Address: _____
(Street Address)

(City) (State) (Zip Code)

Telephone Number: _____ How long have you been a Member in Good Standing? _____
(Area Code) (Number)

1. CONDITIONS OF AWARD: All Scholarship funds will be disbursed directly to the educational institution for tuition, fees and expenses payable through the institution. Scholarships must be used within a two-year period of being awarded. Those Scholarships not used within two years, will be forfeited and returned to the Scholarship fund. (Please see the Scholarship Plan Document for further explanation of eligibility and rules of participation.)

2. RULES OF ELIGIBILITY:

A. IN ORDER TO RECEIVE SCHOLARSHIP AWARDS, a student must provide a copy of their application to an educational facility and an acceptance letter from the same institution. High school juniors and seniors can provide an acceptance letter at a later date within the 2- year period of being awarded. A transcript must be submitted with the application. A sealed transcript may be required before the scholarship is awarded.

B. Scholarship applications will be reviewed by a Selection Committee appointed by the President of the Scholarship Fund. The Committee will be comprised of one Federation staff member, one representative of an educational institution, and one member of the clergy. Scholarships shall be awarded to the members in good standing of the Federation of Public Employees or the Federation of Private Employees, their spouses, registered domestic partners, children, legal dependents, or grandchildren who demonstrate the best combination of scholastic achievement, potential, services, leadership, motivation, social awareness, career goals, essay, good moral character, and financial needs. (Membership in good standing is defined as being a dues-paying member for a minimum of one year, with dues current). The determination of the recipients of the scholarship fund shall be final and binding and at the discretion of the Committee.

Applications, along with all necessary documents and essay, must be postmarked to the National Federation of Public and Private Employees, 1700 NW 66th Ave # 100, Plantation, FL 33313, no later than September 10, 2010 at 6:00 p.m.

Applicants and recipients need to reapply every school year.

AGREED TO:

AGREED TO:

SIGNATURE OF APPLICANT

SIGNATURE OF MEMBER

Dated: _____

Dated: _____

AGREED TO:

SIGNATURE OF GUARDIAN
(If applicant is under Age 18)

Dated: _____

National Elections

The election for officers of the National Federation of Public and Private Employees (NFOPAPE), AFL-CIO, will take place at the NFOPAPE's National Convention, scheduled for July 9 – 11, 2010. The convention will commence at 4:00 P.M. on Friday, July 9th 2010.

First, you are reminded that pursuant to the NFOPAPE Constitution, the election of the National officers is by majority vote of the Delegates at the National Convention. The delegates for this National Convention were previously elected during the Division election process that took place in 2008, and/or appointed in accordance with the provisions contained in the National Constitution.

Second, for those of you who may be interested in running for and/or nominating a member for a national Officer position, you are advised that Official Nomination Petition(s) for becoming or selecting a candidate for the election have been made available and will continue to be made available for pick up by the membership at the National Headquarters (1700 N.W. 66th Avenue, Suite 100, Plantation, Florida 33313), Monday through Friday, excluding holidays, between the hours of 9:00 A.M. and 5:00 P.M. Members may also request that Nomination Petition(s) be sent to them by mail to the member's address on file. In filling out the Nomination Petition, you will have a chance to nominate individuals for the National Officer

positions of: a) National President (paid position); b) National Secretary/Treasurer (non paid position); and c) three (3) National Vice President positions (non paid positions).

Third, you are advised that no member can accept a nomination to, or be a candidate for, more than one (1) office or position in the National election. For example, an individual cannot be nominated for both the Secretary/Treasurer position and a Vice President position.

Fourth, at any time between June 1 and June 30th, 2010, you will be able to submit the Official Nomination Petition(s) by delivering the petition in person, or by mailing the petition, via certified or registered mail to: National Headquarters (1700 N.W. 66th Avenue, Suite 100, Plantation, Florida 33313) and addressed to the National President. Remember, only official petitions will be considered valid. The Official Nomination Petition must be received at National Headquarters (1700 N.W. 66th Avenue, Suite 100, Plantation, Florida 33313) before 5:00 P.M. on June 30th, 2010 to be considered as a valid nomination petition. During this time frame, a committee shall be appointed to determine whether a nomination was submitted correctly, and a candidate has the necessary qualifications to run in the election. If a candidate is disqualified from running in the election, that individual will be notified in a timely manner, by certified or registered mail, at the address listed

on the Official Nomination Petition. Appeals by a disqualified nominee to the reasons stated for the disqualification will have to be made in writing and sent and filed with two copies to the National Executive Committee at National Headquarters (1700 N.W. 66th Avenue, Suite 100, Plantation, Florida 33313), where it must be received **no later than ten (10) days after the date of mailing of the notice of disqualification**. The National Executive Committee shall then hear the appeal at its meeting immediately proceeding the National Convention and make a determination of the eligibility of the nominee.

