In Solidarity for a Happy New Year 2009
Dear Members,

I want to take a moment and reflect on the past year, and to say that this has truly been a year to remember. A year in which we have seen the good and bad within our country, our jobs being lost, and our wages changed. Even gas prices soared to highs over $100 a barrel something we’ve never seen in this country, now down to $40 a barrel a 5 year low.

Through all of this we have stood strong and made some remarkable strides, for instance a historic election and a new democratic president. With a pro-union president sitting in the White House the future looks to be more promising. We have a long and difficult road to travel to get this country back to the days where job stability and economic growth are back on track and Unions are a part of those changes.

The Federation has diligently worked with its members through this year to make changes nationally and locally. In these tough economic times with local government facing budget cuts we have fought to keep the various employers from taking the easy way out by cutting wages or benefits. We have not won every battle but we have been in the fight including declaring impasse in a record number of bargaining units.

Another area where we have had a number of successes is in fighting off attempts to privatize work done by Federation members. High paid lobbyists representing vulture-like companies propose that they can do your work for less money as private entities citing budget cuts as motivation. We know what that means: lower wages, no healthcare, no pension and ultimately diminished service to the public. In literally dozens of cases where we have discovered privatization proposals we have fought them off with research and information to the elected officials about the companies. Again we have not won every fight but we have won a majority of them, preserving literally thousands of jobs.

Unlike many workers, Union members get to fight back against greed and injustice in the workplace. Especially in hard economic times it is more important than ever to belong. I know there are many of your co-workers that are disenchanted about the Federation but you should challenge them to follow any of our business agents just for one day to see how many jobs we save on a daily basis. One of them may have been yours.

I hope that your holidays were filled with joy, great health, and a belief that tomorrow will bring a brighter future for all of us.

Fraternally Yours,

Dan Reynolds
Division President
Negroes are almost entirely a working people. There are pitifully few Negro millionaires, and few Negro employers. Our needs are identical with labor’s needs—decent wages, fair working conditions, livable housing, old age security, health and welfare measures, conditions in which families can grow, have education for their children and respect in the community. That is why Negroes support labor’s demands and fight laws which curb labor. That is why the labor-hater and labor-baiter is virtually always a twin-headed creature spewing anti-Negro epithets from one mouth and anti-labor propaganda from the other mouth.

**AFL-CIO Convention, December 1961**

I look forward confidently to the day when all who work for a living will be one with no thought to their separateness as Negroes, Jews, Italians or any other distinctions. This will be the day when we bring into full realization the American dream—a dream yet unfulfilled ed. A dream of equality of opportunity, of privilege and property widely distributed; a dream of a land where men will not take necessities from the many to give luxuries to the few; a dream of a land where men will not argue that the color of a man’s skin determines the content of his character; a dream of a nation where all our gifts and resources are held not for ourselves alone, but as instruments of service for the rest of humanity; the dream of a country where every man will respect the dignity and worth of the human personality. That is the dream...

**AFL-CIO Convention, December 1961**

New economic patterning through automation is dissolving the jobs of workers in some of the nation’s basic industries. This is to me a catastrophe. We are neither technologically advanced nor socially enlightened if we witness this disaster for tens of thousands without finding a solution. And by a solution, I mean a real and genuine alternative, providing new living standards which were swept away by a force called progress, but which for some is destruction. The society that performs miracles with machinery has the capacity to make some miracles for men—if it values men as highly as it values machines.

**UAW 25th Anniversary dinner, April 27, 1961**

As I said many times, and believe with all my heart, the coalition that can have the greatest impact in the struggle for human dignity here in America is that of the Negro and the forces of labor, because their fortunes are so closely intertwined. Letter to Amalgamated Laundry Workers, January 1962

It is in this area (politics) of American life that labor and the Negro nave identical interests. Labor has grave problems today of employment, shorter hours, old age security, housing and retraining against the impact of automation. The Congress and the Administration are almost as indifferent to labor’s program as they are toward that of the Negro. Toward both they offer vastly less than adequate remedies for the problems which are a torment to us day after day.

