



LOCAL 459

838 Louisa Street, Suite A ■ Lansing, MI ■ 48911-0214

Dear New Employee/Member:

I would like to take this opportunity to welcome you as a new employee or a new member in a bargaining unit represented by the Office and Professional Employees International Union, Local 459. If you are like many new employees, this may be the first time you have been represented by a Union and you may have questions about what this means to you.

Union representation means that Local 459 acts on behalf of you and other unit members to negotiate and administer a legally binding contract known as a collective bargaining agreement that sets forth your wages, benefits, hours, and other working conditions. Because employees negotiate together through the Union, Union members receive higher wages and better benefits than non-union workers doing similar jobs. Strength in numbers makes this possible.

Our Local was founded in 1973 and currently represents more than 2,500 employees.

We are affiliated with AFL-CIO. The AFL-CIO has more than 16 million members. By joining our Local, you become part of the united family of organized labor.

I would like to direct you to our website www.local459.org for a wealth of information. You can find your collective bargaining agreement, a listing and links to the many benefits only available to dues paying members, our Local Constitution, and links to our International. You will also find detailed information about your rights when being investigated, links to your Service Representative, information about your Executive Board, and so much more.

Your Employer may not notify us if you change your address. If you move, please do not forget to contact us with your updated information.

Your membership in the Union does not automatically end when you quit your job. In order to leave in good standing, you need to request a withdrawal card from the Union. The card may be used in lieu of an initiation fee if you ever rejoin our Union or any other AFL-CIO Union.

If you have any questions or concerns, please contact your Union steward or our office. The phone number of your Local office is (517) 887-8844.

Welcome to Local 459.

Sincerely,

Elizabeth Lehner
President

(517) 887-8844 ■ fax (517) 887-8848
www.Local459.org ■ Local459@Local459.org

More than 50 great benefits for OPEIU Local 459 members

OPEIU is pleased to provide these benefits at no additional cost to the member.



TOWING/SERVICE CALLS BENEFIT

Up to two towing/service calls per year for each member (includes family members living in the same household as the member) valued at up to \$100 USD each (\$80 USD call plus \$20 USD administrative fee) administered through Nation Safe Drivers. Includes:

Free Hook Up and Towing	24-hour Emergency Lockout Service
24-hour Emergency Roadside Assistance	24-hour Emergency Delivery of Supplies
24-hour Emergency Battery Service	24-hour Emergency Tire Service

For towing or service, call **1-800-617-2677**. For reduced rates on flights, hotels and more, visit preferredmembers.com. For hotel discounts, book online or call **1-800-916-1439** (discount code 136142).

\$2,000 DEATH BENEFIT & \$2,000 ACCIDENTAL DEATH AND DISMEMBERMENT BENEFIT

Certificates can be found on the website and app and can be printed and kept with your other important documents. Visit OPEIU.org and click on **Member Resources** for more information.

IDENTITY PROTECTION

Internet monitoring and fully managed recovery. To activate your benefits, register immediately at OPEUIDProtect.com. You can also register by calling 800-637-5680.

OPEIU DISCOUNT COLLEGE BENEFIT

Our college benefit offers flexibility and numerous options for union members and their families to further their education. The program's extensive network of colleges and universities is comprised of accredited institutions committed to providing discounted tuition rates to our union members and their families. Visit OPEIU.org and click on **Member Resources** for more information.

OPEIU STUDENT DEBT REDUCTION

OPEIU is pleased to offer an OPEIU Student Debt Reduction Program to help members repay their student debt. The fund provides five awards of \$2,500 a year.

OPEIU SCHOLARSHIPS

Full-time scholarships of \$6,500 and part-time scholarships of \$2,650 and a \$3,250 scholarship for labor studies programs. Visit OPEIU.org and click on **Member Resources** for more information.

UNION PLUS BENEFIT

Learn more at www.unionplus.org.

OPEIU APP

The OPEIU app has proven to be a great way for members to stay connected to their union, learn more about their membership benefits, find links to OPEIU's social media networks and much more. The app is available for free download for iPhones at the App Store and for Android devices at Google Play by searching OPEIU.

