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United Government Security Officers of America, Local 52 cell (619) 608-5092  
[www.ugsoa52.com](http://www.ugsoa52.com)

## CBA Signed and in effect on 29 April, 2008

Now that we have a new Collective Bargaining Agreement (CBA) between Local 52 and PARAGON Systems, Inc. there are several changes incorporated into this new CBA. Get a copy of one and read it. We are awaiting for the new contract to be issued, and this one will be for five (5) years. To let you know that some of the changes deal with a negotiated pay increase effective 1

October, 2008 from \$24.55 to \$26.00 an hour. That is an increase of \$3,016 a year. Now this also an increase in the health and welfare form \$3.22 to \$3.36 per hour. We are still in negotiation on several more outstanding on the agenda. If you need a copy of the CBA, go to the Union website ([www.ugsoa52.com](http://www.ugsoa52.com)), or contact the Executive Board. I have heard

several officers say that the Company (PARAGON) does not recognize the Union. Since the signing there has been three (3) grievances filed and completed, with all in favorable with the member. We are here to help you, give US a call or send US an email we have come a very long way. *Get the fire burning! Become a Steward! Fight for what is right! Our rights!*

## The Union Steward...

*The Union steward, who are these of lowly pay, with haggard look and hair of grey? They get no rest by day or night. They're always wrong. They're never right. They do not have a law degree, but go to bat for you and me. Though seldom have they been to college, they must possess the widest knowledge, of labor grades and when to grieve, vacation pay and sickness leave. Of overtime and who's to do it, of coffee time and who's to brew it. The how and which and why and when, If, with forepersons they agree, then*

*they're rats who've got weak knees. If, to the workers they try to cater, they're branded as agitators. Those who have taken this slop are called the STEWARDS of your shop. -Anonymous*

Are you are Steward, delegate, or a frontline union representative? If so, you are part of an extraordinary group, estimated at several hundreds of thousands, found in workplaces throughout the United States. Union stewards represent departments, shifts, and work sites. They police the contract, file grievances,

solve problems, monitor safety, oppose harassment, and sign up union members. A steward's position is not without its perils. Bosses may respond to grievances with insults or hostility. They may view persistence as disrespect or even insubordination. To protect yourself, you will need to draw on three resources: member solidarity, contract rights, and labor law. They are the unsung heroes, but when it hits the fan, I would rather have them on my side than against.

## You have “Rights”



Before the Union ever got involved, the management would do what they wanted to do. I bet some of you had experiences like, when a boss came by, he would tell you, you had to work late, and you could not say anything about or you were “Fired.” Now you have rights; refer to the Weingarten rights (NLRB v J. Weingarten, Inc. 1975). That under Federal and State Laws you have the right to union

representation when you are called in for an investigatory interview. To get Union representation, however, you must have a reasonable belief that you will be disciplined as a result of the interview, and you must request that a Union Representative be present. You are also entitled to consult with your Union Representative before the meeting begins. If you are

called in for such an interview requests a Union Steward. You can obtain copy of the Weingarten rights at the Union website, ([www.ugsoa52.com](http://www.ugsoa52.com)) and look under the file “Weingarten.” Always remember you do have rights. If you have any question contact the Executive Board, again we are here to help you.

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*“Remember you have rights, before you are counseled by a Supervisor, remember you have rights!”*

## Grievance, Mediation and Arbitration

A grievance shall mean a disagreement or dispute raised by the Union or an employee which arises during the term of the Agreement concerning the application, meaning or interpretation of an express provision of the Agreement or the employment relationship between the Company and employee, including but not limited to claims of unlawful employment

discrimination. Here in the CBA, a grievance shall be resolved through many channels. Always refer to the Collective Bargaining Agreement, there are steps in the process; HOWEVER, remember there are timelines. The Company always does an investigation, and so does the Union. The Union, at its best, will finding all the facts the company maybe looking or seeking to

ignore. In attempt to shade or hide the truth. Here are a couple of pitfalls:

1. Grievance must clearly show violation of the contract and not just a “problem”
2. The grievance must be written to point out the issue, and along with the part of the contract that has been violated.
3. Timelines



## Here is something all members should know...

Every UGSOA International Union member in good standing is covered (for free) by an Accidental Death policy through American Income Life (AIL). This policy amount is \$3,000.00. This is what is needed for a

beneficiary to collect on this policy:

1. Copy of Death Certificate
2. Letter from the International stating the deceased was a member in good standing

3. All pertinent information about the beneficiary.

If you'd like more information on the other benefits AIL offers, visit their website at [www.ailins.com](http://www.ailins.com).

