

SECURITY FEDERATION NEWS



Winter/Spring 2006

Board of Directors

Officers

Ralph M. Purdy, President
Nestor Gonzalez, Vicepresident
Robert D. Gordon,
Secretary/Treasurer

Directors

Hector F. Fajardo
Michael Filson
Robert D. Gordon
John H. Gregory
William Johnson III
Harry Nopper
Carmela Szymanski

Our Mission

To promote the welfare of our members, including greater acknowledgment of their professionalism, betterment of working conditions and financial security for the individual members and their dependents, to endorse, support and propose legislation beneficial to Our members and oppose any legislation contrary to the members' mutual well-being and financial security.

INSIDE THIS ISSUE

- President's Message
- Our Mission
- News from Our Locals
- Announce Vice-president.
- Board of Directors Meeting

LOCAL 677, Hay Adams Hotel Security:

We have new owners at this establishment. the union met with the new owners and they have agreed to maintain the present agreement as successors and new owners. We have successfully signed a stipulation of agreement regarding the contract.

LOCAL 545, New Boston Air Base Security:

The Union filed charges with the Department of Labor regarding OSHA violation. The Local had a conference after the DOL had investigated these charges wherein the DOL found the employer's supervisors violated individual's rights causing a hostile work environment.

PRESIDENT'S MESSAGE:

It is with deep regret that I announce the passing of our Vice President Nestor Gonzalez. He passed away at 4:00pm on March 17, 2006 just two hours after my wife and I visited him in the hospital. Nestor was diagnosed with cancer in early February and within six weeks he lost his battle with this fatal disease.

Nestor had been with the Federation for over 15 years and within the past seven months \ came aboard full time as the Grievance Chairperson.

Any of our members who had the honor of knowing him or speaking to him you knew that he was dedicated and concerned and he would do the best he could for you.

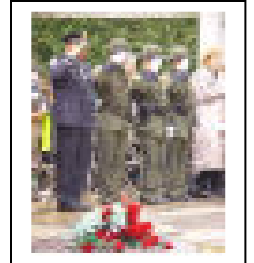
Nestor was not only my Vice President but a sincere friend. We attended many rallies \ and organizing meetings together. Many early in the morning in freezing temperatures trying to build this union. He may have been small in stature but he was a giant among his peers. He had a big heart and a great love for this union and its members.

Nestor was an Auxiliary Police Officer in the City of New York Police Department for over Twenty years, donating over 10,000 hours of service. He was posthumously promoted to the rank of Lieutenant and given a public Funeral with a Twenty Five Officer Police contingent and an Honor Guard. The New York City Police Department provided a funeral escort from the St Lucy's Church in the Bronx to Kennedy Airport. Nestor was buried in the family plot in Puerto Rico.

May he rest in peace, his physical pain is gone and if I know him he is already soliciting GOD to be one of his Guardian Angels.



Ralph M. Purdy



LOCAL 590, Mt Sinai Hospital Security

Officers/Coordinators: The members of this local have recently ratified a new three year agreement. The contract is being reviewed and printed and will shortly be distributed to the membership. We are focusing on Time Off, Seniority and Work Assignments in monthly Labor management Meetings. We recently agreed to a stipulation regarding a class grievance we filed with American Arbitration Association. This will provide out of title wages for those Security Officers who work as coordinators and are not titled as such. We have several other grievances pending before the AAA. Robert Castellano, our Labor Counsel is assigned to these cases.

LOCAL 500, GEO, Correction Officers: We have recently negotiated a successor three year agreement with management. One main issue in the negotiations was the change in title of Custodial Officer to Correction Officer. Wages have been increased 7% first year, 5% second year and 5% third year plus increases in health and welfare benefits. The grievance procedure has been re-negotiated to include Federal Mediation as a mandatory step prior to arbitration and suspension without pay during and investigation for no more that 30 days wherein the officer shall be returned to employment and assigned to another position if necessary. This contract has been ratified by the membership of Local 500. We have a disciplinary hearing pending before Federal Mediation and Conciliation Arbitration. This member in this arbitration is being represented by Labor Counsel Robert Castellano. The hearing is scheduled for July 2006.