Visit OPEIU.org and click on **Member Resources** for more information.

UNION BENEFIT & DISCOUNT PROGRAM

Union members in good standing are entitled to participate in exclusive discounts and benefits through our International Union and the AFL-CIO Union Privilege Program. The benefits and discounts include the following:

TOWING SERVICES

Each member is entitled to two (2) towing/service calls per year per household.

LEGAL SERVICES

Participating attorneys will provide a free 30-minute consultation plus may offer additional discounts.

MASTERCARD

No annual fee MasterCard program provides the lowest available interest rate for card holders who do not pay their balance due each month.

HOME MORTGAGE

Special consideration is provided to first-time buyers and those who do not have enough down payment for a conventional mortgage. In addition, interest rates are lower than can be obtained in the community.

SCHOLARSHIPS

The Howard Coughlin, John Kelly, Union Plus, and Student Debt Reduction Scholarship Programs provide needed financial assistance to any Union member or their immediate family. The John Kelly Scholarship is limited to students majoring in Labor Studies or related fields.

DISCOUNT COLLEGE BENEFIT

OPEIU's discount college benefit offers flexibility and numerous options for Union members and their families to further their education. The program's extensive network of colleges and universities is comprised of accredited institutions committed to providing discounted tuition rates to our Union members and their families, ensuring accessibility and affordability for higher education.

STUDENT DEBT REDUCTION SCHOLARSHIP

Five (5) \$2,500 scholarships awarded nationally in July of each year to those meeting eligibility requirements.

More benefit details available by visiting www.UnionPlus.org

******Only Union members and their families are eligible for these benefits.******

ABOUT LOCAL 459

WHO IS LOCAL 459?

Local 459 is more than 2,500 people just like you from McLaren Greater Lansing, St. John Oakland-Macomb Hospital, Hospice of Lansing, Community Mental Health, American Red Cross, LAFCU, and many others. Local 459 is a democratically run organization owned and operated by its members. The members elect its officers and the people who serve on the Executive Board.

WHERE IS THE LOCAL UNION OFFICE?

The Union office is located at 838 Louisa St., Suite A, in Lansing, Michigan, 48911; phone (517) 887-8844; fax (517) 887-8848; e-mail address is Local459@Local459.org.

The membership employs two (2) full-time Service Representatives, one (1) full-time Organizer, and one (1) full-time Office Coordinator.

WHEN ARE UNION MEETINGS?

There are different types of meetings: bargaining unit meetings and local meetings.

Bargaining Unit meetings involve just your Employer. Often, they are held at the worksite. The frequency of these meetings will depend upon the size of your unit and the current issues for your group.

Local meetings involve all our members. They are held in Lansing. They are on the second Tuesday at 7:00 p.m. They are typically held in August and October of odd number years and when called by the members or Executive Board.

LOCAL 459 MEMBERSHIP

Local 459 represents a diverse group of white-collar employees at 21 different Employers. They work throughout the Lower Peninsula of Michigan under 31 different contracts. Our members work at:

MEDICAL

Hospice of Lansing
 Hurley
 McLaren Greater Lansing
 McLaren Health Mgmt. Group (VNSM)
 Morrison
 Henry Ford Health System (AMOH)
 Touchpoint

