



## Officers

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## Negotiations Coming to UO, SEIU Team to Meet Members

On Tuesday and Wednesday, March 12 and 13, contract negotiations between OUS representatives and the SEIU Higher Ed bargaining team will take place on the UO campus in Eugene. (Typically, during the bargaining process, negotiations move around among the universities in the Willamette Valley.)

On March 13, our SEIU Higher Ed bargaining team will take a break from negotiations and attend Local 085's regular monthly Local Meeting from 12-1 pm in the EMU's Ben Linder Room. Lunch is provided. Be sure to stop by, get the latest bargaining update, and ask any questions you have for our bargaining team. These folks are putting in a lot of time and effort on our behalf, so come out and show them your support!

Members who are interested in observing the negotiations on their own time are welcome to attend, as long as they follow the rules for observers that SEIU and OUS have agreed upon.

Please contact Kurt Willcox (6-2291), if you're considering dropping by. Room arrangements for the bargaining are still being worked out.



Bargaining at WOU



## Bargaining with OUS Kicks Off at WOU

The SEIU and OUS bargaining teams held their first face-to-face bargaining session on February 20-21 at Western Oregon University (WOU) in Monmouth. I am representing UO workers in negotiations; Terry Leary, Human Resources Manager for Campus Operations, is representing UO administration.

Our SEIU bargaining team sent an e-mail update to all OUS classified employees on February 25 that describes what occurred and provides a link to a list of the main proposals we made to OUS. I've added a few more of our proposals to that list and included it in this issue of the Local Focus. Our bargaining team will be sending e-mail updates after each bargaining session and I'll try to add more details at Local Meetings and in the Local Focus. This first session saw us provide OUS with the bulk of our proposals. We are finalizing proposals involving professional development and training, selective salary increases for individual job classes, differentials, and a few other issues and will present them at future bargaining sessions.

OUS has a new lead negotiator named Brian Caufield. He told us that he agrees with our bargaining theme, "In It Together." He said he wants to break down the walls between classified employees and management because we're all part of OUS and our common goal is educating students. Brian said we must partner together to find "efficiencies" that will allow us to create a "sustainable" higher education system for our kids and grandchildren.

The issue Brian focused on was employee benefit costs, which he says are "skyrocketing." He pointed out a study that reviews what public employee bargaining units around the country are paying toward the cost of health insurance. For Employee Only coverage, public employees are paying on average 12% of the premium. For Family coverage, the average public employee contribution is 22%. The OUS team has made no proposals in this area yet, but we know they'll be asking us to pay more – and we know what our answer will be.

Most of the proposals OUS gave us involved minor things – typos, inconsistencies ("work days" vs. "workdays"), and clarifications – the kinds of things you'd expect a new lead negotiator to pay attention to. However, as our Bargaining Update noted, there were a few proposals that would drastically limit workers' rights, including:

- Allowing performance evaluations to be used for discipline while keeping them non-grievable.
- Requiring workers to give up the right to file lawsuits to resolve discrimination complaints and making grievances and arbitration the only method available to pursue such issues.
- Placing the burden on employees to figure out whether management has shut down or modified opening times for a campus or facility due to inclement weather.
- Requiring employees to use their own leave time when they are subpoenaed into court, if they are going to be testifying against OUS.

~ Kurt Willcox, Local 085 Chief Bargaining Delegate



## A Union Night at the Roller Derby

The Graduate Teaching Fellows Federation (GTFF) is extending an offer (to other Unions on campus) of discounted tickets to the Roller Derby at the Lane Events Center. The next bout is at 6:00 pm on March 16. Let's provide a good showing from SEIU and join the GTFF and United Academics in cheering for our favorite team!

The Emerald City Roller Girls (<http://emeraldcityrollergirls.net/>) are excited to offer the University of Oregon's campus labor unions a special union members' discount on bout tickets!

Tickets to upcoming bouts will be sold at the GTFF office (870 E 13th Avenue) at a special rate for all members of the campus labor unions. Tickets can be purchased in-person, cash only, during normal business hours (9:00 am-4:00 pm); discount varies depending on the event. Limit of 4 tickets per union member. The next event will be a March 16th double header. The ticket price is \$10 for full members if purchased at the GTFF office. Regular price for the general public is \$12 plus a convenience fee. Children 5 and under are free, 6-10 years old are \$5 at the door. Questions about this discount? Contact Amber Cooper at [amber@gtff.net](mailto:amber@gtff.net).