**UAW District 65 Convention, September 1962**

At the turn of the century women earned approximately ten cents an hour, and men were fortunate to receive twenty cents an hour. The average work week was sixty to seventy hours. During the thirties, wages became a secondary issue; to have a job at all was the difference between the agony of starvation and a flicker of life. The nation, now so vigorous, reeled and tottered almost to total collapse. The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, goverment relief for the destitute, and above all new wage levels that meant not mere survival, but a tolerable life. The captains of industry did not lead this transformation; they resisted it until they were overcome. When in the thirties the wave of union organization crested over our nation, it carried to secure shores not only itself but the whole society.

**Illinois AFL-CIO Convention, October 1965**

The South is labor’s other deep menace. Lower wage rates and improved transportation have magnetically attracted industry. The wide-spread, deeply-rooted Negro poverty in the South weakens the wage scale there for the white as well as the Negro. Beyond that, a low wage structure in the South becomes a heavy pressure on higher wages in the North.

**Illinois AFL-CIO Convention, October 1965**

It is natural for Negroes to turn to the Labor movement because it was the first and pioneer anti-poverty program. It will not be easy to accomplish this program because white America has had cheap victories up to this point. The limited reforms we have won have been at bargain rates for the power structure. There are no expenses involved, no taxes are required, for Negroes to share lunch counters, libraries, parks, hotels and other facilities. Even the more substantial reforms such as voting rights require neither monetary or psychological sacrifice. The real cost lies ahead. To enable the Negro to catch up, to repair the damage of centuries of denial and oppression means appropriations to create jobs and job training; it means the outlay of billions for decent housing and equal education.

**Teamsters and Allied Trade Councils, New York City, May 1967**

When there is massive unemployment in the black community, it is called a social problem. But when there is massive unemployment in the white community, it is called a Depression. We look around every day and we see millions and millions of people making inadequate wages. Not only do they work in our hospitals, they work in our hotels, they work in our laundries, they work in domestic service, they find themselves underemployed. You see, no labor is really menial unless you’re not getting adequate wages. People are always talking about menial labor. But if you’re getting a good (wage) as I know that through some unions they’ve brought it up...that isn’t menial labor. What makes it menial is the income, the wages.

**Local 1199 Salute to Freedom, March 1968**

You are demanding that this city will respect the dignity of labor. So often we overlook the work and the significance of those who are not in professional jobs, of those who are not in the so-called big jobs. But let me say to you tonight that whenever you are engaged in work that serves humanity and is for the building of humanity, it has dignity and it has worth.

**AFSCME Memphis Sanitation Strike, April 3, 1968**
IN THE NEWS

FEDERATION FEST 2008
IN THE NEWS

Over 500 BSO FOPE union bothers and sisters joined together on October 15, 2008 to express their dissatisfaction with a substandard contract offer. The protest took place at the Public Safety Building at 2601 W Broward Blvd, Ft. Lauderdale. The protest signs voiced concerns of equality, low moral, unequal discipline among job classifications, and the rights of civilians while under investigation. The solidarity shown at the demonstration was truly remarkable and demonstrated the power and strength of the BSO membership.

The Federations BSO Bargaining Unit is one of the largest bargaining units in the state of Florida with over 2,300 eligible members. The BSO Bargaining Unit consists of 87 different classifications; including civilians/non-sworn and certified detention deputies and sergeants.

-Lisa Zarazinski

The Federation proposed a new procedure to the CDC-1 Communications Command during the 2009 shift bid process. The command agreed to combine the Communications Operators II and III as one group and recognize their skills collectively. Doing so allowed a majority of the operators their primary shift selection. Overall, the process worked to the benefit of the Communications Operators and met the operational needs of the agency.