MENTAL HEALTH

Clinton-Eaton-Ingham CMH
 Hope Network Behavioral Health
 Northeast CMH

HUMAN SERVICE AGENCIES

Child & Family Charities

GOVERNMENTAL

Ingham County Court

INSURANCE

TIC

RED CROSS

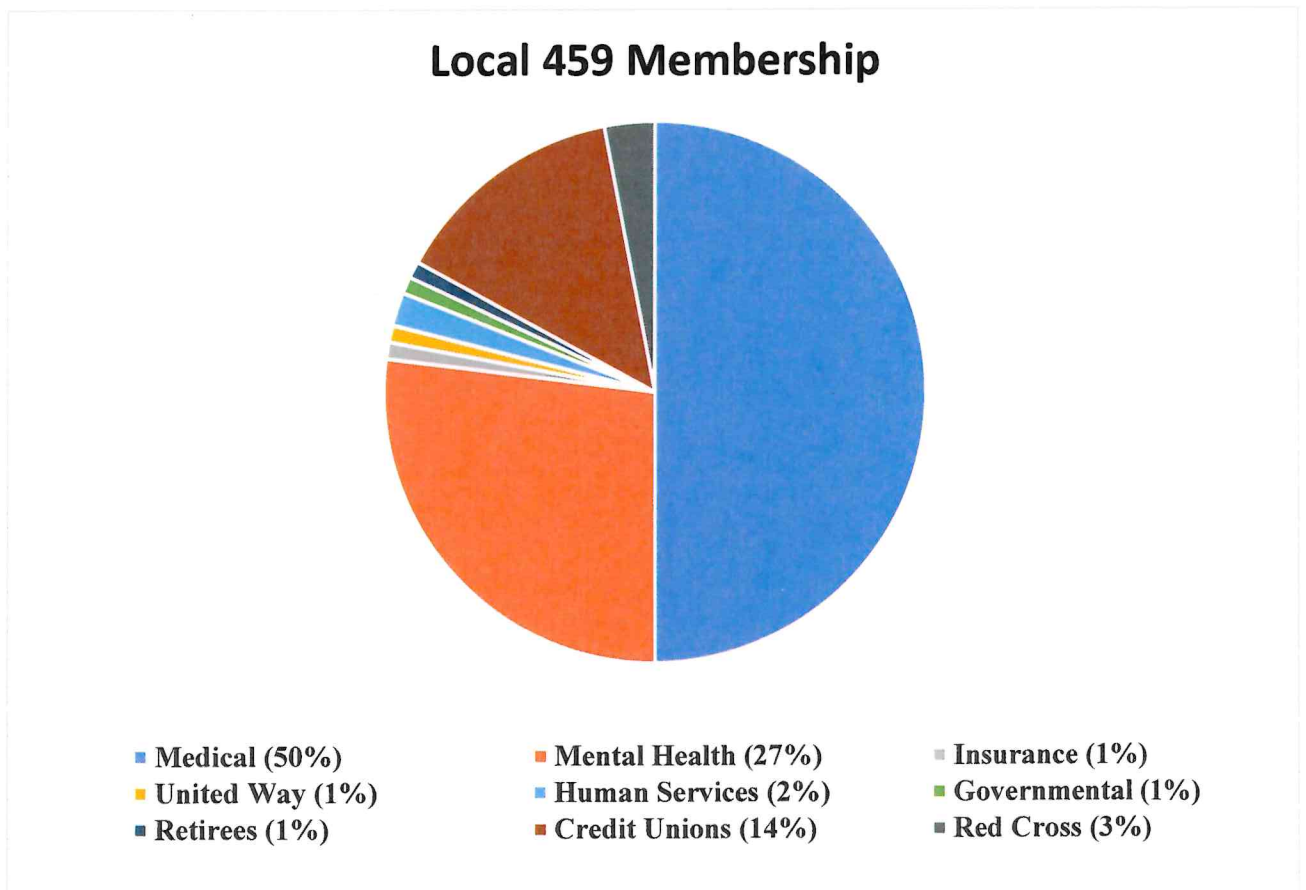
Great Lakes American Red Cross

UNITED WAY

Genesee United Way
 Michigan Assoc. of United Ways
 United Way of South-Central MI

CREDIT UNIONS

Financial Plus CU
 Lansing Area Federal CU
 Security CU
 United Bay Community CU



YOUR RIGHT TO A UNION REP DURING INTERVIEWS

As an employee represented by a Union you have the right to assistance from a Union Representative during investigatory interviews. This right was declared by the U.S. Supreme Court and the rules the Court announced are known as Weingarten Rights.

Do I have to ask for a Representative?

Yes. It is up to you to say you want one. When the police question suspects, they must notify them they have the right to have a lawyer. The Supreme Court did not impose this duty on Employers. While some supervisors may tell you that you have a right to a Representative, it is up to you to request one.

What kind of meetings qualify for a Representative?