### UPCOMING EVENTS

MARCH			
6	CAT Meeting, EMU, Noon-1	27	Lobby Day with Education Allies, State Capital, Salem
7	Eyewitness Updates on Honduras: Attacks on LBGTQ Community & Unions, Chuck Kauffman (Ben Linder Room, EMU), Noon-1	28-29	SEIU-OUS Contract Negotiations (PSU)
12	SEIU-OUS Contract Negotiations (UO)	<b>APRIL</b>	
13	Local Meeting & Update from SEIU Bargaining Team, Ben Linder Room, EMU, Noon-1	3	CAT Meeting, EMU, Noon-1
27	Executive Committee Meeting, 530pm, Eugene SEIU Office	10	Local Meeting, Ben Linder Room, EMU, Noon-1
		18-19	SEIU-OUS Contract Negotiations (TBA)
		24	Executive Committee Meeting, 530pm, Eugene SEIU Office



## Over \$500 Added to Strike Hardship Fund in February

The day dawned cloudy and cool. Was that a hint of rain in the air? Certainly not in Oregon. The Strike Hardship Fund Bake Sale table setup was complete by 9:30 am and sales began shortly after that. Throughout the day, many people stopped by and chose from a wide range of goodies created by talented and dedicated Union members, from candies to cookies to brownies.

Shortly after the opening bell, the atmosphere was considerably improved by the addition of sunshine and a clear sky, which threatened to melt some of the chocolate. Not to be deterred, the table staffers persevered. We collected many Valentine's Day cards for President Gottfredson from supporters and members, contributing over forty to the afternoon presentation, and had great conversations with supporters. At closing, the table had netted \$356.79. The Knight Library Leftover Sale brought in another \$43.61 for a final total of \$400.40.

At the Local meeting just the day before the Bake Sale, I was given \$100 for the Fund and a note from an anonymous worker in Facilities: "This hundred dollar bill is for [the] Union Hardship drive. This is anonymous hoping that other Union workers will contribute. Thank you." We give a big "Thank you!" to the generous worker who made this contribution and hope others will answer his hope.

This is a fine example of standing together in solidarity, offering support to fellow Union members.

Total added to Strike Hardship Fund in February: \$500.40! Good job, everyone! Thanks to all who staffed the table and brought delecticious things to sell!!!

### Labor Choir at the Valentine Presentation



David Landazuri, Melanie Jackson, Dorothy Attneave, Lois Yoshishige & TK Landazuri serenade Dave Hubin (Senior Assistant to President Gottfredson) with song and cookies (made by Leola Jewett-Verzuh)



## How Can We Reduce Health Insurance Claims Costs? By Creating a Healthier Workplace!

For all its difficulties, the Health Engagement Model (HEM) is based on the assumption that we can help reduce health insurance claims costs by making an effort to take better care of ourselves. That's certainly useful, but it's only part of the picture. It won't do some of us any good to work on our personal health, if the conditions we face at work cause or increase the likelihood of illness.

Those problems can include everything from the physical demands or layout of our workplaces to excessive workloads to inflexible work schedules to bully bosses. That's what a significant number of OUS employees told us on the Wellness Survey that SEIU 503 conducted several months ago. As a result, our OUS Bargaining Team is making a range of contract proposals to help create healthier workplaces. Be sure to watch for them.

Here's part of what OUS employees said on the Wellness Survey:

- 44.3% said they experienced health problems due to stress, because of their workload in the past year.
- 29.5% said they experienced health problems due to stress, because of a problem manager or bully boss in the past year.
- 19.7% said they found it difficult to get a more flexible work schedule to accommodate health issues or in order to engage in physical activity in the past year.
- 66.3% said a policy that allowed them to occasionally work from home would help support their health goals.
- 45.2% said there are issues with the buildings they work in, such as duct work, mold, heat, bathrooms, and air quality.
- 34.9% said there are ergonomic problems that aren't being addressed in their workplaces.
- 69.6% support a policy to fully fund Wellness Coordinators and Wellness Committees and to give them the time and resources needed to advance the health goals of their work sites.

