

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)

Fall 2008

CHANGE

WE CAN BELIEVE IN



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Change We Can Believe In

President's Message

Dear Members,

The strength of any Union is the membership. Yes, that would be you.

Over the next few weeks your activity as a member can make the difference in the outcome of numerous elections

No magic polling or hocus-pocus spin doctoring will win Election 2008 for Federation Members and families.

It's a lot simpler than that.

The key to victory is voter turnout.

And the key to turnout is you.

This is an historic election year. We can't afford for voters to stay home this year. We need you to mobilize and turn out educated union household voters and Federation members who know where their presidential, congressional, state and local candidates stand on the issues that affect the lives of working families every day. We'll do the research and provide the materials, but it's you who will take the fight to the streets.

The candidates we will ask you to support have all been through a rigorous screening process the Federation participates in with the AFL-CIO. They will remember the support you give them when they get elected.

Between now and election day Nov. 4th, we will be inviting you, encouraging you, urging you to volunteer for neighborhood walks, phone banks, leafleting and whatever else it takes to make sure our eight thousand Federation households and voters know which candidates support working families and get to the polls to vote in their own best interest.

As wages stagnate, health coverage costs soar beyond reach, pensions disappear and gas prices hit higher and higher records, we need elected officials who will work for working families not just wealthy corporate interests. There are candidates who care about you and your family and with your help they can get elected. A few hours of your time a week will make a difference.

If you want change, volunteer. If you want affordable health care, volunteer. If you want retirement security, a wage increase, protection for our freedom to form unions, safe jobs, good jobs, volunteer. If you want America to be respected again in the world and working family values to be respected here at home, volunteer.

Our future is at stake. And right now, you can commit to shaping that future.

In solidarity,



Daniel D. Reynolds
Division President



Daniel D. Reynolds
Division President

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; Plantation, 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.

IN THE NEWS



The Federation of Public Employees and the Fort Lauderdale/Broward A. Philip Randolph Institute Chapter joined forces to reach out and help our sisters and brothers in Haiti who were devastated by the last four Storms/Hurricanes. We were successful in organizing enough food, water and clothing in enough time to make the first shipment that was sent over directly to the areas where the help was desperately needed. Thanks to everyone who heard the cry and came to help. "An injury to one is an injury to all". In Solidarity.

BROWARD COUNTY SHERIFFS OFFICE



Lisa Zarazinski

Once a year, in the month of April, Communications Operators, Dispatchers and Duty Officers are honored and recognized for their skills, knowledge and dedication to duty during "National Public Safety Telecommunications Week". This week has been dedicated as a time so everyone can be made aware of their hard work and involvement in public safety. Communications Operators, Dispatchers and Duty Officers provide a vital link to the public safety services on which we have come to rely on every day.

To honor the men and woman during, "National Public Safety Telecommunications Week", and acknowledge their contribution to the protection of the public, The Federation of Public Employees donated sixteen \$50.00 gift cards to the Communications Division.

-Lisa Zarazinski

The Federation has addressed several issues with BSO concerning FMLA. We continue to receive complaints regarding the manner in which FMLA is being handled through Employee Benefits. We are and will continue to address each situation or concern of violation as they are presented to us. The Federations labor attorneys and the Department of Labor are also involved.

If you have a concern related to FMLA please contact one of the Federations on-site Union Representatives or a Business Agent at the Federation Union Hall. You can also fax your paperwork directly to the union hall with an explanation and contact number (954) 797-2922.

-Lisa Zarazinski

The Federation and BSO have a binding Collective Bargaining Agreement through September of 2010, however; we have financial re-openers in years two and three of that agreement. As of this writing, we are in negotiations and will notify our members if or when a tentative agreement has been met.

-Lisa Zarazinski

To the right is a list of the FOPE on-site Union Representatives for BSO, including their work location and shift. Please note that their shift assignment and location are subject to change pending the up-coming shift bid process. Please contact a Representative if you are in need of assistance.

Tony Fenoy	FOPE Union Hall/Certified Members	954-775-5925
Lisa Zarazinski	FOPE Union Hall/ Civilian Members	954-658-2869
FRED MCCRONE	BRAVO	FIRE/RESCUE CDC-1/PSB
SCOTT PERRIN	ALPHA	FIRE/RESCUE CDC-1/PSB
JOANNE ALVAREZ	ALPHA	DLE CDC-1/PSB
KARL KAHN	CHARLIE	DLE CDC-1/PSB
GEORGE GARRON	BRAVO	DLE CDC-4/POMPANO
MICHELLE DAVIS	BRAVO	DLE CDC-2/FT. LAUD
PAM BEASLEY-PITTMAN	BRAVO	WARRANTS/RECORDS
BARBARA BLACK	BRAVO	PORT EVERGLADES/AIRPORT
RICHARD KIRBY	BRAVO	CODE ENFORCEMENT
SANDRA SNEED	BRAVO	CODE ENFORCEMENT
DANIELLE TOOMER	ALPHA	PROPERTY
RENE SMITH	BRAVO	COURT SERVICES
FRANK BULGER	ALPHA	CONTE
ANDRES PIZARRO	ALPHA	CONTE
ANTHONY MARCIANO	BRAVO	CONTE
TONY OLIVE	CHARLIE	CONTE
DEREK KINGSBURY	BRAVO	MAIN JAIL
ELIAS SANCHEZ	CHARLIE	MAIN JAIL
LOUIS RIVERO	ALPHA	MAIN JAIL
DAVID PACTMAN	BRAVO	MAIN JAIL/CENTRAL INTAKE
DEMETRIUS WILLIAMS	CHARLIE	MAIN JAIL
JASON CAVANAGH	ALPHA	CENTRAL INTAKE
ADELAIDA MOLINA	CHARLIE	CENTRAL INTAKE
VINCENT GRAHAM	CHARLIE	NORTH BROWARD
KEITH CONLAN	ALPHA	STOCKADE
ELADIOGUTIERREZ	CHARLIE	STOCKADE
NORMAN LEBRON	BRAVO	STOCKADE
GREG POPOVICH	BRAVO	SNJ/WOMENS FACILITY
ACACIA VIERBICKI	ALPHA	SNJ/WOMENS FACILITY
LENOR BOYD	CHARLIE	SNJ/WOMENS FACILITY

