

The Engineers and Scientists of California, IFPTE Local 20, represents its diverse members under a vast array of professions and job classifications ranging from engineers to medical professionals to geologists. ESC serves its professional and technical membership with the distinct policy of advancing professional integrity, while furthering the dynamics of the labor movement with innovative approaches to labor management.

The Origins

ESC found its start following a meeting of the American Society of Civil Engineers at the Engineers Club of San Francisco on December 19, 1944. "The Group" arranged plans to organize and recruit members with a Committee on Employment Conditions. On November 27, 1945, the first constitution was adopted and the San Francisco Area Group of Professional Employees (SFAGPE) held its first official meeting. At this time, the Group had organized engineers at the Kaiser Engineering Company, but was unsuccessful in negotiations.

The SFAGPE attended the first Exploratory Conference of the National Professional Association of Engineers, Architects and Scientists held in San Francisco in October 1946. One year later, the Group ratified the National Professional Association constitution as a chartered member on October 28, 1947. This Association would dissipate in 1952 with the inception of the Engineers and Scientists of America (ESA).

The San Francisco Area Group of Professional Employees, ratified the ESA Constitution and accepted their charter on November 12, 1952, with P. F. Friel as the ESC President. This year would also mark the National Labor Relations Board certification of the SFAGPE as a viable bargaining unit for professional and technical employees at the Pacific Gas & Electric Company. The next year, F. W. Shaw rose to the Presidency. Following negotiations, the Engineers and Scientists of California would declare their new epithet upon the signing their first official PG&E contract on May 1, 1955, signed by President C. T Brown. In 1956, Lyelle M. R. Wulff accepted the Presidency, while Horace B. Weller followed suit the next year. Following Weller's Presidency, Presidents would take at least a two year term to maintain continuity, rather than face elections each year.

Although the union would retain the ESC name, it disaffiliated from the Engineers and Scientists of America on June 30, 1957 when the ESA announced it would no longer represent technical employees. The leadership of ESC participated in all Steering Committee meetings of the developing Engineers and Scientists Guild beginning in June of 1957, but eventually rescinded its sponsorship in 1959, under the Presidency of W. R. Hovey.

The Pacific Gas & Electric Unit continues to be the longest standing legacy of the Engineers and Scientists of California. This Unit, organized on

December 17, 1946 embodies formidable longevity aided by stable growth and persistence. The Group organized seven other units by 1961, under President Les M. Lincoln, all of which either disbanded or never resulted in successful negotiations. The first attempted unit was the Kaiser Engineering Company in 1945, but negotiations proved ineffective. In 1946, the Group moved on to organize the Austin Company, the

East Bay Municipal Utilities District, the City of Alameda, the Bay Counties Civil Engineers and Land Surveyors, and PG&E.

Two units, the Western Association of Engineers and Land Surveyors and the Bay Area Unit, assembled in 1951 and 1955, respectively. They would both remain under the aegis of the Engineers and Scientists of California into the late 1960s, during which time the short lived Nevada Unit would appear in 1963 and subsequently recede under the Presidency of David F. Marriot. .

By October 1963, the Western Association Unit would boast the largest membership with 449 members, with PG&E's 443 as a close second. The Bay Area Unit had a membership less than one third of the size of the largest Units, and the Nevada Unit had only 19 members. Henry Monroe "Monty" Thomas, of the PG&E Unit was elected as President in 1966, followed by Newell Terrill in 1968. By December of 1968, the PG&E Unit had witnessed a rapid expansion while the Western Association membership declined. PG&E's membership had risen to more than 600, while the Western Association maintained less than half of that membership. These constituency numbers would remain relatively stagnant until 1969 revealed a new era for the organizational efforts of ESC.

WHAT'S THIS I HEAR ABOUT AN ENGINEER'S & SCIENTIST'S ASSOCIATION ?



MARINE ENGINEERS' BENEFICIAL ASSOCIATION, AFL-CIO

POIU-MEBA-DOOLEY

The new affiliation between the Engineers and Scientists of California and POIU-MEBA would yield a new epoch of organizing, expansion, and

power struggles. The 70s resulted in radical changes to the ESC structure with the addition of new units through rapid organizing campaigns. Henry Dooley of MEBA assumed leadership and organizing responsibilities within ESC, but this proliferation of bargaining units ultimately led to major issues, changes, and revelations for the staff and membership of the Engineers and Scientists of California.