~Kurt Willcox

### Things Unions Made Possible

- Wrongful termination laws
- Age Discrimination in Employment Act of 1967
- Whistleblower protection laws

### Things the Union Does for You

At the University of Oregon during the period January 23 to February 26, 15 cases were handled by Local 085 Stewards.

#### Contact SEIU:

SEIU 503-Eugene Office  
488 E. 11th Street  
Eugene, OR 97401  
541-342-1055

## Representing Union Members

### Contact your Steward

**John Ahlen**  
International Affairs, 6-1422

**John Anthony**  
Facilities Services, 6-2042

**Lucas Brown**  
Housing, 6-4641

**Paul Buchanan**  
Facilities Services, 6-1546

**Johnny Earl**  
Facilities Services, 684-8351

**John Jackson**  
Facilities Services, 6-2188

**James Jacobson**  
Global Education, 6-3439

**Donna Laue**  
English, 6-0054

**Gary Malone**  
Facilities Services, 6-2215

**Carla McNelly**  
Undergraduate Studies, 6-1229

**Chuck Theobald**  
Lewis Neuroimaging, 6-0343

**Theo Ko Thompson**  
Admissions, 6-1301

**Kirk Wilcox**  
Facilities Services, 6-2188

**Lois Yoshishige**  
Business Affairs, 6-1251

### Have A Work Problem?

Call the SEIU Local 503  
Member Resource Center

1-877-798-0008 (Toll Free)  
Staffed by trained organizers  
8am-5pm, M-F

Call the Local 085 Steward Message Line  
6-0321

Leave a name, number & the issue;  
we'll call back.

Check out what all the SEIU members are doing around the state [www.seiu503.org](http://www.seiu503.org) and nationally [www.seiu.org](http://www.seiu.org) and find relevant information on many topics (i.e., calendar, political action, benefits, etc.).



### Regular Days of Meetings

CAT Meetings - 1st Wednesday

Local Meetings - 2nd Wednesday

Stewards Council - 3rd Wednesday

Executive Committee - 4th Wednesday

### What You Can Say

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative or steward be present at this meeting. If I am denied my right to have a union representative present, I will refuse to answer accusatory questions and any questions I believe may lead to discipline."

Weingarten Rights Statement

## ONE MEMBER'S VALENTINE MESSAGE TO PRESIDENT GOTTFREDSON

Dear President Gottfredson,

I work as a researcher in the College of Education. I have been at the UO for four years.

In that time, we've had two years of wage freezes and two years of small raises; two years with only one step increase and two years with delayed step increases; a 5% premium share and new co-pays and deductibles on our health insurance; and furlough days all four years.

Over the same period, the UO has greatly expanded its tuition revenue, but it hasn't invested enough of it in education and services for students. What it has invested in is more administrators and higher salaries for administrators.

- Provost Bean's recent report shows a 20% increase in students in 5 years, 28% increase in OAs, and 13% increase in classified workers.

- President Lariviere gave nearly \$2 million in raises to about 400 administrators in 2011 and Interim President Berdahl gave all OAs a 3.5% increase last fall.

Four years ago, when the banks and Wall Street crashed the economy, I and other classified employees understood the difficulties Oregon and OUS faced and we were prepared to share in the needed sacrifices. 75% of us in OUS make under \$40,000 a year and nearly 40% of us make less than \$30,000 a year, yet we were prepared to do our fair share. But the burden hasn't been equally shared. There have been no significant sacrifices for other parts of the UO community - just classified employees.

It is time for you, as our new leader, to stand up on our behalf and show us you value the contributions we make to this university. We need you to join with us in insisting that OUS negotiate a fair contract settlement with classified employees this year. It's not just the right thing to do for employees. Such a settlement will strengthen the UO and be an investment in its future.

Be my valentine and show me you value the work I do!

Kurt Willcox



**Valentine Song for President Gottfredson**

Performed Feb. 14 at Johnson Hall by the Local 085 Labor Choir  
Lyrics by Dorothy Attneave

(To the tune of "Love & Marriage")

Compensation, Compensation,  
Goes together with a working nation  
Simple logic, Brother:  
You can't have one without the other!