GRIEVANCE ROUND-UP



Roy Jarrett



Guy Masters



Jerry Russell



Lisa Zarazinski

BROWARD SHERIFF'S OFFICE

Four Court Deputies working at the Central Court House completed the certification process for Court Training Officer and were designated to train new employees. The Court Deputies functioned in the capacity of Court Training Officer for a year, but were not compensated for the additional assignment. The Federation was successful in addressing the situation and the four Court Deputies were awarded one year retro active training pay.

-Lisa Zarazinski

A Data Entry Clerk was assigned the task of training and evaluating employees on a software program that was expanding throughout the agency. The assignment also required the employee to develop training materials, a training manual and to program the software specific to the need of each division. Prior to filing a formal grievance, the Federation argued that the employee was working out of classification and performing duties above and beyond their job requirement. The employee was re-classified to an Administrative Specialist I, elevating the employee two pay grades. The employee was also awarded approximately 10 months of retro active pay for the time they were working out of classification.

-Lisa Zarazinski

A Court Deputy was reprimanded for excessive tardiness and received a 3-day suspension. At the Administrative Appeals Board it was argued that the employee's rights were violated in the due process of the investigation. It was also proven that management's decision to change the employees work hours contributed to the promptness issues. The 3-day suspension was reduced to a written reprimand.

-Lisa Zarazinski

A Communications Operator was reprimanded with a 1-day suspension and charged with "Appearing to sleep on duty". The Federation appealed the discipline through the Administrative Appeals Board (AAB). It was proven that no evidence within the investigative report confirmed that the employee was sleeping. The case was not sustained and the discipline was thrown out.

-Lisa Zarazinski

Two employees working in the Property Unit were given counseling reports for utilizing sick leave that was approved under FMLA. Both employees properly filled out FMLA paperwork and the FMLA leave was granted by the Human Resources Department. Management tried to document that the employees were abusing the BSO Sick Leave Policy by using the FMLA time in conjunction with other approved time or their regular days off. Although Counseling Reports are not considered a form of discipline, the Federation argued the documents were inappropriate and violated the employee's rights under the Federal FMLA Act. The violations were addressed with the Federations Labor Attorneys for further review and potential legal action. Subsequently, management rescinded the counseling reports.

-Lisa Zarazinski

A district CSA was requested to attend a closed door meeting with their Sergeant and Lieutenant. Upon entering the office the CSA asked if the meeting could lead to discipline. The CSA was suspicious of the meeting because of the attendees and location. When the CSA posed the question regarding discipline to management they became very angry and yelled, berated and threatened the CSA with discipline. Calmly, the CSA asked the question again, "Can this meeting lead to discipline", which further infuriated manage-

ment. The question was never directly answered. The CSA remained in attendance to learn that management intended to take extra duties away from him as a measure of punishment, threatened him with discipline and an Internal Affairs Investigation. At that point, the CSA voiced that his rights had been violated and he would no longer engage in the meeting. The CSA exited the office with management following him down the hallway further threatening him with discipline.

The Federation immediately contacted the upper command within the district and scheduled a meeting. The Federation argued that the employees "Weingarten Rights" were violated and an Unfair labor Practice (ULP) would be filed against the agency if they chose to proceed with any action.

The incident was resolved, to the CSA's satisfaction, with no action taken against the CSA. All of the CSA's extra duties were reinstated and no investigation or disciplinary action was imposed.

-Lisa Zarazinski

POLK COUNTY

3.5% Step Base Increase across the board with employees at the top of pay scale receiving 3.5% one time bonus. No layoffs for our bargaining unit members.

-Jerry Russell

CITY OF OAKLAND PARK

Employee was terminated for stealing time off the job. Attendant filing a grievance. The employees termination was reduced to suspension.

-Guy Masters

FACILITIES SERVICE DIVISION

Peter Rooney a Facilities Serviceperson at Marjorie Stoneman Douglas High School working out of class for a year and one-half. A grievance was filed. Mr. Rooney was awarded on his behalf approximately \$8,000.00 in back pay.

A Class Action grievance to correct the improper use of Facilities Service Aides who were working out of class is slowly being resolved by the School Board throughout the District one school at a time to award these aids to be promoted to a full Facilities Servicepersons position.

A Class Action grievance was filed against the Broward County School Board for not following the Collective Bargaining Agreement language on District seniority during layoffs. A settlement offer has been extended. If this is not agreeable with the Federation, it will be taken to arbitration.