Finally, please be advised that any challenges to the conduct of this election must be received by the National Executive Committee at National Headquarters (1700 N.W. 66th Avenue, Suite 100, Plantation, Florida 33313) by certified mail within thirty (30) days from the date of the closing of the National Convention. Such appeal must be in writing setting forth the specific conduct that is being challenged and signed by the complaining member or members. The National Executive Committee shall hold a hearing regarding the challenge and shall render its decision thereon within thirty (30) days after the conclusion of said hearing.

If, after reading this article, you have any further questions to be answered, please contact the NFOPAPE's office at (954) 797-7575 or at (800) 872-8488 or you may contact our General Counsel, Kathy Phillips, at (305) 412-8322 and either will be happy to discuss your question.

2010 National Convention Delegates

The individuals listed below are the delegates and officers to the National Federation of Public and Private Employees (AFL-CIO) Seventh Biennial National Convention to be held on July 9th through July 11th, 2010.

Daniel D. Reynolds: National President; Federation of Public Employees Division President; and Delegate

Glynda Linton: National Secretary-Treasurer; Federation of Private Employees Division Secretary-Treasurer

Donna McClure: National Vice President; and Delegate

Marilyn Swank: National Vice President; and Delegate; Federation of Public Employees Division Secretary-Treasurer

Guy Masters: National Vice President; Federation of Private Employees Division President; Delegate

National Federation of Public and Private Employees:

Allen Berg	<i>Delegate Municipalities</i>
Anthony Marciano	<i>Delegate At-large</i>
Bryant Wardlaw	<i>Delegate SBBC</i>
Carmen Madrigal-Mora	<i>Delegate At-large</i>
Carol Nicome-Brady	<i>Delegate At-large</i>
Caroline Brown	<i>Delegate, Private</i>
Carolyn Cummings	<i>Sergeant At-Arms</i>
Daniel Reynolds	<i>President, Public</i>
Donna McClure	<i>Delegate</i>
Frederick McCrone	<i>Delegate At-large</i>
George Weiss	<i>Delegate Counties</i>
Glynda Linton	<i>Secretary Treasurer, Private</i>
Guy Masters	<i>President, Private</i>
Judith Keen	<i>Delegate Special Taxing Districts</i>
Kenneth Gosselin	<i>Delegate At-large.</i>
Linda Lewis	<i>Delegate At-large</i>
Lisa Zarazinski	<i>Delegate Constitutional</i>
Marilyn Swank	<i>Secretary Treasurer, Public</i>
Raymond Smith	<i>Delegate State Government</i>
Roy Jarrett	<i>Delegate At-large</i>

National Elections

ARTICLE TWELVE

Nomination and Election of National Officers

Section 1. The National officers shall be elected every four years commencing with the election in 1998. The election shall be conducted at the National Convention.

Section 2. The National officers shall be elected by majority vote of the delegates at the National Convention.

Section 3.

- a. Any member shall be eligible for nomination to and election as a National officer provided: (1) he or she is at the time of nomination and election a member in good standing; (2) he or she has been a member of the NFOPAPE and the appropriate Division(s) for one year immediately preceding the date of the closing of nominations; (3) he or she has had 180 days of employment with NFOPAPE represented entities or companies, or their predecessors, in each of two out of the last three calendar years preceding the election year, provided that time spent by members holding office in the Organization and engaged in official Organization business shall be considered as employment time for the purpose of this subsection.
- b. No member can accept nomination to or be a candidate for more than one office in any NFOPAPE election for national officers.

Section 4.