-Lisa Zarazinski, BSO

The Federation has met with the DOD Command regarding operational and supervisory concerns in the Confinement Status Unit. The command was very receptive to the employee’s concerns and took the initiative to individually survey each employee. The command is considering suggestions of moving the entire Confinement Status Unit. The Federation is scheduled for a follow up meeting with the command to further discuss the employees concerns.

-Lisa Zarazinski, BSO

In October 2008 the Federation declared impasse in its contract negotiations with the Broward County Sheriff’s Office. An impasse notification letter was sent to PERC on October 10, 2008. A Special Magistrate has been selected by both parties and an impasse hearing is scheduled for January 27, 2009.

-Lisa Zarazinski, BSO

On October 29, 2008 the Federation filed an Unfair Labor Practice (ULP) charge against the Broward County Sheriff’s Office with PERC. The ULP summarizes allegations of labor violations occurring Between August-October 2008. A ULP hearing has been scheduled for January 22, 2009.

-Lisa Zarazinski, BSO
Two Communications Operators were placed under investigation and accused of causing a time delay in the dispatch of a 911 call, which resulted in the death of the victim. During the investigation it was proven that neither employee violated BSO policy or procedure. One employee was exonerated of the violations and the charges on the second employee were not sustained.

-Lisa Zarazinski, BSO

A Communications Duty Officer properly submitted a shift bid based on the projected 2009 shift schedules. The Duty Officer’s shift bid was not honored and administration attempted to administratively place the employee after the shift bid process closed. The Federation argued that management violated the employee’s seniority by not announcing the administrative move at the beginning of the bid process. Subsequently, the Duty Officer was properly placed in a 2009 shift bid/days off selection based on their seniority.

-Lisa Zarazinski, BSO

FACILITIES SERVICE DIVISION
Working out of class settlement for Thomas Wilson, Jr. as Assistant Head Facilities Serviceperson. The total hours of 776 times $5.75 hourly wage equals $4,462.00. M.O.U requested.

It has come to my attention that members are not sending the Federation the withdrawal letters, they are sending them to the School District directly. I have requested after Chris Mahadeo, Membership Coordinator had notified me that the District was no longer supplying us as in past practice with the letters of withdrawal from members. I have now requested formally to the District that this practice be implemented and continued as in the past.

The contract has been ratified and accepted with good language. Under the current economic climate an adequate raise of 3.25% on your hourly wage (minus the 35 cents night differential for evening employees) was received.

-Roy Jarrett

FOOD SERVICE
There was a real threat to bring in a private company to supposedly provide the Food and Nutrition Services department with purchasing of our food. The Union was made aware of the pending meetings and a call was placed to the School Board Member, who was initiating this meeting and expressed a sincere disapproval of any dealings with this company. However, it wasn’t until after many conversations and phone calls from our President Dan Reynolds and me to the School Board Superintendent and Board Members were we able to finally resolve this issue.

-Glynda Lynton

I am now the new Business Representative for the Broward County Clerk of Courts and we are currently negotiating a wage re-opener with the Clerk of Courts.

The City of Oakland Park Bargaining Unit Meetings will now be held at Stevens Park the 1st Wednesday the month’s of Feb, April, June, Aug, Oct, and Dec at 4:30 PM.

-Willy Bailey

No Grievance or arbitrations for this issue. Merry Christmas and Happy Holidays.

-Jerry Russell

Grievance: On 12/1/08 a grievance was filed on behalf of a Margate employee who had tested positive for substance abuse. The union presented its case. The city was not backing off the termination which was imposed. After the process was complete the city came back with a counter offer. The offer was, for the employee to serve a 30 day suspension and to be tested at any time. The union notified the employee. Since the employee wanted to finish his time with the city, he accepted the offer. Another job saved by the Federation.