Also, numerous Memorandums of Understanding have been filed, settled and agreed upon for payment on promotions and working out of class for the Facilities Serviceperson. All of which totals into ten of thousands of dollars.

-Roy Jarrett

MIAMI SHORES VILLAGE

In July, we had a meeting with Public Works Director Scott Davis, who was planning to lay off 9 of our members in the Sanitation Department. After long discussions and working out certain details we can proudly say that we worked it out that our 9 members were able to retain their jobs.

-Willie Bailey

AN IMPORTANT MESSAGE FROM
THE FEDERATION OF PRIVATE EMPLOYEES, AFL-CIO

JOHN McCAIN OPPOSES The Employee Free Choice Act

We need the Employee Free Choice Act to rebuild America's middle class by restoring workers' freedom to form unions and bargain for better wages, health care and working conditions.

McCain Voted Against the Employee Free Choice Act. McCain said he is "strongly opposed" to this important bill to level the playing field for workers trying to form unions and voted against it in the Senate. (Congressional Record, page S8389, 6/26/07; H.R. 800, Vote #227, 6/26/07)

And He Wants to Roll Back Our Rights Further With a National 'Right to Work' for Less Law. McCain voted for a national "right to work" for less law that would attempt to eliminate unions altogether. (S. 1788, Vote #188, 7/10/96)



The Employee Free Choice Act removes the barriers workers face when they try to form unions—and more union members means stronger bargaining power for everyone.

Union Members Know Their Union Card Is Their Ticket to the Middle Class:

- Union members make \$200 more per week than nonunion workers on average. That's \$10,000 a year!
- Union members are 59 percent more likely to have employer-provided health insurance.
- Union members are much more likely to have paid vacation and pension benefits.

(Sources: Bureau of Labor Statistics, *Union Members in 2007*, 1/25/08; Bureau of Labor Statistics, *National Compensation Survey: March 2007*, 8/07; Economic Policy Institute; Employee Benefits Research Institute, 5/05)

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. Bargaining rights are worth working for and voting for!

SIGNATURE _____ NAME (PLEASE PRINT) _____

E-MAIL _____

ADDRESS _____

CITY/STATE/ZIP _____ UNION/LOCAL _____

Detach lower portion and mail in an envelope to: 1700 NW 66th Ave., Suite 100 Ft. Lauderdale, Florida 33313.

Obama Leading in Polls as Nation Readies for Election

Presidential contender Barack Obama was climbing in the polls in late September as his plans to restore the economy and rebuild the middle class appeared to be taking hold with more and more voters.

His message was having all the more impact as Congress struggled with trying to make sense out of—and make fair to the taxpayers, if possible—the Bush Administration's hurried plan for a \$700 billion bailout of the disgraced financial services industry.

The labor movement was working full-tilt on behalf of the Illinois Senator, pouring tens of thousands of volunteers and millions of dollars into the election, especially in a handful of up-for-grabs states where Obama and Republican candidate John McCain were seen as in a virtual dead heat.

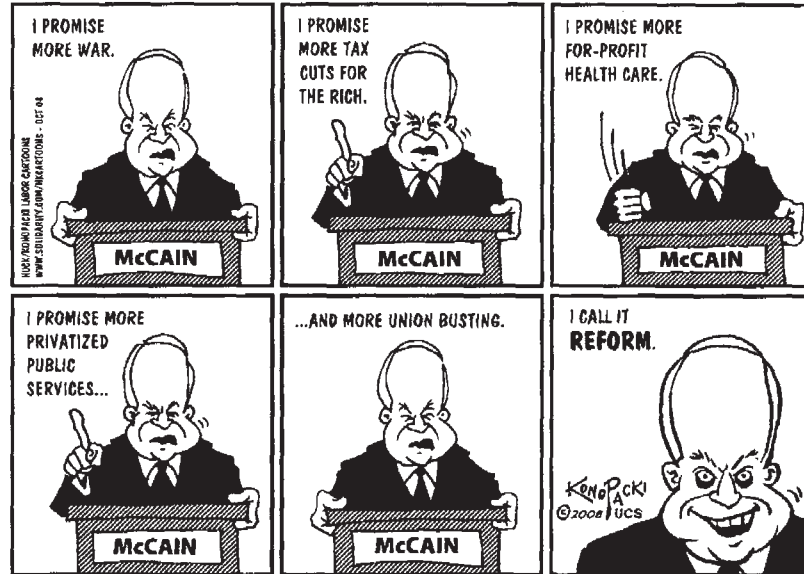
Nearly every union had endorsed Obama, a Harvard law school graduate who became a community organizer in Chicago and who established strong ties with the city's labor movement while moving up through the state legislature and into the U.S. Senate.

By late September, national polling showed Obama leading McCain by a margin in the range of 9

Obama on Government

"If the people cannot trust their government to do the job for which it exists—to protect them and to promote their common welfare—all else is lost."

—Barack Obama, Aug. 28, 2006



to 11 percent. More Americans appeared to be trusting Obama than McCain to deal with the nation's financial woes.

Hurting McCain was his long history of opposing regulation of the stock market and financial institutions generally. It was a failure to control the financial industry that led the nation to what many believe is the brink of a major recession, if not a Depression.