Any interview when: 1) you are being questioned to obtain information, and 2) you have a reasonable belief that discipline could result from the questioning. For example, if a supervisor wants to talk to you about absenteeism or work performance, you have the right to have a steward present. Even telephone calls can qualify. If you are called at home and asked questions, you can insist on a Representative.

What can the Union Representative do?

Lots of things: 1) serve as a witness; and 2) object to intimidation or confusing questions. Additionally, the Union Representative can give you advice before and after the interview.

Requesting a Representative

The back of your Union membership card has a model statement that can be used to request a Union Representative. You do not need to say it any specific way.

It is your right. Use it!

WHAT IS A GRIEVANCE PROCEDURE?

CAN I GO TO MY SUPERVISOR TO TALK ABOUT MY PROBLEMS?

Yes. You are encouraged to resolve issues on your own. However, if you are unable to resolve your problem or choose to have your steward help you, the grievance procedure is there for you to use.

WHAT IS A GRIEVANCE PROCEDURE?

Your union contract entitles you to the use of specific procedures and assistance should you have a grievance about your job description, salary, working conditions, promotions (or lack of), or other job related areas.

When a problem arises that you feel you cannot or do not wish to handle yourself, you may present it to your steward.

Your steward will then present your grievance to your supervisor (you are encouraged to participate). If the problem is not resolved at that stage, a union representative will assist in presenting the grievance to management. Should no satisfactory resolution come from that meeting, the grievance may be presented to an impartial, neutral third party, known as the arbitrator, for arbitration proceedings.

The arbitration is conducted in much the same manner as a legal proceeding. The union will assist you with legal counsel. The decision reached by the arbitrator is binding: **both sides are obligated to accept the decision.**

HOW DOES THE LOCAL DECIDE WHICH GRIEVANCE TO ARBITRATE?

The Local Executive Board reviews each grievance that is being considered for arbitration. Arbitration is an expensive procedure which involves paying an attorney and an arbitrator. The Executive Board reviews the merits of the grievance, its impact on the members, the Local's finances and other issues. If a decision is made to arbitrate, the Local pays the expenses.

LOCAL 459 EXECUTIVE BOARD

The Local 459 Executive Board is elected by the membership every three (3) years. The current Board is:

President	Betsy Lehner, MGL
Vice-President	Cindy Dine, American Red Cross
Secretary-Treasurer	Debbie Jones, Ingham County
Recording Secretary	Deanna White, Ingham County
Trustee	Brenda Densmore, MGL
Trustee	India Hudson, CEI-CMH
Trustee	Byron J. Walter, LAFCU

Members-At-Large

CEI-CMH Large Unit	Nova Harahap
CEI-CMH Residential Unit	<i>vacant</i>
FPCU	Jacob Sohn
LAFCU	Corey Thayer
MGL POST Unit	Charnell Hester
MGL RN Unit	Candy Higbee
MGL Technical Unit	Bobbie Bell
Touchpoint	<i>vacant</i>
All Other Units	Nikki Johnson, GLRDX-LCD

The Executive Board meets monthly and conducts the affairs of the Local between membership meetings.

WHAT ARE DUES?

It takes money to run any organization including a Union. Local 459 receives its funding from members' dues.

HOW MUCH ARE MONTHLY DUES?

Each Local Union sets its own dues structure. The membership of Local 459 has voted by secret ballot to establish the amount of dues to be charged to each Union member. Local 459's bi-weekly (every two (2) weeks) dues are computed as follows:

<u>Full-Time</u>		<u>Part-Time</u>	
<u>Hourly Rate</u>	<u>Bi-weekly Dues</u>	<u>Hourly Rate</u>	<u>Bi-weekly Dues</u>
Less than \$11.94	\$8.538	Less than \$10.19	\$6.115
\$11.95 & up	0.715 times hourly rate	\$10.20 & up	0.60 times hourly rate

Some bargaining units have their dues deducted one time per month, others split it up into twice a month and some divide it evenly between twenty-six (26) pay periods in the year. The total annual amount is the same.

WILL MY UNION DUES GO UP?

Your Union dues structure can only be increased by a vote of the entire membership of your Local Union. However, when you receive a pay increase your dues may go up in accordance with the above chart.