Compensation, Compensation,  
Ours is subject to negotiation.  
If you claim to know us,  
Now would be the time to show us!



**Nisenfeld Testifies for SEIU on Institutional Boards**

On Feb. 7, Marc Nisenfeld, chair of our Higher Ed Council testified before the Senate Education and Workforce Development Committee about SB 270 that would allow the UO and Portland State to create institutional governing boards. These boards would assume much of the authority and oversight that currently occurs through the Oregon University System (OUS) and the State Board of Higher Education (SBHE).

"Good afternoon – my name is Marc Nisenfeld and I am a member of the Service Employees International Union - Local 503. SEIU represents about 4,000 classified workers who support students and faculty at all seven universities.

I serve on the SEIU Board of Directors as well as chair our Higher Education Council. I also chair our Bargaining Team, and I am President of our Local at Portland State University... I've been at PSU for twenty years and I love having the opportunity to contribute to the higher education of Oregonians and to research that advances our knowledge in many areas.

I am here today to provide testimony of our concerns around Senate Bill 270 – the so called pathway for Institutional Boards at the University of Oregon and Portland State University. We are presently opposed to SB 270 as we await someone to provide a compelling argument for any benefits that will be created by this bill.

**If these institutional boards are, in fact, created, we are strong supporters of having internal campus representatives serve as voting members on each of them.** Over the last several years, our Union's Higher Education Council drafted a set of principles which were adopted by our entire Union. These principles included the following approach to institutional boards: "a majority of the members of such boards should be elected from the community and represent students, faculty and classified staff.

**What we envision is a body that has democratic roots and accountability and that relies on the experiences and knowledge that internal representatives – those who work and study on campus – can bring to these boards.** Would you create an advisory/governance body for the legislature that didn't include the folks who worked within? Highly unlikely! We also strongly suggest that students, faculty and classified staff be able to elect their representatives. Furthermore, we would suggest holding jurisdictional elections for some of the designated at-large positions, similar to the way community colleges elect their board members. We see this as a way to further ensure a level of democracy and accountability that only predictable and contested elections can provide.

Some other concerns we have about the pathway that is SB 270 are:

- Local/institutional boards will cost the state more money & divide Oregon's Higher Education communities. Instead of a unified OUS request to the legislature - individual universities will use regional political clout to squeeze money out of the system in competition with the other universities.

- We understand that Institutional Local Boards will cost somewhere between \$3 million - \$8 million for each board - per year – as estimated by the State Board of Higher Education's Governance and Policy Committee in a March 16, 2012 presentation. Added functions per campus include Legal; Audits, Board Support and Communication; Risk Management; Treasury and Payroll, to name a few. SB 270 is insufficient at describing how "shared services" currently under OUS will be divided up and/or provided."

**UO Increases in Student and Employee FTE\* - 2007–2012**

<b>Groups</b>	<b>2007</b>	<b>2012</b>	<b>Increase</b>	<b>% Increase</b>
Students	20,361	24,574	4,213	20.7%
Faculty	1,377	1,626	249	18.1%
Graduate Assistants	510	635	125	24.5%
Officers of Administration	923	1,182	259	28.1%
Classified Employees	1,308	1,483	175	13.4%
<b>TOTAL EMPLOYEES</b>	<b>4,188</b>	<b>5,010</b>	<b>822</b>	<b>19.6%</b>

\* FTE = Full Time Equivalent Source: UO Office of Institutional Research



### Valentine Campaign Has Successful Conclusion

We tried something new this year – sending Valentines to UO President Gottfredson asking him to support a fair contract settlement for classified employees. And people responded very positively.

We ended up sending President Gottfredson more than 425 valentines in just over two weeks. This included about 70 that went directly to Johnson Hall as e-cards. The majority of valentines came from classified employees with custodians well represented. We also delivered a good number from students and from faculty, thanks to the efforts of the United Academics Organizing Committee. Several OAs also supported our cause with Valentines.

Thanks to all who participated! It was a positive and creative way to begin our campaign for a fair contract. Now we'll see if President Gottfredson was listening.