## Bankruptcy.....

Since the closing of the doors of USProtect. We had to deal with our own bill collectors; and your Executive Board came in and help expedite the Bankruptcy Judge to release OUR hard earned 401k; next we are working on the missing wages. Those members who did not submit those DOL questionnaires, they had until the 28 August to get it done; along with submitting the B-10 form (Proof of Claim). The Government has until the 22 October, 2008 to submit theirs. Now to bring you all to light, the

most recent email from the TRUSTEE, received on 25 August, 2008..”No new word in terms of payments to creditors from the bankruptcy estate. The TRUSTEE filed her report of sale last week, showing that close to \$58K was added to the estate due to the auction of the office equipment in the former USProtect headquarters. The TRUSTEE also settled a couple of the adversary proceedings suits I mentioned in my last update. I am glad to hear that your officers are aware of the August 28, 2008 proof of claim due

“received by” due date, and are sending in their forms. Sent from T. Ohm asst. to Janet Neece (TRUSTEE). Your Union is always son the job and asking to get this expedited. By law this is usually a two (2) to four (4) year process. The Bankruptcy Judge says it can be done before that; he said that the 60 day window is very realistic. The battle still rages on. Keep the fire burning! Support your Local Leaders!

[www.ugsoa52.com](http://www.ugsoa52.com)

Drop US a line!



The Equality Rule..Steward's  
Immunity

## Michael Holiday Pleads “GUILTY”/Sentenced

The former owner of a Maryland security firm pleaded guilty Wednesday to lavishing an ex-General Services Administration contracting officer with shopping bags filled with cash and an expensive Caribbean cruise in exchange for federal contracts worth more than \$130 million. Michael Holiday, 50, of Silver Spring, Md., admitted in U.S. District Court to bribing a federal official and then failing to pay more than \$400,000 in federal taxes on his ill-gotten earnings. Holiday

also pleaded guilty to an unrelated charge of transporting child pornography by computer. Dessie Nelson, 65, a former GSA contracting officer, and Richard Hudec, 44, a former top official with the security firm, then known as Holiday International Security, were charged Wednesday in connection with the scheme. The company was sold in 2003 to Hudec's wife, Lisa, and renamed USProtect Corp. Lisa Hudec has not been charged with any criminal

wrong doing. But she does not return any phone calls. All three (3) have been sentenced, or awaiting to go to jail; which is on the 8 September, 2008. Again this case was the largest corruption case ever prosecuted in Maryland, in terms of the size of the contracts involved, according to U.S. attorney Rod Rosenstein. "Government employees are given broad discretion about how to spend taxpayer money," Rosenstein said. 'You can access the web: [www.govexec.com](http://www.govexec.com).

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*United We Bargain,  
Divided We Beg!!*

## UGSOA Local 52

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### **A word from the International President..**

A word from the Internal President—Support your Local Leaders! Most UGSOA Locals have members, just like you, who are working daily with a target on their back. So, I must repeat, support your Local Leaders. These guys lay it on the line for YOU on a daily basis. I can't tell you the number of times members call me with criticism of their Local's leadership, only to step up to a leadership position a year later themselves and find the amount of work needed to run the Local Union can sometimes be over bearing. I have seen to

many good Local leaders burnout for lack of support from their members and Local E-Boards.

How can you support them? The answer is simple, when they call on you to write a letter to your Congressman or Senator, or when they ask for a statement about an incident, do it. If they tell you the new Company is being overly difficult to negotiate or deal with, offer to take action. Let them know that you are there 100% behind them; this usually sets a fire inside them. If you need a copy of the International

Newsletter, just contact the Executive Board, or go on the International's website:

[www.ugsoa.com](http://www.ugsoa.com)

Or give them a call at 1-800-572-6103

We are here, just like your Locals, just give US a call or send US an email. Currently we are gearing up for several meetings for the Local: Calexico will be on 6 September; San Diego will be on 13 September, and Northern Area is 20 September. Come let's hear your voices be heard!!!!!!

### ***About Our Organization..***

The UGSOA Local 52, was chartered in 1996. At that time our President was Allen MILLS, The Vice President spot was held by Phillip PAYTON and Bryan MYERS was

the Secretary/Treasurer. Our hats off to these pioneers. Today the Local is headed by Robert NOWOSIELSKI, The Senior Vice President is Ben MORENO, The First

Vice President is William RULE, and James SOUZA is Senior Shop Steward. We wish them strength, guidance, and also the support of our members.

