



WHAT'S NEW

AN UPDATE ON WORLD WORKFORCE INTERNATIONAL



A photograph of a vast field of orange marigolds (Tagetes) stretching towards a horizon under a clear blue sky with some light clouds. In the background, there are some green trees and utility poles. A large, semi-transparent yellow circle is centered over the middle of the image, serving as a background for the text.

MARCUS ASAY
KANYA ELLINGTON
WILLIAM FLORES

The Time Has Come Today...

A scenic landscape featuring a lush green hill in the foreground. Several people are silhouetted against a hazy, light-colored sky, standing on the ridge of the hill. The overall tone is peaceful and contemplative, with a soft gradient from teal at the top to a lighter, hazy green at the bottom.

A banner statement taken from a song from an all-black original rock band way back in 1972. Their name: The Chamber Brothers and they hit the music scene with a lot of promise and their lyrical title and song became legend. I was there as a teenager in Dallas, Texas and I played that song over and over, relishing the beat. The application of that song is very timely for this reflection.

In many ways, our organization was hit hard with opposition this past year and yet our will to stand...to stand on principle and on the law remains our witness and foundation. Many members and employees and vendors stood with us to combat the wrong and defamatory accusations which are baseless and we continue our right to organize and offer the best in membership benefits.

We noticed an incredible fact: Complaints to us, **AS A UNION**, in our delivery of member benefits and member services remained at **ZERO**. The only complaints and cry a foul came from **INDUSTRY** competitors and a corrupt **PRIVATE INSURANCE** industry and their avarice, and **GOVERNMENT** regulatory collusion, over reach and abuse of power. This is a testament to our resilience and our dogged determination to make our unions the best in the United States and to have the most excellent world labor association in the history of labor relations and organizing.

Sounds too promising? Not in our minds and hearts and spirits as a united front of great labor representatives.

We see 2018 in the horizon and we push our movement and agenda forward: employers proud to associate and bargain with us in good faith; employees and members happy that we deliver real tangible benefits and we pay their **CLAIMS**; and the marketplace is a more competitive, free and open, making enterprise flourish!

**YES, THE TIME HAS COME TODAY
TO ACT AND TO PROMULGATE OUR CAUSE!**

With all my hope and love to all our members,

Marcus Asay

THE CHAMPION OF THE UNDERDOGS

WHEN #TIMESUP WE STAY THE COURSE

More than 300 women boycotted color by wearing black dresses as a statement of solidarity at the prestigious Golden Globe Awards this past January. This was a bold move to demonstrate that women will no longer accept sexual abuse and harassment as “just part of doing business” in Hollywood. Here is a quote from the letter explaining what the black dress was about:

And here at WOWFed, we agree. In fact, the #TIMESUP solidarity letter is familiar to us. Our mission is to build up and empower women by advocating benefits,

opportunity, and self-sufficiency for women in their workplaces and homes. We see that emotions are running high since the longstanding and institutionalized abuses of artists in the entertainment industry have been exposed. We don't want this to be just more lip service. This as an opportunity for real change. For real change to take place, we have to be willing to do the deeper work of teaching people at all levels what it means for women to be equally represented in terms of benefits, pay, and opportunities.

“ We seek equal representation, opportunities, benefits, and pay for all women workers... ”

#TIMESUP solidarity letter

Many will say that they are in support of the #TIMESUP movement. How many well intentioned people can articulate what it means for women to be equally represented, have equal opportunities, equal benefits, and equal pay? How many of those people could take it one step further and present a plan that would make equal representation, benefits, opportunities, and pay a reality in the near future? We are WOWFed.

As the first women run labor union and association, we see that the real need lies in building the bridge between where we are, at the end of the ticking clock, and living in a world where every organization has a clearly articulated policy that spells out what it means to equally represent women, offer equal opportunities, equal benefits, and equal pay and fulfilling that policy is a requirement of working at any organization. WOWFed will be there to help our nation's organizations from the smallest shop to the largest multibillion dollar operation develop policies that honor the needs of each employer organization and each worker. WOWFed

will also be there to help organizations do the fundamental education that must accompany every major organizational policy change. Assuring that every employer and every worker has a clear understanding of what is required of them and what their rights are.