-Jack Marziliano

BROWARD COUNTY SCHOOL BOARD CLERICAL
3 years ago we started a re-classification committee for the Data
Processors and the District recently approved the upgrade however, they stated they did not have the money for it. Our negotiation team decided to go ahead and pay for it because if it was not done now, with the economy the way it is they would never get the upgrade. We have bought in the past; vacation days, paid holidays, upped the supplements and etc. during negotiations. The Data Processors have waited 20 years for this upgrade.

Working out of class - ETS for one member and after a compensation study they upgraded 5 people because of the grievance. Working out of class Grievance – Class Action for all clerical working in the Transportation Department. This is the only district office that has had clerical employees working out of class for years and do not have the higher paying clerical positions available. The first step has been resolved whereby they will now do a compensation study on all clerical at transportation.

Working out of class grievance- management paid retro to this employee and is still paying them as the employee is still working out of class. There is not a vacancy for this position.
-Marilyn Swank

FORT LAUDERDALE REPORT FOR MARILYN

Did a recruitment meeting for non-members, members also attended. The applications are trickling in.

Working out of class for almost a year got them to pay this person for all time worked and continue to pay him and possibly upgrade to this position without filing a grievance.

Grievance for longevity – to back track and have the person's pay calculated to when they started and to have them be put on the current longevity they should be on and receive back pay. Could also be an issue with overtime that he worked? This is now going to Arbitration.

Arbitration for a Survey Chief for wrongful termination. – This has been settled. The employee will return to work the first week in January of 09.

Cell phone issue with our Beach Rescue Leut's. half get a supplement for using their own cell phones and half don't. We're hoping to get this settled without filing a grievance.
-Marilyn Swank

FOR ALL SCHOOL BOARD EMPLOYEES

After July 1, 2008 if you retired, went on leave or resigned please contact your payroll contact person as you may be due retro for any time worked after July 1, 2008. If you do not get resolution with your payroll contact then please contact Employee Relations.

Broward County attempted to remove the Permanent Overnight Vehicles from the County Building Inspectors, the problem was specifically with employees who were hired before 2004. Those employees received their POVA's as a benefit so taking the vehicles for them was an impact bargaining issue. After a number of bargaining sessions, the employees prevailed and they will be able to keep their vehicles.
-Will Vargas

Negotiations still continue with the City of Pembroke Pines because of Budget short fall....

This has been a difficult year in the City of Pembroke Pines being in the red with a budget short fall when we started with the budget hearing back in August 2008 there were 90 employees and positions that were to be eliminated by the city after the work of many individuals attending all the budget hearing and workshops at the final public hearing in September 2008. To balance the budget 20 contracted/outside vendor employees were eliminated, some employees retired, some moved to another position in the city, other positions that were vacant will continue to be vacant, 13 parks employees were transferred to public services and 5 General employees were laid off. And the City went to a 4-10 hour work week for some departments and City hall is now closed on Fridays. We are still at the table working out a settlement for this contract for the General employees and our new group of employees in the clerical classifications that work at the Pines Charter school system. We thank our stewards and Negotiation Committee members who continue work on these issues. Rick Beaver, Cheryl Watters, John Busha, Bill Wareham, Frank Ford, & our Charter schools reps Pat Dejon, Liz Mesa, Alan Eichenbaum, Attorney, Willie Bailey, Representative, Jim Silvernale, Representative.

BUSINESS REPRESENTATIVE - LINDA LEWIS

A settlement grievance was filed by the Federation on behalf of a transportation employee whose job classification was changed that affected their salary. Employee has received reimbursement for out of pocket monies paid toward health insurance and salary payment.

During visits to the various bus terminal sites. Business Representative, Linda Lewis has been successful in avoiding grievances such as the following:

- Having meetings to have Records of Counseling, such as recommended suspensions reduced and/or rescinded or over turned.
- Removing an employee from his/her route due to allegations causing them to “sit the time out.”
- Have meetings to revise or amend Rules and Penalties as needed.
- Improperly placed employees on seniority list.
- Inappropriate dress code infractions.
- Met with management to assure that the proper penalties are applied for certain infractions.
- Request personnel salary history researched to insure that he/she is on correct step and rate of pay.