LOCAL 126 George Washington University

Police: We have had a turn over in leadership. Our Local President Bernell Nickens was out on Medical Leave for several weeks. VP/Treasurer Hope Williams attempted to pick up the pieces but unfortunately succumbed to medical problems and had to resign her position with the union. Hope will be missed she was a dedicated and hard worker for the Union. President Nickens appointed Officer Michael Wilhelm to handle grievances and he has successfully presented several to the HR level. These grievances were well written and well presented.

LOCAL 639, Liberty Island: We have just concluded contract negotiation for a successor three year agreement. The membership has ratified the agreement and we are in the process of rebuilding the infrastructure of this local. We wish to congratulate Security Officers Linda Lovett and Eric Rosario for their hard work and dedication in these negotiations and the rebuilding of Local 639.

LOCAL 127, George Washington University

Hospital Police: We spent twenty two straight hours on New Years Eve negotiating this contract before a Federal Mediator in Washington DC. The agreement was ratified by the membership and we are presently reviewing the wording prior to signing off on the agreement. We have g termination grievance that has been ongoing for over a year and will hopefully be at the final Arbitration stage. We have had numerous grievances regarding supervisors not being trained and not be properly certified in their positions. Training has been lacking for new officers and hopefully these problems will soon come to a successful conclusion. We have just filed an Unfair Labor Practice Charge before the National Labor Relations Board regarding union animus as it pertains to prohibiting new officers not be allowed to join the union.

LOCALS 601, 633, 641 CDC Systems: We have concluded negotiations on a successor three year master agreement. The members of the three locals have ratified this agreement. We have just finalized the wording in the agreement and had to file for Mediation in order to work out the longevity interpretations of the agreement. The contract negotiations and Longevity negotiations were under the direction of Federal Mediator John Muir. Members will within the next month or so are receiving all their retroactive wages for overtime, holiday, vacation, sick/personal leave. We have had several grievances in Local 641 pertaining to vehicle accidents and were successful in working with the company to establish an Accident Review Committee which will include Union Stewards on each committee at each Local. This should alleviate some of the grievances in the area of preventable accidents. We were able to work our agreements with the assistance of Federal Mediator John Gabraith. We have several grievance hearings pending in Local 601 and 633. We are awaiting dates and times that are mutually convenient for all parties to the grievances.

LOCAL 618, Wackenhut GSA: This local is divided into three regions. We are in the process of developing a Business Agent System to improve our communications and infrastructure. Each region has a BA assigned and they will on a periodic basis visit the various facilities and interact with the Local Union Stewards and/or membership where there are no stewards. We have several major problems as they relate to Seniority and Post Bids. Our major area of concern is the Western Region (Buffalo/Niagara) we have had an ongoing series of grievances in this area. We have had local meetings and Labor Management Meetings and to date we have many of these grievances proceeding to Federal Mediation and the National Labor Relations Board. The Labor Counsel assigned to these issues is Thomas P Halley. We have two situations wherein Security Officers have followed the rules and polices as they pertain to carrying weapon and have been discharged.

UNITED FEDERATION OF SECURITY OFFICERS, INC

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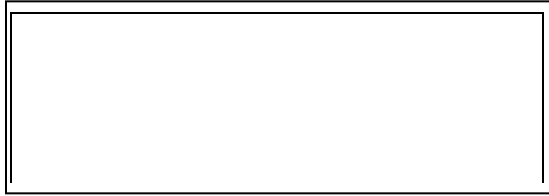
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Federations of Police & Security Officers
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LOCAL 654 American Guard Security Officers: We have filed numerous grievances regarding disciplinary charges as well as payment for sick and vacation. It took some time to gather the info and we originally filed a complaint with the Department of Labor and after investigation they deferred the complaint to the collective bargaining grievance procedure. During the course of filing these grievances our Vice President became sick and subsequently passed away. This also caused some delay and we subsequently filed this grievance with management. We are presently waiting for a reply regarding these payments.

LOCAL 640 Berkshire Detention Facility Custodial Officers: We will be commencing negotiations for a successor agreement. In the meantime we have been having labor management meetings to address evaluations and stipends for members as well as wage increases for the past year. So far we have been making progress in these areas. To date all grievances that have been filed have had dispositions determined.