McCain's selection of Alaska Gov. Sarah Palin as his vice presidential running mate, which fascinated the nation early on, was wearing thin. The novelty of a clever and attractive female running mate was quickly giving way to concern over Palin's total lack of international experience and limited domestic leadership. She had served a few years as mayor of a town of 6,000 and less than two years as leader of a state with a total population less than that of Memphis, Tenn.

While McCain's plans for job

creation are centered on maintaining tax breaks for corporations and wealthy Americans, which he believes would free up capital that would be used to expand the economy, Obama offers more explicit and direct tactics.

The Democrat is calling for a new economic stimulus—\$50 billion that would create one million jobs through projects to rebuild roads, bridges and other infrastructure, repair schools and help states and cities avoid cutting damaging budget cuts that would reduce vital services to working families.

For the long term, he would "revive and strengthen American manufacturing" with a \$150 billion 10-year program in the green energy sector that could create as many as 5 million jobs. He also calls for a new Advanced Manufacturing Fund that would focus on innovation and job creation in areas hit the hardest by the decline of manufacturing.

WELCOME TO THE FEDERATION

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 Byne, *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*.

BCC

FRANK MALONE

Broward County

JOSE ARCE
DALE AYMER
TIMOTHY BROOKS
BOBBACK DAVARMANESH
ANTHONY FRANZESE
JASON GRATTAN
RODERICK LOTT, SR
MIGUEL MAGANA
DWAYNE MALCOLM
MARGARITA ORTEGA
DAVID RIVERA
DONNETTA ROBINSON
RYAN SCHAWA
ALVIN SHEPPARD
THERESA TAGGART
JEFFERY TURNER
JOHN TYMMS
THOMAS YOUNGER

BSO

GERALDINE APPEL
JAMES APPEL
JOANNE ATKINSON
TONIA AUSTIN
SHANNON BENNETT
KATHY BROWN
TREVKA BROWN
ISMAEL CAMACHO
EDUARDO CHAVEZ
MICHAEL CHIN
ATHOL CLAYTON
FREDERIC CLIFFORD
CELIA CROMER
GLADYS DAUPHIN
PATRIKA DAWKINS
DAVID DELIA
MARK DELIO
JEANNETTE DELIZ
ADLER DELVA
DELONTAY DUMAS
STEPHEN EADDY
MAIKEL FASIUS
SHEILA FAVRO
JOSE FERNANDEZ
COREEN FINEGAN
WILEANE FLETCHER
BRANDON FOLKS

SHEMIRE GRAHAM
LYDIA GRANIZO
SHELUNDA HAMILTON
STANTON HARRIS
MILTON HARRIS, JR
KRISTINA HORNSBY
CRYSTAL HOWARD
DAVID IMPARATO
BRENDA JENNINGS
ANGEL JOHNSON
JOANN JOHNSON
LENETTE JOHNSON
TRACY JONES
KENNETH KATZ
DOUGLAS KOTT
CHARMAINE LASSITER
ADELE LAWRENCE
GIANNA LEWIS
KIN LO
JEAN LORISTON
LISA MAVIGLIA
ANIKA MAYBIN
DELROY MCKENZIE
GERMAINE MCKENZIE
LLOYD MCKENZIE
EVENS MERARD
BRIDGETT MILLER-MARTIN
PAMELA MILLS
GREGORY MOISE
HENRY MOMPROMIER
YVETTE MONTGOMERY
JUDIE NANCE
FERNANDO NEGRON
TIMOTHY OGGERI
ABIGAIL ORTEGA
ANGELA PASSMORE
ELAINE PENDJER
LOREE PRINCE
MICHELLE REECE
BEVERLY REESE
JOHN ROBERTS, IV
STEPHANIE SAMUEL
LINCOLN SAMUELS
RAFAEL SANTOS
SHERYL SHARON
RICHARD SINCLAIR
DONNA SINGER
BIANKA SMALL

CEDRICK SMITH
JOSEPH SMITH, III
PEDRO SOLA
GRACIELLA SOLLY
YOLANDA STEDFORD-CAMERON
JORGE VELEZ, JR.
JESSICA WALKER
SHALON WEBB
KEVIN WILLIAMS
TIFFANY WILLIAMS
ASHLEY ZALEWSKI

City of Fort Lauderdale

PATRICIA BAGAN
VINCENT BROWN
DAVID DALEY
DAVID DEAL
MARISOL DIBERNARDO
JUSTO FEIJOO
STARRETHA FERGUSON

City of Margate

JAMES ANDERSON

City of Oakland Park

LLEWELLYN AYTON, JR
JESSIE BENNETT
LISA BISHOP
COLIN BROWNE
DWYANE CAMPBELL
TOM CARTER
JEAN DORCIN
HIXFORD FRANCIS
SAMMIE HOLSTON
ALVIN MILLER
MIGUEL MOLINA
WARRINGTON MORGAN
JOSEPH PELUSO
JOHN PETERSOHN
REX PONDER
BRIAN SHEPPARD
BYRON WARE

City of Pembroke Pines

JUSTIN BANKS
FREDRA RHODES
WILLIAM SILVIO

City of Pompano Beach

STACY HARPER

City of Tamarac

CARLOS ACOSTA

Clerk of Court

YVONNE BARNSWELL
MERRITA BROWN
OCTAVIA COGDELL
WENDY COROUTHERS
DIANE FARCASIU
MIGUEL HUERTA
JULIE JOHN-HOPE
KENNY KING
LASHONDA LIPTROT
SHARON MILLS
TIFFANY MOXIE
CARMELITA SALINAS
JESSICA SCHULER
CAUCHUS TURNER
EBONY WILSON

Jacksonville Port Authority

DENNIS GRUNDMAN

Margate

DARRYL MAURO
DENNIS SHINABERY

North Lauderdale

LILLA GANAISHLAL
JEAN GUSTIN
KIMBERLY PINDER-POOLE

Pembroke Pines

PAULINE COOPER
ROBSON DA SILVA
DANNY HALL
SIMONE JAMES
JAMES JOHNS

Polk County

WILLIAM JERKINS

Pompano Beach

ALBA CHONG
JOSE FERNANDO
TABENSKY JOHNSON
CALVIN JORDAN, SR.
SAMUEL ROBERTS JR.
JERMAINE THURSTON

Port Everglades-Maint.