### Bargaining at WOU



Rich Peppers,  
SEIU Chief Spokesperson



Paul McKenna,  
SEIU Research Director



Star Holmberg's  
Personalized Valentine to  
President Gottfredson



### Football Coaches vs. Classified Employees

Maybe you saw the same story I did recently in the Register-Guard - it reported that the nine UO assistant football coaches earned \$3.2 million in 2012. (That doesn't include former head coach Chip Kelly who made \$3.5 million all by himself.) That \$3.2 million put the UO in the Top 10 nationally for the best-paid assistants.

But the coaches' actual wages were lower than that. That's because the \$3.2 million total included \$450,000 in retention bonuses that only a few of them received. So, our assistant coaches didn't really crack the \$3 million mark in wages until this year when they all got raises of \$30,000 to \$100,000 and some were given their previously scheduled increases five months early. (Some coaches left, but it appears the new ones got similar salaries.)

Now, the story didn't say how much these nine assistants received in actual raises in 2012, but I was curious to see how the raises we 1,650 UO classified employees received last year stacked up against that \$450,000 in retention bonuses.

**COLA:** We got a 1.5% COLA last year. The average annual classified salary in OUS is about \$35,000. Because some of us are part-time, 1,650 employees works out to 1,483 FTE. **Total cost: \$780,000**

**Steps:** The size of step increases varies depending on what step you're at and what job class you're in. I assumed that the average step was about 4.25%. I also assumed that about 1,000 of the 1,483 FTE weren't topped out and received a step increase. And, of course, steps were delayed 6 months. **Total cost: \$744,000**

**Furlough Days:** Because of furlough days, we had to give back some of what we gained through the COLA and step increases. The number of furlough days ranged from 7 to 11 for the biennium depending on wage level. I assumed an average of 4.5 days per employee in 2012. **Total "savings": \$901,000**

**Final Result:** Raises for 1,650 classified employees in 2012 cost the university about \$623,000. Retention bonuses for a few assistant football coaches cost the Athletic Department \$450,000. And if you assume a 3% raise on their \$2.8 million in wages, that brings the assistant coaches total up to \$534,000.

I know the Athletic Department says it's privately funded and the UO will say these are separate pots of money, but the numbers say something, too.  
~ Kurt Willcox

### Summary of Main SEIU Higher Ed Bargaining Proposals

Presented to OUS February 20, 2013

#### **ECONOMIC JUSTICE**

- Wages Restore normal step increases.  
Provide annual cost-of-living adjustments (COLA) based on consumer price index, plus 2%, with a flat-dollar floor of at least \$100/month. Increase on July 1, 2013 would be about 4.1%.  
  
Equity proposal: No classified worker's COLA should be lower than the highest COLA an administrator receives.  
  
Living wage proposal, so no full-time worker has to rely on food stamps.  
  
Longevity bonuses for workers with 10, 15, and 20 or more years of employment.
- Retirement Maintain 6% PERS employer pick-up.  
  
Early retirement incentive for workers with five years of OUS service who are retirement-eligible.  
  
Allow Tier 3 employees to cash out sick leave on retirement at the same rate Tier 1 & 2 employees can add sick leave to their final annual salary when retiring.
- Health Insurance Freeze employee premium contributions at current dollar amounts.  
  
Treat classified employees like Officers of Administration and faculty by providing full-time benefits to part-timers.  
  
Create hardship fund to help low-wage workers pay for the increased deductibles and co-pays.  
  
Increase premium subsidy for low-wage part-time workers by \$10/month.
- Get Oregon's Money Back Commit OUS to join SEIU 503 in demanding the State of Oregon conduct an investigation and take legal action to collect all moneys lost due to illegal or unethical actions by banks. No cuts to student services or workers' pay/benefits until lost money is restored. OUS to end business relationships with those banks until they pay Oregon back its money.

#### **QUALITY SERVICES**

- Contractor Accountability Require OUS to bring work in-house, if SEIU can demonstrate that it is more expensive to outsource the work.
- Staffing Increase staffing ratios between classified employees and supervisors to eliminate unnecessary supervision and ensure more resources are spent on services to students.

#### **HEALTHY WORKPLACES, HEALTHY PEOPLE**

- Flexible Scheduling Strengthen employee access to alternative schedules and work arrangements, including telecommuting, 4-10's, and combining lunches and breaks.
- Stress Reduction Improve workers' ability to deal with stress caused by bully bosses, inappropriate workplace behavior, or excessive workload through the grievance procedure or prioritization of work by a supervisor.