LOCAL 635 New Haven Job Corps Security Officers: We have Completed re-opener negotiations. We have been working on a work schedule that is more conducive for our members. Our Chief Steward Peter Moreau has been configuring various shifts and attempting to accommodate all of the members so each one will receive the shifts that they prefer. The schedules and subsequent attendance will impact on the wage increase.

LOCAL 690 University of Hartford Public Safety Officers: We have just had a Labor Management meeting which resulted hopefully in an agreement to address Special Assignment Overtime. This will be going to a vote of the membership in order to amend the collective bargaining agreement. We will soon commence negotiations for a successor collective bargaining Agreement.

LOCAL 638 Wackenhut Security Officers NYS OGS: We are in the process of having our business agents go throughout the state to meet with the various Security Officers in this Local. They are spread throughout the state similar to Local 602 and hopefully within the next two months we will have been able to reach out to every member within these two locals. There had been a problem with the union dues check off and with the exception of one member our office has worked out the glitch with the company.

LOCAL 672, Greater Southeast Hospital: The Local has just had its first meeting and the concerns surfaced at this meeting were Uniforms, Radio's and reimbursement for commissions. The Union stewards met with Human Resources and these concerns should be satisfied within a short period of time...

LOCAL 681 Morningside Heights Housing Corporation Security Officers: We just won a NLRB election for this local. The prior union brought back a contract that was overwhelmingly rejected by the membership. We will be commencing negotiations for a collective bargaining agreement that hopefully will be satisfactory to the membership and they will vote favorably for it adoption.

LOCAL 602 Securitas/Pinkerton NYS OGS Security Officers: We were about to commence negotiations for a new collective bargaining agreement when we were informed that the state is re-assessing the various vendor contracts and reviewing the wages and benefits for the various regions within the state.

LOCAL 250 Securitas Missouri/Illinois Security Officers: We have just finalized the payback of union dues to the members that was deducted from the member's paycheck and forwarded to the previous union. We have addressed several grievances and obtained monies for wage adjustments and mileage. We will be having our first arbitration for one of the members who had been transferred from her position without just cause. We will also be meeting with the Business Agent and Union Stewards to plan future strategies this month.

LOCAL 651 University of Wesleyan Public Safety Officers: We recently opened negotiations for a successor agreement. We would like these negotiations to move along as quickly as possible so the members of the negotiation team can enjoy the summer months and the members will be able to enjoy their vacations with a few extra dollars in their pockets.

Board of Directors Meeting: The board of directors meeting was held on March 21, 2006 at noon Rostica's Restaurant, North State Road, Briarcliff Manor NY. Roll call: Present: Ralph M. Purdy, Robert D. Gordon, Harry Noper, Hector Fajardo, Daniel Nulton.

By Proxy: Carmela Szymanski; William Johnson III; Michael Filson; John Gregory

President Purdy gave a status report as to the organizational structure of the Union and infrastructure to secure the union for the future.

Secretary/Treasurer Gordon presented a financial report regarding the Union providing a balance sheet and P/L statement at the end 2005 and budget for 2006.

I am pleased to announce the appointment of Hector Fajardo as Vice President of the United Federation of Police Officers, Inc., to fill the unexpired term of office created by the death of Nestor Gonzalez who succumbed to a six week battle with cancer. Hector has been a member of the Board of Directors for the past seven years and has made 95% of all meetings of the Board. He was the Chief Union Steward and negotiator for Locals 601, 633 and 641 in our last round of contract negotiations that lasted nine months. Hector is a strong and dedicated leader. He is also bilingual which is necessary in this new position. We need to be able to communicate with our membership and we do have approximately 40% Spanish speaking members. Hector fills a void and a big pair of shoes. Hector worked with Nestor during these past several years and more closely during the past seven months. He will do justice to the position of Vice President. I ask each of you to give him your support. He will not be full time in this position at the present time, but is ready to jump into this position if and when necessary. We all wish him the best as he assumes this new role.

CHANGE OF ADDRESS

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