On August 28, 1969, the membership of the independent Engineers and Scientists of California voted to affiliate with the Professional, Office and Industrial Union, affiliated with the Marine Engineers Beneficial Association (AFL-CIO). The Executive Board of ESC had discussed hopes for a productive affiliation with AFL-CIO backing, and found a fraternal alignment with POIU. Ben Hudnall, a name that would come to be honored and respected by labor activists and management alike, transformed ESC's trajectory and involvement in the wider labor movement in countless ways. Ben would be recognized as Unionist of the Year by the Alameda Labor Council years down the line, but he found his start in the labor crusade in the late 1960s through his impromptu organizing drive at the San Francisco Federal Reserve Bank. While he

worked the graveyard shift feeding punch cards into a computer the size of a room, Ben vocally criticized the working conditions. An elevator operator gave Ben the business card of a MEBA organizer named Henry Dooley, in order to "stop his complaining." Ben was hired as an organizer by POIU on May 1, 1969, and yet another business card landed in his hands. A woman he knew from the Federal Reserve recommended he get in touch with her brother, Michael Felso, President Elect of ESC for the 1970 term. It was Felso who also submitted the motion at the February 26, 1971 Executive Board Meeting to officially recognize the direct affiliation between MEBA and ESC following the incorporation of POIU into MEBA on December 31, 1970. However, it was to be noted that this affiliation was quite limited, ESC was left without a voice or vote within MEBA, though the legislative and financial support it received was significant.



In November 1971, the Northern California Permanente Medical Group Optometrists voted to join with ESC-MEBA through an NLRB election. The Kaiser Optometrists originally met as a group starting in 1965, with meetings pertaining to professional standards. They met as a distinguished group on June 9, 1967 with the intent of negotiating as a collective bargaining unit. The Optometrists comprised their own autonomous group within the ESC structure with Dr. Gary Oda as their Unit President. Oda had been introduced to Henry Dooley through a University of California, Berkeley Optometry Professor while he was “union shopping” following a brief affiliation with the California Optometric Association. With the promise of sovereignty and a focus on professional advancement, the Optometrists voted to affiliate to gain the negotiating support of a true bargaining agent. This Unit entered into ESC to stay on as the second oldest bargaining unit of the union.

Dooley was a master organizer, and quickly acquired many diverse groups. However, some of them did not seem to make sense as a fit with the rest, and quite a few decertified due to a lack of services. In 1972, Larry E. Miller served as ESC President, followed by a significant term fulfilled by Paul Berry. Berry’s Presidency would serve as a contentious catalyst in later years. In November of 1973, Ben Hudnall’s employment was officially transferred to ESC. Hudnall was charged with servicing the growing membership of

ESC, and was, at times, disappointed by the brief and arbitrary affiliations Dooley had organized.

However, one of the most significant affiliations would form in 1974 when the California Association for Medical Laboratory Technology joined ESC as a distinct unit. On September 6, 1974, the CAMLT professional association membership approved affiliation with ESC for collective bargaining purposes. Within one year of this affiliation, ESC had organized units at 33 different hospital facilities. This organizing led to further affiliations with the California Society for Radiologic Technologists and the California Licensed Vocational Nurses’ Association in 1975. Dooley leveraged this joint council to encourage medical professionals to choose ESC as their official collective bargaining unit.

The servicing of the burgeoning membership rested on Ben Hudnall’s shoulders. His dissatisfaction with the processes of the union and the lack of services he was able to provide led to issues between him and Executive Director, Henry Dooley. Ben resigned on September 1, 1976, though some also contend that he was wrongly terminated by Dooley. Gary Oda noticed Ben’s absence at an ESC event and asked Dooley about Ben’s whereabouts. Dooley explained that he had to let Ben go, but something seemed out of place and disturbed Oda. He called Ben to see how he was doing, and noted that he seemed extremely depressed. Ben admitted to Oda that Dooley had been instructing him to work in a way he didn’t feel was “morally right.” In

deference to his principles, Ben reluctantly left ESC.

Henry Dooley and his organizing associate, John Guay, continued to vie for collective bargaining power through their organizing efforts.

1973- WA and SF City and County-Joint Labor Councils

In 1973, two units left ESC through MEBA organized joint councils. On April 10, 1973, Charles A. Black, Executive Vice President of MEBA, signed a Memorandum of Agreement with the leadership of the American Federation of State, County and Municipal Employees (AFSCME). The agreement introduced a joint council for the purposes of bargaining for the San Francisco City and County public employees. The second Memorandum of Agreement was signed by Charles Black and the leadership of the Operating Engineers Local Union 3 of the International Union of Operating Engineers, thereby creating the "Engineers' Joint Council" to represent the Employees of the Western Association.

MARE ISLAND

Yet another landmark organizing victory for ESC was securing the professional employee bargaining unit at the Mare Island Naval Shipyard on July 12, 1976. Of the Mare Island Professional Group, Robert Bunger was selected as President and Director to sit on the ESC Executive Board. The federal shipyard housed more than 540 nuclear scientists, engineers,

researchers, and mathematicians. This bargaining unit served as a foray into the organizing of public employees, due to the special considerations taken with federal workers. The Engineers and Scientists of California would again represent federal employees through the Environmental Protection Agency in later years.