KEITH BROOKE

Port Everglades-NonGAIL MUSK
GILLES ST. LAURENT**SBBC Clerical**

MALEIKA ADAMS
OFELIA BARO
JEAN BARRANCO
GERNELL BATTLE-WILSON
CATHERINE BERRIER
ALIYA COACH
LAUREN COLLINS
ROBERDA DERICO
TERESA DIDIA TERESA
KAREN FINLAYSON-FULLER
JO-ANNE FLEISHMAN
KARI FREESMAN
JOHN FROSBUTTER
CLARA GONZALEZ
LINDA GRUBBS
RENAH HAAS
ANDREA HORTON
CYNERIA HOWARD
LOUSINDER JENKINS
QUINTINA JOHNSON
ANNE KAPPUS
MARILYN KEENE
CHRISTINA LARA
CARMEN LOPEZ
MARILU MCDONOUGH
THEODORE ODEM
GILDA PALACIO
KIMBERLY RICHARDSON-SMITH
WARREN ROCKHEAD
LUZ SALDANA
JUANITA SALTER
ERICA SAWYER
SUSAN SHAPIRO
BELLA SIMON
SABRINA STANLEY
SHERRON STRICKLIN
MARIANNE TORELLO
CARMEN UZGTEGUI
MARA VALERIO
TAMMI WADE
SHARRON WATERS
CHANEL WELLINGTON
PENNY WOOD
CHANTA WOODBURY
JUSTIN YAWN
MARSHA YOUNG

SBBC Facilities

CLAUDIA ACEVEDO
JESUS AGUIRRE
ZULEIMA ANHELIA
GUIDEN ARCHE
CLEMENCIA AVILA
CHARLES BAKER
VICTOR BALTAZAR

JOHN BEDON
DONNY BELLAMY
FERNANDO BENAVIDES
DAVID BROWN
VICTOR BUITRON
YADRE CAMARGO
LEMARIANI CAMEL
EDGAR CARIAS
TAYLOR CICERON
COKE-WYNTER
ADRIANA DE NARANJO
GESNER DESIRE
MIRIAM DOMINGUEZ
ISABEL ECHEVARRIA
JULIO EFFIO
PATRICIA FIORILLO
MARJORIE FOWLER
DORA GALEANO BLANDON
CARMEN GARCIA GODOS
CHRIS GOBLE
MARIA GOMEZ
CURTIS GRAHAM
SHERIKA GRAHAM
UCAL GRANT
GLORIA HALL
RICHARD HANNA
COREY HAY
SCOTTY HERRON
SIDNEY HUNTER
LONNIE JAMES, JR.
MARIA JIMENEZ
DRAPIER JOHNSON
DEVON JONES
DON JONES
GARY JORDAN
PRIESTNAL KEPPLER
ALONZO LAMBERT
WANDA LEVINE
EARLSTON LEWIS
BENJAMIN LING
HAROLD LOAIZA
JASON LOPEZ
MARGARITA LUCIO
ALICEA MARTINEZ
RONALD MCCLURE
MARLON MCPHERSON
INGA METAYER
ADREA MONROE
SANTIAGO MUNOZ
JACQUELIN NEMORIN
LOUISE PARKIN WATSON
NAHIR PEREZ
PREMA RAMBARAN
ROHAN REID
JOAQUIN RIVAS
DENNETH ROBINSON
TORAN ROBINSON
FLOR RODRIGUEZ
HECTOR ROMERO
ROBERTO SERRANO
MATTHEW SOPCHECK
ARNOLD ST. HILAIRE
ANTHONY TABACCO

SHARON THORPE
BJOR TRIVINO
OLGA VAZQUEZ
HUGO VENTURA
ANDREW WALKER
KEVIN WALSH
LILLIAN WEAVER
THOMAS WILSON
SHARON THORPE
BJOR TRIVINO
OLGA VAZQUEZ
HUGO VENTURA
ANDREW WALKER
KEVIN WALSH
LILLIAN WEAVER
THOMAS WILSON

SBBC Food Service

MONIQUE ASSUNCAO
JENNY BAGRAJ
LUZ BENITEZ
CLARA CARMONA
EVA CLAY
CHERYL DAMERON
SUZETTE EDWARD
ROSA ELLISON
MICHELINE GEHY
PIEDAD GILES
MARIA GONZALEZ
DIANE GRANTHAM
MICHELLE HARDEN
TANJA MAURO
DONNA NISBETT
MARIA PALLADINO
TIFFANY PARRISH
MARLENE PITTI
TROY ROBINSON
SHANTA ROLLINS
CARMEN SAINT-PREUX
APRIL SMITH
MONICA TOMLINSON
WANDA TUCKER-BRYANT
BETTY WATKINS
LATINA WHITE
SHANIKA WILLIAMS