These are just a few of the everyday issues handled by Business Representative Linda Lewis.
-Linda Lewis
FOOD SERVICE
Please welcome Carol Nicome-Brady to our team, she is a Business Representative and School Board Liaison and will be assisting me with representing Food and Nutrition Services members.

*An employee was recommended for termination to the School Board without cause, a grievance was filed and the bases for the recommendation was unfounded and the termination was rescinded and the employee was allowed to transfer to another school.

*The Broward County School Board has adopted an Anti-Bullying Policy: “The School Board of Broward County, Florida expressly prohibits bullying, including cyber bullying, by or towards any student or employee. See Policy 5.9: Anti-Bullying for additional information”.

Since this policy has gone into affect, several of our members have found themselves charged with or found guilty of this practice, and the Federation sincerely advises each of you to take this policy very seriously as there are consequences with this behavior. Every employee who is employed with the District is important and deserves the right to come to work free of harassment or intimidation.

There are classes available through the FNS Department as well as EAP for anyone who finds themselves having to deal with complaints of inappropriate behavior in the workplace.

*Carol and I have attended numerous meetings with union members and were able to resolve issues that could have lead to grievances.

CITY OF TAMARAC
The Federation of Public Employees & the City of Tamarac have agreed and ratified a new 3 year agreement the general employees in November 2008. The Employees shall receive a 4.5% increase effective 10/1/08 and 4% increase effective 10/1/09 and 4% increase 10/1/10. Longevity for employees with 5 years of service has been added and the percentage of longevity will increase depending on the amount of service years you have with the City of Tamarac. A new 3 year DROP program will be add to the general employees pension plan. I wanted to thank our Negotiation team members who worked very hard on this contract during these most difficult budgetary times Lillian Pabon, John Fletcher, Mike Morrison, Jay Ruiz, Marsha Katerman, Jeff Arillo, Willie Bailey, Business Rep, Alan Eichenbaum, Attorney, and Jim Silvernale, Business Representative.

The Federation filed a grievance on behalf of a member who is a crew leader the issue is being transfer to another crew. The member had the most seniority and did not wish to transfer to the different crew as a crew leader. Because of budgets cuts over the past year & during the 3 step grievance hearing it was brought to the city attention that the year before about this crew was being down sized (not filling positions of a crew leader who has left the City) management want to transfer the most senior person to another crew, which the union objected to because of the lay off article of the contract. At the hearing all information was presented and the City granted the grievance and the most senior employee was to remain on his original crew as a crew leader as he wished.

-Jim Silvernale, Business Representative

CONTRACT NEGOTIATIONS CONTINUE WITH BROWARD COLLEGE BECAUSE OF STATE BUDGET CUTS & LOCAL CUT BACKS
After many months at the table we are scheduled to meet again January 09 for the Broward College to come to the table with some type of monetary increase this time. We have met in the past over different language changes and the on going pay plan study being done by the College.

We all continue to work on behalf of the membership at the college and your hard working negotiating team: Lawrence Reese, Martha Bynes, Fred Kutsner, James Champaign, Thomas Johnson & Jim Whitney.

-Jim Silvernale, Business Representative

BROWARD COUNTY SCHOOL BOARD/ MAINTENANCE
The Federation of Public Employees/Maintenance, Transportation, Facilities, & Security and The Broward County School Board have each ratified the contract between the parties for the 2008-2009 year with an overall percentage rate of 3.25% The Employees that come under the Maintenance pay scale 82 cents per hour will be added to their base pay and this increase shall be retroactive to July 1, 2008. Also language was added employees will receive a 20 workdays notice of layoffs. A change from the old language of a 5 days notice. With all the financial crisis here locally and state wide and with all the budget short falls. We know that the non-instructional employees are The foundation of the Broward County School Board. We have to remind everyone that we are the one’s that transport the children, support the schools with computers, all types of materials and supplies, clean the school and fix and maintain and secure the building. I want to thank all the rank and file for all your dedication to the educational foundation of the Broward School Board also to your team members worked through many issues during these difficult times: Mark Aruda, John Harrity, Mark Corwin, Bill Coyne, Melvin Jenkins, Caesar Montoya, Jeff Alexander, Ken Gossling, Vincent Pafumy, Dale Gordon, Tom Pianowski, Larry Holt, and Jim Silvernale, Business Representative