- a. Any member may submit his or her name or the name of another for nomination for any NFOPAPE office by delivering in person or sending by registered or certified mail, addressed to the National President at the address of the Headquarters of the NFOPAPE, a nomination petition signed by at least fifty (50) members in good standing. Such petition, to be considered valid, shall be received at Headquarters before the close of business on the last business day of the month preceding the National Convention.

- b. The petition shall be dated and contain the following information:

1. The full name of the candidate and, if he or she wishes any special name by which he or she desires to be known;
2. The candidate's home address, mailing address and the last four digits of his or her social security number or such other identifying number as may be established by the National President;
3. Proof of membership in good standing;
4. The title of the NFOPAPE office or other position for which he or she is a candidate;
5. The date of joining the NFOPAPE and Division or Divisions;
6. The printed names, signatures and the last four digits of the social security numbers of one percent of the membership, not to exceed fifty (50) members, which ever is less, in good standing;
7. Evidence of qualifying employment time; and
8. A certificate in the following form signed and dated by the proposed nominee:

"I hereby accept the nomination for the office of _____ . I certify that I am not now, nor for the five (5) years last past, have I been convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violations of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, violations of Title V or VI of the Landrum-Griffin Act or conspiracy to commit any such crimes."

- c. Printed forms shall be made available to the membership. It shall be the responsibility of the nominee to insure the good standing of at least fifty (50) persons signing the petition.
- d. Notice of the opportunity for nomination shall be given to members by April 1, prior to the National Convention in 1998, and each National Convention thereafter, which notice may be given through the mailing of the official NFOPAPE publication to the members.

Section 5. The National President, or his or her designee, shall determine whether the member or members have submitted their nomination petitions in due form and whether they possess the necessary qualifications. When a nominee has been disqualified, he or she shall be notified by telegram at his or her last known address on record. He or she shall also be sent a letter containing the reasons for such disqualification by registered or certified mail, to the same mailing address. A disqualified nominee shall have the right to take an appeal to the National Executive Committee from such disqualification. Such appeal must be in writing and must be received by certified mail at NFOPAPE Headquarters not later than ten (10) days after the date of mailing of the notice of disqualification. The National Executive Committee shall hear the appeal at its meeting immediately preceding the National Convention and make a determination of the eligibility of the nominee. The decision of the National Executive Committee shall be given as quickly as possible and such decision shall be final.

Section 6. The election of NFOPAPE officers shall be conducted at the National Convention. No election shall be necessary where there is only one candidate for an office, in which event such candidate shall be declared elected. The National President shall determine the procedure for voting and the day of the National Convention when such voting shall be conducted.

Section 7. Any challenge to the conduct of the elections (other than an appeal by a disqualified nominee for candidacy to office) must be received by the National Executive Committee at NFOPAPE Headquarters by certified mail within thirty (30) days from the date of the closing of the National Convention. Such appeal must be in writing, setting forth the specific conduct challenged and signed by the complaining member or members. The National Executive Committee shall hold a hearing on the challenge and shall make a final decision on the challenge within thirty (30) days after the conclusion of the hearing.

Section 8. The elected officers of the NFOPAPE shall be installed in their respective offices by any member of the NFOPAPE Executive Committee or any honored dignitary or member of the clergy at the conclusion of the NFOPAPE Convention. They shall assume the duties of their offices at the conclusion of the National Convention. Any incumbent officer shall continue to hold office until his or her successor is elected, qualified and installed.

Section 9. In the event a candidate for office who has received the highest number of votes dies before being installed, the office for which the candidate was running shall be declared vacant and filled in accordance with the provisions of ARTICLE THIRTEEN, Section 4 of this Constitution concerning vacancies in office.

National FOPE Convention

July 9-11, 2010

at The Union Hall

ACTION ALERT:

Last year the Federation went before the Broward County School Board to express concern that there were meetings and possible inside interest from the District to seek outside vendors such as Sodexo and Preferred Meals to come in and provide services to our Food and Nutrition Services Department. It was unanimous from the Board and Mr. Notter that there was no interest in seeking any form of Privatization within Food Service.

Consequently, our Department underwent a series of grueling audits to prove our viability. A few weeks ago, the Federation was approached, once again, to notify us that the District wanted to trial two of our Elementary Schools with Preferred Meals. The Union relayed the same message, absolutely NOT, we will not have any thing to do with agreeing to outsource any portion of our work to anyone.