SBBC Maintenance

ANDREA BLANKS
AMEENAH CAVE
EDDIE CRUZ
LATOSHA FASHAW
KELLY FREEMAN
TOSKA HARDAWAY
ANNIE HERRINGTON
VERNON HOLLOWAY
SHERIA PARKER
FREDERIC POLLARD
SILVINA SANCHEZ
MICHAEL SMITH
MICHAEL SUTTON
HARVEY THOMAS

SBBC Security

ANDREA BLANKS
AMEENAH CAVE
EDDIE CRUZ
LATOSHA FASHAW
KELLY FREEMAN
TOSKA HARDAWAY
ANNIE HERRINGTON
VERNON HOLLOWAY
SHERIA PARKER
FREDERIC POLLARD
SILVINA SANCHEZ
MICHAEL SMITH
MICHAEL SUTTON
HARVEY THOMAS

SBBC Transportation

MELISSA ARCHER
LORIE BAKER-COLLINS
ERROL BLAKE
CALVIN BROOKS
JANICE CLARK
LEVITA DIXON
VANESSA DOCTOR
DELERICK EASTER
MARIE ENNEUS
ELIZABETH FAGAN
VONCIA GLANTON
VALECIA GRATE
NETTA HILL
DOROTHY JACOBS
CLEMENT JOHNSON
JENNY MARIN
LILLIE O'NEAL
AGATHA PRATT
JASON RAMSEY
ARTES RAY
CELENA REEVES
UREKA ROBERTS
FARYL ROSE
LINDA STEPHENS

Tamarac

DAVID EDWARDS
OLIVER HEWITT
CONWADE KERR
JORGE MARTINEZ
LAVERN MERCER

Village of N. Palm Beach

DOUGLAS SORRELLS

Winter Haven


WILFRED WALKER

378
NEW
MEMBERS

IMPORTANT UNION MESSAGE

LEARN THE TRUTH ABOUT BARACK OBAMA

A lot of unfair, false rumors are being spread. Here are the answers to some of the honest questions you may have about Barack Obama.

	ABOUT BARACK OBAMA	CHECK THE FACTS
	<p>DOES HE WEAR A FLAG PIN ON HIS LAPEL?</p> <p>Yes. but not always. Like many presidential candidates, sometimes he wears a flag pin, sometimes he wears a breast cancer awareness pin, sometimes he wears his U.S. Senate membership pin and other times he wears no pin at all.¹</p>	<p>1. Rutenberg, Jim and Zeleny, Jeff. "The Politics of the Lapel, When It Comes to Obama," <i>The New York Times</i>, 5/15/08. Available at: www.nytimes.com/2008/05/15/us/politics/15flag.html.</p>
	<p>IS HE A CHRISTIAN?</p> <p>Yes. He is a committed Christian. In 1985, he began working as a community organizer with a Christian church-based group seeking to improve the living conditions in poor Chicago neighborhoods.²</p>	<p>2. Pulliam, Sarah and Olsen, Ted. "Q&A: Barack Obama," <i>Christianity Today Magazine</i>, 1/23/08. Available at: www.christianitytoday.com/ct/2008/januaryweb-only/104-32.0.html?start=1.</p>
	<p>WAS HE SWORN IN ON THE BIBLE?</p> <p>Yes. Barack Obama took the oath of office on his personal family bible. It was Minnesota Representative Keith Ellison who was sworn in on the Koran.³</p>	<p>3. Fiore, Faye. "He's the Hill's King for a Day, but Senate Has Other Plans," <i>Los Angeles Times</i>, 1/5/05. Available at: articles.latimes.com/2005/jan/05/nation/na-obama5.</p>
	<p>WAS HE BORN IN AMERICA?</p> <p>Yes. Barack Obama's birth certificate proves he was born in the United States on August 4, 1961, at 7:24 P.M.⁴</p>	<p>4. Malcolm, Andrew. "Barack Obama's birth certificate revealed here," www.LATimes.com, 6/16/08. Available at: www.latimesblogs.latimes.com/washington/2008/06/obama-birth.html.</p>
	<p>DOES HE PLACE HIS HAND OVER HIS HEART WHEN HE SAYS THE PLEDGE?</p> <p>Yes. Barack Obama always places his hand over his heart during the pledge of allegiance.⁵</p>	<p>5. Dobbs, Michael. "Obama Nabbed by the Patriot Police," www.WashingtonPost.com, 11/2/07. Available at: blog.washingtonpost.com/fact-checker/2007/11/obama_nabbed_by_the_patriotic.html.</p>

**Barack Obama Will Fight for Working Families
He'll Build an Economy That Works for All**

www.MeetObama08.com

AN IMPORTANT MESSAGE FROM THE AFL-CIO

CRISIS

Who's on Our Side?