VILLAGE OF NORTH PALM BEACH;
Public Works management made an employee work three (3) late shifts garbage days in one week (Monday, Wednesday and Friday) after he came back from using his bereavement leave the week before (this was a change to the past practice of one employee staying late each garbage day through rotating seniority). The union filed a grievance on behalf of the employee and as a result of the grievance meeting the employee will be allowed to skip his next three (3) late garbage days in the regular rotation.

-Guy T. Masters
Charles J. “Chuck” Browne Memorial Scholarship Winners

We at the 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 to increase the scholarship amounts from $3,000 to $3,500. The following are the Charles “Chuck” Browne Memorial Scholarship winners for 2008.

Dena Karlin is currently attending FSU for a Degree in Nursing.

Daniel A. Damore is enrolled at FAU in the Computer Engineer.

Jamie C. Anderson is enrolled at Florida Memorial University for a degree in teaching in Elementary Education.

Ebony T. Jones is attending at Florida A&M University in teaching.

Kevin M. Conneran is attending UF in a Double Major BA in Business & BS in Sports Management.

Jeannie M. Kolarik attending BCC for a degree in Physical Therapy.

Rodney S. Solomon enrolled at the International Academy of Design & Technology.

Randall W. Jerome Attending Valencia Community College.

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

Congratulations to all our winners.
**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; Crystal Pressey, Clerk of Courts; Russell Holloway, School Board of Broward County, Facilities & Howard Hibbert, Port Everglades.

### SBBC - Clerical

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MARY LAWSON  
JARVIS MCCONN  
MARIO MELENDEZ  
ANTHONY MORGAN  
FANNY NOUGUES  
ARRON POWER  
DHRUP RAMKISSOON  
ASLIDE SAINT-VAL  
ADELE SALVATORE  
KENNY SMITH, JR  
ERNEST WHITE  
MELVIN WRIGHT

SBBC - Transportation  
GLADYS ABREGU  
SHIRLEY ANDERSON  
SCHWANDA CRUMP  
TAMIKA DOOING  
JANICE JACKSON  
TERESA JEFF  
LUCZAIRE NOEL  
JOSETTE PIERRE  
DIANNAH TAYLOR  
GERALDINE TISDALE  
NORMA WRIGHT

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MICHAEL BARNES  
CHRISTOPHER PHILLIPS  
JOSEPH WIMS

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HOLLY ANNABLE  
BARBARA AUGUSTE  
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JOSEPH COFFEY  
PETER HABERMAN  
SAMUEL HALL  
TREVOR MAHADEO  
ALEXANDER MENDOZA  
JASON MULDERIG  
DARIC STEVENS  
TERESA WILEY

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Pompano Beach  
DEROY GORDON  
KRISTE NEWBOLD  
PATRICK SWENY

Tamarac  
NANCY FLORES  
PETER PASTORIA  
MOSES PINEDA  
TINA WHEATLEY

Clerk of Court  
KAREN CRAIG  
DIANA HERNANDEZ  
ELENA HOWELL  
RUBY MATHEWS  
DARLENE SAMUEL

BCC  
VALERIA CALLAWAY

BSO  
LUZ AUGUSTIN  
GLORIA BANNER-JOHNSON  
DEREK BOHLMANN  
MONIQUE BONY  
EDLER DESRAVINES  
REGINALD EVERETT  
TASHARA GAY  
ANDREA HODGE  
LESTER JOHNSON, III  
EBONY KNIGHT  
GRETCHEN KRONSCHNABEL  
THOMAS MITCHELL  
AMEERA MOURAD  
EMIL MUNTEAN  
LAZARO NIETO  
GEURLYNE PAULY  
MIRLIENE PIERRE  
AMANDA RENDERER