Here's your mission, please take a few minutes and contact every School Board Member and Mr. Notter and tell them that Food and Nutrition Services is "Not For Sale". Let's ask them to look into the back room dealings of these Private Companies and our District. Give us the tools to do our job and we will deliver.

Jennifer Gottlieb: Jennifer.gottlieb@browardschools.com
(754) 321-2008

Ben Williams: ruth.lutz@browardschools.com
(754) 321-2005

Robin Bartleman: rbartleman@browardschools.com
(754) 321-2009

Maureen Dinnen: mdinnen@browardschools.com
(754) 321-2003

Phyllis Hope: Phyllis.hope@browardschools.com
(754) 321-2006

Stephanie Arma Kraft: skraft@browardschools.com
(754) 321-2004

Ann Murray: ann.murray@browardschools.com
(754) 321-2001

Dr. Bob Parks: Marcia.simmons@browardschools.com
(754) 321-2007

Kevin Tynan: ktynan@browardschools.com
(754) 321-2002

James Notter: supt_notter@browardschools.com
(754) 321-0000

In Solidarity,

Glynda Linton



THE DENTAL NETWORK FOR ALL AFL-CIO UNION MEMBERS

WWW.AFLCIODENTAL.COM

Your President and Executive Board are always working on your behalf to increase your benefits. Your union urges you to not only take advantage of our recommended dental offices but to tell all of your co-workers to take advantage of the benefits we offer to union members such as the coupons attached below. For 25 years the Union Dental network of dentists has cared for the dental needs of union members such as CWA, IBEW, AFA, UA and UTA and is now available to all AFL-CIO members. The doctors in each office are members of the NFOPAPE. Support the dentists who are supporting you. Make an appointment with your local Union Dental provider to show the strength of SOLIDARITY.



Dental care starts at an early age



DISCOUNTED DENTISTRY

Along with PPO offices the network now has DHMO offices located in Coral Springs, Ft. Lauderdale, Ft. Pierce, Margate, Miami, Miami Beach, Pembroke Pines, Plantation, Pompano, Sunrise, Stuart and West Palm Beach.

To view the participating dentists go to

www.aflciodental.com

and locate a dentist near you.



A great smile builds confidence

Continues as you get older

AFL-CIO
America's Union Movement

Up to \$100 OFF Individual Deductible with any PPO Comprehensive Treatment Plan at any www.aflciodental.com Participating Dentist

Expires 4/30/2010
Coupon is only valid at an www.aflciodental.com participating dental office
This coupon cannot be combined with any other coupon
This offer does not apply to HMO treatment plans

www.aflciodental.com

AFL-CIO
America's Union Movement

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Expires 4/30/2010
Coupon is only valid at an www.aflciodental.com participating dental office
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This offer does not apply to HMO treatment plans

www.aflciodental.com

Welcome Our **NEW** Union Brothers and Sisters to the Federation of Public Employees

DIC APPROVES NEW MEMBERS

The Divisional Investigating Committee (DIC), is comprised of one representative from each bargaining unit. The function of the DIC is to review and investigate all Federation applicants for membership and to recommend them for acceptance or denial at the General Membership Meeting. The current DIC members are: Martha Bynes, *Broward Community College*; David C. Allen, *Broward County*; Sandra Homer-Sneed, *Broward Sheriff's Office*; Ramon Vazquez, *City of Oakland Park*; Ray Smith, *The Florida Lottery*; Carol Nicome-Brady, *School Board of Broward County, Clerical*; Gayle Roberts, *School Board of Broward County, Food Service*; Ken Gosselin, *School Board of Broward County, Maintenance*; Carolyn Cummings, *School Board of Broward County, Transportation*; Denis Bross, *City of Margate*; Harry Whitford, *City of Margate*; Crystal Pressey, *Clerk of Courts*; Russell Holloway, *School Board of Broward County, Facilities & Howard Hibbert, Port Everglades*.