JOHN McCain	BARACK OBAMA
Still thinks the "fundamentals of the economy are strong" (9/15/08)	Understands this economy is devastating working families
Built his campaign on lobbyists and Wall Street special interests	Turned down a lucrative job on Wall Street to help his community
Promises tax breaks to the rich and Big Oil	Promises tax relief to middle class families
Supports job-killing trade deals	Opposes bad trade deals and wants to block tax breaks for companies that ship jobs overseas
Wants to gamble Social Security funds in the stock market	Would strengthen Social Security, not privatize it
Wants to tax our health care benefits	Would fight for high-quality health care for all
Opposes workers' freedom to form unions and bargain for better wages, benefits and working conditions	Supports our freedom to form unions and bargain for a better life to restore the middle class
John McCain: Fundamentally Wrong	Barack Obama: Is On Our Side

www.WorkingFamiliesVote08.org

Paid for by the AFL-CIO ^{PA}

SOURCES: John McCain: *New York Times*, 2/21/08; *The Washington Post*, 2/22/08; *Fortune*, 2/19/08; McCain Campaign Press Release; *Politico*, 3/28/08; MSNBC, 5/27/08; *The Washington Post*, 4/2/08, 5/7/08; McCain remarks, Jacksonville, Fla., 9/15/08; Reuters, 3/10/08; Center for American Progress Action Fund, 3/27/08; Vote 395, 11/20/93; Vote 251, 9/19/00; Vote 190, 6/29/06; Vote 170, 6/30/05; Vote 318, 7/31/03; Vote 319, 7/31/03; Vote 353, 11/3/99; Vote 115, 5/16/02; Vote 117, 5/21/02; Vote 207, 8/1/02; Vote 292, 11/4/97; *Wall Street Journal*, 3/3/08; Health08.org, Forum, 10/31/07; Vote 8, 2/6/08; Associated Press, 2/6/08; AFL-CIO Congressional Voting Record, www.aflcio.org/issues/legislativealert/votes/vr_memb.cfm; Vote 227, 6/26/07.
Barack Obama: Obama for America website; my.barackobama.com/page/content/newenergy; www.barackobama.com/issues/economy/Obama_Keeping_Americas_Promise.pdf; www.barackobama.com/issues/economy/#tax-relief; www.aflcio.org/issues/politics/obama_retirement.cfm; www.aflcio.org/issues/politics/obama_healthcare.cfm; S.Amdt. 3983 to H.R. 5140, Vote 8, 2/6/08; www.aflcio.org/issues/politics/obama_wrights.cfm.



FEDERATION
BROWARD COUNTY AFL-CIO
2008 ENDORSED CANDIDATES
November 4, 2008 General Election

Barack Obama - President

Joe Biden - Vice President

U.S. House of Representatives, District 19 - Robert Wexler
 U.S. House of Representatives, District 20 - Debbie Wasserman Schultz
 U.S. House of Representatives, District 21 - Raul Martinez
 U.S. House of Representatives, District 22 - Ron Klein
 U.S. House of Representatives, District 23 - Alcee Hastings

Florida Senate, District 25 - Linda Bird
 Florida Senate, District 29 - Chris Smith
 Florida Senate, District 32 - Dan Gelber

Florida House, District 91 - Chris Chiari
 Florida House, District 93 - Perry Thurston
 Florida House, District 95 - Jim Waldman
 Florida House, District 97 - Martin Kiar
 Florida House, District 99 - Elaine Schwartz
 Florida House, District 101 - Maria Jimenez

Broward Clerk of the Court - Howard Forman
 Broward Supervisor of Elections - Brenda Snipes
 Broward Property Appraiser - Lori Nance Parrish
 Broward County Sheriff - Scott Israel

Broward County Commission, District 5 - Lois Wexler
 Broward County Commission, District 9 - Josephus Eggelletion

Broward County School Board, District 1 - Richard Saltrick

Circuit 17 Group 03 Judge - Bernie Bober
 Circuit 17 Group 21 Judge - Paul D. Eichner
 Circuit 17 Group 27 Judge - Steven B. Feren

City of Hallandale Beach, Commission - two at large -
 Alexander Lewy and Anthony
 City of Lauderdale Lakes, Mayor - Levoyd Williams

City of Lauderhill, Commission District 1 - Tyson Jones
 City of Lauderhill, Commission District 2 - Dale Holness

City of Southwest Ranches, Commission District 3 - Don Maines

Wilton Manners, Mayor - Gary Resnick
 Wilton Manners, Commission - Tom Green
 Wilton Manners, Commission - Justin Flippen

Florida Constitutional Amendments - **VOTE NO** on all



2



AN IMPORTANT MESSAGE FROM YOUR UNION

Make Your **Voice Heard** **EARLY**

Polls Open Monday, Oct. 20, for General Election Early Vote in Broward County

EARLY VOTE POLLING LOCATIONS:

COCONUT CREEK

North Regional Library/BCC
1100 Coconut Creek Blvd.
Coconut Creek, FL 33066

LAUDERHILL

Lauderhill Mall
1241 NW 40 Ave., Bay 80-K
Lauderhill, FL 33313

CORAL SPRINGS

Northwest Regional Library
3151 University Drive
Coral Springs, FL 33065

MIRAMAR

Miramar City Hall
2300 Civic Center Place
Miramar, FL 33025

DAVIE/COOPER CITY

Davie/Cooper City Branch Library
4600 SW 82 Ave.
Davie, FL 33328

PEMBROKE PINES

Southwest Regional Library
16835 Sheridan St.
Pembroke Pines, FL 33331

DEERFIELD BEACH

North Regional Satellite Courthouse
1600 W. Hillsboro Blvd., Room 170
Deerfield Beach, FL 33442