*(continued on following page)*

*(continued from previous page - Summary of Main SEIU Higher Ed Bargaining Proposals)*

- Hardship Leave Expand current program to allow donations of sick leave, in addition to vacation leave, and allow faculty and Officers of Administration to donate, as well.

#### **RESPECT**

- Representation Expand workers' rights to representation in meetings with management.
- Supervisor Training Require management to ensure supervisors are trained on the contract, on employee rights, and on their role as supervisors.
- Salary Placement Ensure new hires have significant job-related experience before placing them on the salary range at a step equal to or higher than current workers or else move current workers up to the same or higher steps in the salary range.

## P R E S I D E N T ' S M E S S A G E



*Gary Malone*

How much money do you need to save for retirement? It's a simple enough question. But the answer is complicated because there are so many variables—some known, others impossible to pin down—that can shape the answer, sometimes dramatically.

Many SEIU members are not adequately prepared financially for retirement, but you can change your savings behaviors. The steps are straightforward: As an SEIU Classified employee you are automatically a part of PERS and Social Security. However you should also enroll in our workplace plan— the 403b; the earlier, the better.

Follow these simple steps to ensure a comfortable and secure retirement. 1) Save at the highest levels possible. 2) Increase your 403b contribution rate periodically as your salary grows. 3) Invest in a diversified asset mix, or a target date fund which is automatically adjusts your asset classes based on your retirement date.

As you approach retirement, envision the lifestyle you want, and estimate what it will cost. Own your plan—stick with it, stay engaged, and avoid taking out loans or cashing out when you change jobs. Every individual's priorities and needs are unique. But determining how much income you'll need in retirement is a critical step in meeting your goals. Remember, retirement savings is a bill you cannot afford to not pay. The earlier you start saving the less money you need to invest.

Time equals money. Pay less now or pay more later.

## **Eyewitness on Honduras: Attacks on LGBT Community and Union Leaders March 7, 2013, Noon-2:00 pm, UO EMU Ben Linder Room**

The SEIU Local 503, OPEU Civil and Human Rights Committee has invited Chuck Kaufman to the UO campus to talk about his experiences with attacks on the LGBT community and Unions in Honduras.

When Chuck Kaufman visited Honduras for the first time he was impressed with the struggle of teachers, unionists, LGBT community, and indigenous, peasant, women's and youth groups all united under the National Front for Popular Resistance (FNRP) to oppose the 2009 coup and "refund" the Honduran State. Tragically, over 80 peasant coop members have been killed since the coup and over 70 members of the LGBT community have been killed including Eric Martinez, the first openly gay candidate running for Congress. Unionists have also been targeted for assassination including teachers and the president of the Social Security workers union. In no case has anyone been brought to justice.

Chuck Kaufman is National Co-Coordinator of the Alliance for Global Justice. He has been a leader of the Central and Latin America solidarity movements since joining the staff of the Nicaragua Network in 1987. Chuck has been in the front ranks of the movements to support the right of people in Latin America and the Caribbean to dignity, sovereignty, and self-determination. He has led delegations to Nicaragua, Venezuela, Haiti and Honduras, including five delegations to Honduras since the June 28, 2009 coup. He organized a delegation for the Honduras Solidarity Network (HSN) of 35 people during the November 2012 primary elections in Honduras. He will help organize toward the HSN goal of sending 200-300 election monitors for the Nov. 23, 2013 Honduran presidential election.

The Alliance for Global Justice grew out of the Central America solidarity movement of the 1980s, specifically the Nicaragua network. It's global vision includes building "societies which explore and implement alternatives to the unjust domination of governments, global financial institutions and multinational corporations which denigrate the world's peoples and devastate ecosystems. It is the mission of the Alliance for Global Justice "to achieve social change and economic justice by helping to build a stronger more unified grassroots movement. We recognize that the concentration of wealth and power is the root cause of oppression requiring us to work together across ideologies, issues and communities.

SEIU 503 Civil and Human Rights Committee (flyer attached) serves as a resource for all union members and SEIU staff. The Committee's mission is to increase participation among our diverse membership by addressing economic justice issues, developing leadership, promoting respect and understanding and creating a culture of inclusion.