SBBC - Clerical

JUDITH ANDREW
DEBORAH ANZALONE
NANCY BENNETT
LINDA BLACK
KATHLEEN BLEDSOE
ANGELA DAVIS
KIMBERLY FRAZIER
DIANE GUPTILL
SYLVIA MACKLIFF
FANNY RICKETTS
CLARA SANCHEZ
SANTREIA TANKSLEY

SBBC - Food Service

SONDRA APPLEBY
LISA BOYD
BRANDIE CURRY
GEORGIA DENNIE
DAWN DUSKIN
TONI GREENE
BEVERLY KRASON
PAULINE SMITH

SBBC - Facilities

KEVIN BROWN
ALAIN DUMAIS
DAVID LAWTON
ADAM LIVINGSTON
ANA MARIN
MARISELA MARTINEZ
GILBERTO MENDOZA
MICHAEL NELLONS
VICTOR ORTIZ
NEVILLE SIMMONDS

SBBC - Transportation

DARYEL ANDERSON

SERGIO AQUINO
LUCINA BENNETT
JANICE BROWN
THERESA BURGESS
SOLIDA COLIN
MARCELLA COLLINS
MAE FORMAN
JASHEKA JOHNSON
CHERYL MCCLOUD
SHAWN MUSCHETT
CYNDIA PHILIPPE
BRIANNA RUFFIN
NORMA SHINHOSTER
NORA WILLIAMS

SBBC - Maintenance

JOHN ARENDALE
CHARLES BIRGE
DECIUS DERILUS
CARSON KINCHEN
DENNIS KLIPP
WILLIAM MCLAREN
WILLIAM MUSUMECI, JR

SBBC - Security

TAMMY AUGSBACK
NOEL BUHAGIAR
JONTRELL DAVENPORT
TERRI HANKERSON
EPHRAIM MOORER, III

Broward County

JAMES BLACK
SEENATH BUNSEE
PATRICK CUNNINGHAM
SCOTT DAVIS SCOTT
LANCE FLEISCHMAN

CALVIN FRICK
JOY GANAISHLAL
JULIO HERNANDEZ
ROSHAN ISHAHACK
PATRICK KARR
ROBERT KELLERBAUER, JR
MICHAEL NOTKIN
MONIKA OPPMANN
RICHARD ROBERTS, JR
TOMAS ROSALES
LEE SIERON
PETER VASSELLO

Margate

ADELPHIN ETIENNE

Pompano Beach

BARBARA PALAT

Broward College

NICKESHA KIRLEW

BSO

THERESA BRYANT
BARBARA CARMELUS
PHILLIP CHERFIERE
SEAN CRUZ
JANICE HAPPYPERSAUD
VOLNE INNOCENT
ANGELA JOHNSON
JACOREY JOHNSON
ENRIQUE KENNEDY
SOORAJLAL MANSINGH
JENNIFER MCCOY
RITA MCDOWELL
ALFREDO SALVA

SINDY SANCHEZ
LATANYA TAYLOR
KEVIN TYRIE, JR
TAKIA WILLIAMS

Oakland Park

HENRY GOODWIN

City of Ft. Lauderdale

STARRETHA FERGU-
SON
RICHARD WHEELER

Town of Medley

MIGUEL GONZALEZ
OSMANNY LARZABAL
JAMES MCBRIDE
HUMBERTO VARONA
LAZARO VARONA

Polk Co.

JASON JENNINGS
HUGH JONES

Winter Haven

ZEBULON WOOD

Jax Port Authority

KEITH THOMAS

107
NEW
MEMBERS

Our Deepest Sympathy

The Federation is sad to announce the recent passing of the following members in 2009-2010:

Baruh Burdeinick - 10/09

Corey Hay - 12/09

Jimmy Justice - 12/9/09

Gary Rake - 12/10/09

Kurt Schoenfelder - 1/3/10

Wayne Waldron - 1/10

Doretta Walker - 1/10

Save the Date

National Convention July 9-11, 2010

FOPE Union Hall

THE FEDERATION CONTACT INFORMATION

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Palm Beach
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Pablo.DeLeon@federationmembers.org

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Nadezda.Stefanovic@federationmembers.org

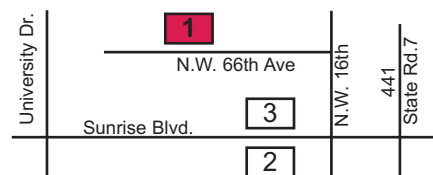
A Federation Business Representative will spend one day per week exclusively in the office to insure that there is always a representative available to assist members.