PLANTATION

West Regional Library
8601 West Broward Blvd.
Plantation, FL 33324

FORT LAUDERDALE

African-American Research Library
2650 Sistrunk Blvd. (N.W. 6 St.)
Fort Lauderdale, FL 33311

POMPANO BEACH

Pompano Beach Library
1213 E. Atlantic Blvd.
Pompano Beach, FL 33060

Main Library

100 S. Andrews Ave.
Fort Lauderdale, FL 33301

TAMARAC

Tamarac Branch Library
8701 W. Commercial Blvd.
Tamarac, FL 33321

HALLANDALE BEACH

Hallandale Beach City Hall
400 S. Federal Highway
Hallandale Beach, FL 33009

WESTON

Weston Branch Library
4205 Bonaventure Blvd.
Weston, FL 33332

HOLLYWOOD

Hollywood Branch Library
2600 Hollywood Blvd.
Hollywood, FL 33020

EARLY VOTING DATES AND HOURS

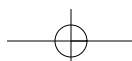
Monday, Oct. 20, to Sunday, Nov. 2
Monday–Friday 10 a.m. to 6 p.m.
Saturday 10 a.m. to 3 p.m.
Sunday 1 p.m. to 4 p.m.

FOR ABSENTEE BALLOT REQUESTS

Call: 954-357-7050, Ext. 3, or
Go to www.browardsoe.org

THE VOTER REGISTRATION DEADLINE IS

Oct. 6



Save the Date

FEDERATION FEST 2008

Saturday, October 25, 2008

At Tradewinds Park

(3600 West Sample Road, Coconut Creek, FL 33073)

11 am - 5 pm

\$6.00 per person (Kids 10 and under free)

Free Federation T-Shirt with every paid admission

**There is an additional \$1.50 admission fee per person to enter Tradewinds Park.*

Fun & Games all day!

Bounce House

Rock Climbing

Caricature

Wall

Artist

DJ all day long

Clowns

Face Painting

Cotton Candy

Give Aways

Dancing

Pony Rides

Food & Drinks And Much More!

Fun for the entire family!

Directions

Tradewinds Park

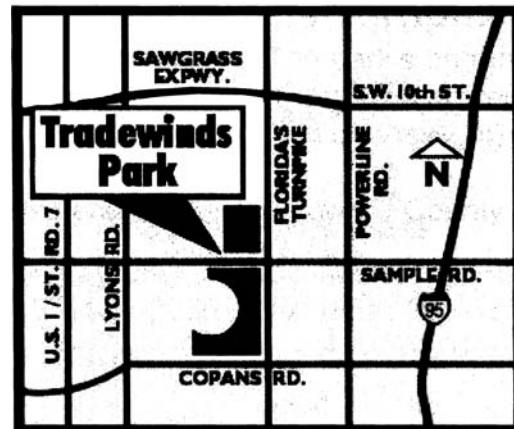
3600 W. Sample Rd., Coconut Creek, FL 33073

(954) 968-3880 • Fax: (954) 968-3896

From I-95 & the Turnpike:

Head west on Sample Road. The park's entrance is on the south side of the road. The picnic will be hosted in the Atala Pavilion (first on the right).

The park is also accessible off Broward County Mass Transit bus route #95.



Our Deepest Sympathy

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

Flora Bonaparte
BU02-3 • 4/28/08

Dorothy Taylor
BU02-2 • 6/13/08

Anita White
BU02-4 • 8/31/08



Save the Date!

Steward's Dinner

Saturday,
December 13th, 2008
7 p.m. to Midnight

T H E F E D E R A T I O N
C O N T A C T I N F O R M A T I O N

Ext. Division Officers

- 221 **Daniel D. Reynolds**
President
- 222 **Marilyn C. Swank**
Secretary/Treasurer

Ext. Office Staff

- 226 **Yvette A. Fishman**
Secretary
- 224 **Janeth F. Gutierrez**
Accounting Clerk II
- 228 **Chris Mahadeo**
Membership Coordinator
- 232 **Maria D. Miller**
Secretary/Receptionist
- 230 **Valerie D. Pigatt**
Controllor
- 238 **Pilar Forero**
Secretary
- 232 **Nadezda Martinez**
Special Projects

Ext. Business Representatives

- 240 **Lisa Zarazinski**
BSO
- 243 **Roy A. Jarrett**
SBBC Facilities
- 245 **Tony Fenoy**
BSO
- 235 **Linda B. Lewis**
SBBC Transportation
- 239 **Glynda J. Linton**
SBBC Food Service, Clerk of Courts, 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

Jerry D. Russell
(863-299-7988)
Polk County, Winter Haven

236 **Jim A. Silvernale**
BCC, SBBC Maintenance, Pembroke Pines, Tamarac

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**

233 **Carol Nicome-Brady**

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.

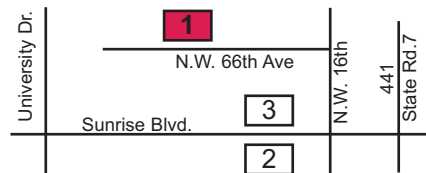
FEDERATION OFFICE HOURS:
Monday - Friday
8 A.M. - 6 P.M.

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
- 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.

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 Saturday in Dec, Feb, April,
June, Aug, Oct
9 A.M. Federation Bldg.

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

Division General Membership meetings are held the first Saturday in
Dec, Feb, April, June, Aug & Oct; at 10:30 A.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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