SHALISHA ROBERTS  
KAWANNAH ROULAND  
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ROBERT KAGEL

Winter Haven  
KATHRYN CAMPBELL  
HODNEY CHARLES  
SAMUEL FRY  
ISRAEL HERNANDEZ  
MICHAEL NORTON  
FELIX SANTAMARIA

NEW MEMBERS
With your help, our unions will present the new president and Congress with 1 million signatures urging them to enact the Employee Free Choice Act. Add your name now.

The Employee Free Choice Act will ensure workers can form unions and bargain for a better life by:

1. Strengthening penalties for companies that coerce or intimidate employees trying to form unions and bargain,
2. Establishing mediation and binding arbitration when the employer and workers can not agree on a first contract and
3. Enabling employees to form unions when a majority signs authorization cards.

Our Goal: 1 million signatures urging the new president and Congress to enact the Employee Free Choice Act.

To: The New President and Congress

I urge you to enact the Employee Free Choice Act immediately.
This crucial legislation will protect workers’ freedom to choose a union and bargain, without management intimidation. Allowing more workers to freely join unions and bargain with their employers will help rebuild the middle class by expanding health care, improving retirement security and raising the standard of living for America’s working families. My bargaining rights are worth working for and voting for!

SIGNATURE

NAME (PLEASE PRINT)

E-MAIL

ADDRESS

CITY/STATE/ZIP

UNION/LOCAL

Detach this card and hand it in, or drop it in the mail.

AFL-CIO
Million-Member Mobilization
815 16th St., N.W.
Washington, DC 20006
Union members worked hard and took Step 1 to turn around America by electing Barack Obama and enlarging our worker-friendly majority in Congress.

**NOW COMES STEP 2**

We are facing the worst economic crisis since the Great Depression. We need immediate steps to create good jobs and strengthen our economy. But they won’t produce shared prosperity or rebuild the middle class unless we pass the Employee Free Choice Act to restore workers’ freedom to bargain for a better life. It will allow workers to form a union if a majority wants one, increase penalties for companies that abuse workers who are exercising their freedom to organize and guarantee that workers who form unions can get a contract.

Big Business front groups are gearing up to spend $200 million to defeat the Employee Free Choice Act so corporations can keep all the power in the workplace and CEOs can block workers from having the security of a contract.

But WITH YOUR HELP, we will fight back—and win, just like we won the 2008 elections.

It will take every one of us. It will be worth it. **Get ready.**

Join the campaign—sign up at www.EmployeeFreeChoiceAct.org
Weingarten Rights

The Right to Union Representation During an Investigatory Hearing

1 Union members have a right to union representation at an investigatory hearing if they reasonably believe that the investigation could lead to disciplinary action.

2 The member must request a representative; the employer has no obligation to inform the employee of this right.

3 Management does not have to call the representative. Instead, the employer can stop the meeting, or just issue discipline.

4 Once a union representative is called, he/she has the following rights:
   • To know the subject of the investigatory hearing
   • To confer with the member prior to the hearing
   • To speak/participate in the hearing

   But the representative cannot argue the case. This is not a grievance hearing.

   Weingarten Summary:
   Representation must be requested.
   • Silence can be an effective waiver.
   • There is no voluntary waiver of the right when the employee is threatened with a harsher penalty if the matter goes to a higher level.
   • The employee does not have to remain adamant in their request for union representation.

   • The employee may not leave the interview and seek out a union representative in violation of their supervisor’s orders and established policy.
   • A specific union representative need not be provided if he/she is unavailable due to personal or other reasons for which the employer is not responsible.