FEDERATION OFFICE HOURS:
Monday - Thursday
8 A.M. - 6 P.M.
Friday
8 A.M. - 4 P.M.

Office Phone
954-797-7575

Federation Members Website
www.federationmembers.org

Our Location
1700 NW 66th Ave., Ste. 100
PLANTATION, FL 33313



1. **Federation Hall**
2. Plantation High School
3. Sears Parts/Service Center



BARGAINING UNIT MEETINGS

Broward Community College

1st Saturday in Jan, March,
May, July, Sept, Nov
12:15 P.M. Federation Bldg.

Broward County Blue Collar

1st Wednesday of every month
6:00 P.M. Federation Bldg.

Broward County Clerk of the Courts

Last Wednesday in Jan, March,
May, July, Sept, Nov
5:30 P.M. Federation Bldg.

Broward Sheriff's Office

Second Tuesday in Feb, April,
June, Aug, Oct, Dec
6:00 P.M. to 8:00 P.M.

City of Fort Lauderdale

Second Thursday in Jan, March,
May, July, Sept, Nov
6 P.M. Federation Bldg.

City of Lighthouse Point

Last Tuesday in Jan, March,
May, July, Sept, Nov
11:30 A.M. Public Works lunch room

City of Margate

2nd Wednesday in Jan,
March, May, Sept, Nov
3 P.M. Margate Community Center

City of North Lauderdale

4th Tuesday in Jan, March,
May, July, Sept, Nov
4 P.M. Water plant Break Rm

City of Oakland Park

1st Thursday in Feb, April,
June, Aug, Oct, Dec
4 P.M. Stevens Field Park

City of Pembroke Pines

1st Tuesday in Feb., April,
June, Aug, Oct, Dec
4 P.M. Federation Bldg.

City of Pompano Beach

2nd Tuesday in Jan, March,
May, July, Sept, Nov
5 P.M. Pompano Community Center

City of Pompano Beach (Streets & Grounds)

3rd Thursday in April,
June, Aug, Oct, Dec, Feb
3:30 P.M. Streets & Grounds Break Rm

City of Tamarac

3rd Wednesday of every month
3 P.M.- 6 P.M. public works Break Rm

Polk County

2nd Thursday in Feb, April, June,
Aug, Oct, Dec
7 P.M. Federation Union Hall/Winter Haven

Port Everglades Maintenance

2nd Monday of every month
4 P.M. Public Works Break Rm

Port Everglades Supervisory & Non-supervisory

Last Tuesday in Feb, Apr,
June, Aug, Oct, Dec
5 P.M. Port Commission Chambers

SBBC Clerical/Secretarial

3rd Thursday in Jan, March,
May, July, Sept, Nov
5 P.M. Federation Bldg.

SBBC Facilities Service

3rd Saturday of every month
9 - 11:30 A.M. Federation Bldg.

SBBC Food Service

1st Wednesday in
Feb, April, Oct, Dec
5 P.M. Federation Bldg.

SBBC Maintenance

Last Tuesday in Jan, March,
May, July, Sept, Nov
Night shift 11:30 A.M. Federation Bld
Day shift 5 P.M. Federation Bldg.

SBBC Security Specialists

1st Tuesday of every month
4 P.M. Federation Bldg.

SBBC Transportation

2nd Saturday in Jan, March,
May, July, Sept, Nov
10 A.M. Federation Bldg.

Village of Miami Shores

1st Monday in Feb, Apr,
June, Aug, Oct, Dec
4 P.M. Community Center
Meeting Room

Winter Haven

2nd Thursday in Jan, March, May,
July, Sept, Nov
7 P.M. Federation Union Hall/Winter Haven

Save the Date!
National Convention
July 9-11, 2010
FOPE Union Hall

Division General Membership meetings are held the second Tuesday in Feb, April, June, Aug, Oct & Dec; at 6-8 P.M. at the Federation office

The Federation of Public Employees

A Division of NFOPAPE (AFL-CIO)
Affiliated with District 1- MEBA (AFL-CIO)
1700 NW 66th Avenue, Suite 100
Fort Lauderdale, Florida 33313

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