When we stay the course, we finish what we start—even when the going gets tough. This is a battle cry to women everywhere. We will not allow this to end at a black dress. This will not blow over. We will not go away. We are here to change the world. We insist, using the power of our voices and the power our spending, on inspiring every organization large and small to do the right thing. We will develop the framework that only organizational policy coupled with on point training can assure. #TIMESUP Stay the course!

KANYA ELLINGTON

WOWfed PRESIDENT

WELCOME TO OUR MEMBERSHIP: EVERYTHING YOU NEED TO KNOW

As your exclusive representative we have bargained with your employer in a Collective Bargaining Agreement that covers terms regarding your wages, hours, working conditions and employee benefits. Employee benefits offered to you include healthcare, retirement, and workers' compensation. The Collective Bargaining Agreement also provides terms for the Grievance Procedure made available to you.

As a union member of Omega and/or Oasis, we provide you with representation in labor disputes at your workplace. A labor dispute is where you face a controversy with your employer in any regard to your wages, hours, or working conditions. When this happens, you have the right to notify us and initiate the Grievance Procedure. This is a three-step procedure that begins with you filling out a form detailing to us the circumstances surrounding the dispute. After this step is complete, a designated

Representative meets with your employer to discuss the potential resolutions to the dispute. This process is a way to resolve issues in a fast and sufficient manner while improving the relationship between you and your employer.

We know that you depend on your job to provide for your families and loved ones—as Union we provide support during times where your rights as an employee may have been violated. Keep in mind that you will need to initiate this process by letting us know of the labor dispute, otherwise we will not get the chance to represent you.

As a Union we have created services that will benefit you and your families. These services offered to you are: the Abenity Perks Program, Credit Positive, ALTA Business Formations, Tax Preparations, and Counseling among others.

A union field representative is always available to visit you at your place of work to give you information on these services. Abenity Perks is a program that gives you access to discounts at restaurants, movie theaters, car rentals, shopping, and more. The registration instructions are on your Membership Welcome Letter that was sent to you. These are the important numbers that you need to know:

REPORT A GRIEVANCE: 559.313.8337

MEMBERSHIP RELATE QUESTIONS: 559.313.8337

REPORT A WORK RELATE INJURY: 559.673.3226

Please do not hesitate to reach out to us, our job is to be dedicate to your best interests.
We are only a phone call away!

Best wishes,

William Flores

PRESIDENT

OMEGA COMMUNITY LABOR ASSOCIATION

OASIS LABOR ASSOCIATION

**AT OMEGA COMMUNITY LABOR ASSOCIATION AND OASIS
LABOR ASSOCIATION, WE STRUCTURE OURSELVES AROUND
YOU, OUR MEMBERS. WE UNDERSTAND THE CHALLENGES YOU
FACE WHEN YOU WALK INTO WORK AND THE BURDENS YOU
MAY CARRY HOME!**

The logo features the text "LIUNA!" in a bold, orange, sans-serif font, centered within a large white circle. The background of the entire slide is a solid orange color.

LIUNA!

Feel the Power

LIUNA (the Laborers' International Union Of North America) is The Most Progressive, Aggressive And Fastest-growing Union Of Construction Workers, And One Of The Most Diverse And Effective Unions Representing Public Service Employees.



Laborers' Local 294 is a Construction and General Laborers local union in Northern California. Laborers' Local 294 covers the following California counties: Madera, Fresno, Kings, and Tulare County Counties.

Local 294 officers and representatives are individuals who are committed to serving our membership in securing a safe work environment, honest days pay for an honest days work and in helping them reach their retirement goals. We understand our members because every single one of us comes from the field. We all have worked in the ditches as laborers, foreman, and superintendents.



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WORLD WORKFORCE
INTERNATIONAL