   • The employee may consult with their representative before an investigatory meeting, and either the employee or the representative may request a pre-investigatory conference.

Important Dues Information

As a union member who is on payroll dues deduction for your monthly union dues, you need to know the following:

If you are on Worker’s Compensation Leave, Disability Leave, Maternity Leave, etc... then you are no longer on the payroll and monthly union dues are not being deducted and remitted. Therefore, you are responsible for sending in your minimum monthly union dues of $15.00 to the Federation (1700 N.W. 66th Avenue; Suite 100; Fort Lauderdale, Florida 33313) in order to maintain your active member status with the union. If you do not send in the minimum dues requirement, then you may be dropped from the union membership and lose the free Life Insurance that the Federation provides.

When you return to work, check your pay stub for union dues deductions. If your union dues deduction has not been reinstated, please contact the Federation and your payroll department immediately.

Should you have any questions please contact Chris Mahadeo at 954-797-7575 ext. 228 for further details.
Our Deepest Sympathy

The Federation is sad to announce the recent passing of the following members in 2008:

Peter Hart
10/8/08

Jovette Bouchard
11/4/08

U.S. Legal Services, Inc.

Legal Insurance
Especially designed for Union - Labor Members

$9.38 per pay period

For further information
Please call
(305) 858-2260 Ext. 801
or
Toll-Free
(800) 356-LAWS

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222 Marilyn C. Swank
   Secretary/Treasurer

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   Secretary
224 Janeth F. Gutierrez
   Accounting Clerk II
228 Chris Mahadeo
   Membership Coordinator
232 Maria D. Miller
   Secretary/Receptionist
230 Valerie D. Pigatt
   Controller
238 Pilar Forero
   Secretary
223 Nadezda Stefanovic
   Special Projects/Editor

Ext. Business Representatives
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   BSO
243 Roy A. Jarrett
   SBBC Facilities
245 Tony Fenoy
   BSO
243 Linda B. Lewis
   SBBC Transportation
239 Glynda J. Linton
   SBBC Food Service, Village of Miami Shores
225 Jack J. Marziliano
   SBBC Security, Lighthouse Point, Lottery, Margate, North Lauderdale, Pompano
244 Guy T. Masters
   Director of Organizing, Oakland Park, Town of Lake Park, Village of North Palm Beach
236 Jerry D. Russell
   (863-299-7988)
   Polk County, Winter Haven
236 Jim A. Silvernale
   BCC, SBBC Maintenance, Pembroke Pines, Tamarac
236 Tom W. Suneson
   (904-765-6100)
   Jacksonville Port Authority
222 Marilyn C. Swank
   SBBC Clerical, City of Fort Lauderdale
234 Will Vargas
   Broward County, Medley, Port Everglades
227 Willie Bailey
   Clerk of Courts
233 Carol Nicome-Brady
   SBBC Clerical

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.
Plantation, FL 33313

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

Ext. 214: Jerry Russell
Ext. 216: Paul Harkin
Ext. 217: Marilyn Swank
Ext. 218: Carol Nicome-Brady

U.S. Legal Services
www.uslegal.com/union

Ext. 221: Daniel Reynolds
Ext. 224: Janeth Gutierrez
Ext. 226: Yvette Fishman
Ext. 228: Chris Mahadeo
Ext. 229: Mary Miller
Ext. 230: Valerie Pigatt
Ext. 232: Maria Miller
Ext. 238: Pilar Forero
Ext. 239: Glynda Linton
Ext. 240: Lisa Zarazinski
Ext. 243: Roy Jarrett
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   SBBC Clerical
BARGAINING UNIT MEETINGS

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 Bldg
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

Do not forget to make adjustments to your schedules for the new General Membership meeting times approved at the June 7, 2008 meeting:

- February 10, 2009
- April 14, 2009
- June 9, 2009

Meetings start from 6pm - 8pm

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

RETURN SERVICE REQUESTED