CAMLT/ESC and the Kaiser Med Techs

Contentious Kaiser negotiations brought the dissolution of the affiliation and a major rupture to the ESC Executive Board in the long term. Berenice Stevens had negotiated a contract for CAMLT, preceding the affiliation, on March 1, 1974. This contract was set to expire in February of 1976, and CAMLT/ESC prepared for negotiations. These negotiations were largely dominated by Henry Dooley and John Guay, who was appointed as Chief Negotiator, and signed on May 1, 1976. Kathy Petersen explains that CAMLT was essentially "handed over to Dooley" in 1976.

The new contract featured few gains, and the affiliation between CAMLT and ESC was dissolved in 1977 due to frustrations with Dooley's "hardline" negotiating tactics, and the diverging interests of CAMLT and ESC. ESC continued to separately represent the medical technologists in their various hospitals and Kaiser facilities as a bargaining agent, while CAMLT proceeded as a professional association maintaining an emphasis on "professional advancement through

educational programs, legislative representation and member services." Following the disbanding of the CAMLT/ESC affiliation in 1977, Linda Webster became President of the newly formed Medical Professionals Unit.

The Medical Professionals Unit and Kaiser: the 1978 Strike and the Executive Board Revolution

Preceding the dramatic 1978 Med Tech Strike, the PG&E Unit recognized trouble on the Executive Board under Henry Dooley's leadership. PG&E Unit members protested the "re-election" of Paul Berry for the 1978 ESC Presidential term. Correspondence sent to the ESC office demonstrates the outrage of PG&E Unit Board and Unit Members who noticed that Berry had been "re-elected" but not ballot had ever been sent out. Following this uprising of PG&E members' concerns, Dooley removed all funds from the PG&E Unit Treasury with zero transparency. While Dooley attempted to unilaterally seize

control of the PG&E Unit Treasury, and completely disassemble the Unit Board, steadfast ESC members from the Unit moved to take action. Members reached into their own pockets to fund a lawsuit against Dooley and his attempted "trusteeship." These tensions would culminate in March of 1978.

The next round of negotiations for the Kaiser Medical Technologists in 1978 incited a major rupture in the ESC hierarchy and structure, but ultimately led to the stability of the organization as a whole following the crisis that ensued. Dooley led the Kaiser Med Techs out on strike in March of 1978 during contract negotiations. The act was impulsive and devastating to the morale and situation of the Med Techs. Dr. Gary Oda, past President of both ESC and the Optometry Unit recalls, the "Medical Technologists were a unit of ESC when Henry Dooley took them out on strike without getting organized labor support or strike sanctions and chaos ensued."

Dooley and Guay entered the ESC office, then located within the MEBA office building, and removed all files and furniture from the location. Completely emptying the entire ESC headquarters, Dooley and Guay set up shop for their "ESC" in another office building. They subsequently sent letters to all employers that explained the ESC office had moved, and dues should be sent to their new location.

Peter Bartolo contacted Linda Webster, and in the middle of the strike, the leadership of the union was transformed. Bill New served as an interim ESC President during an



emergency Executive Board meeting. The Executive Board determined that Dooley had deserted his position of Executive Director of the Union, and they would need to act quickly to right the situation. The MPU sided with Bartolo and DeFries, who asked back Ben Hudnall at the recommendation of Gary Oda, who was appointed and then elected President of ESC.

Hudnall, Bartolo, and DeFries worked to rebuild bridges with the Central Labor Councils and with SEIU Local 250. Negotiations with Kaiser had broken off with Dooley, and when Hudnall returned, management was confused when negotiations resumed. Oda explains that Kaiser management was actually happy to see Ben Hudnall, because Dooley could not be dealt with. "Ben [Hudnall] had professionalism and respect, [the relationship] was adversarial, but they could negotiate." Hudnall was reinstated on April 11, 1978, and negotiations were completed on April 20, 1978. In the midst of the 19 day unsanctioned Med Tech strike, the executive management of ESC had

completely changed. Unfortunately, the end of the strike and signing of negotiations did not signal an end to the Dooley and Guay issues, but the Med Tech membership at 14 Kaiser facilities was again under contract and received significant pay increases, larger contributions from Kaiser to retirement accounts, and an increase in shift differentials.

Therefore, at the onset of the 1980s, ESC's structure included the PG&E Unit, the Optometry Unit, and the Medical Professionals Unit. However, the 1978 shake up led to major doubts within the membership, and issues with employers withholding dues and negotiations due to "confusion." Ultimately, the ESC staff contributed even further efforts to maintain and build trust with their membership. Though the Dooley disaster encouraged initial decertification efforts and uncertainties, the membership was deeply impressed by the vigor with which ESC's services and attention returned and improved, and all doubts were quelled and withdrawn. Both

Dooley and Guay withdrew all of their claims of trusteeship and representation of the Engineers and Scientists of California following multiple lawsuits and an eventual settlement with the Union in 1979.

The GAT Unit

This settlement would finally allow for the representation of the EPA



Unit, and the next Unit to be added to the ESC line up, the Government, Administrative, and Technical Unit. After 3 months of organizing with the Environmental Protection Agency, ESC won the election with a 78% vote on February 8, 1978. However, it took a lengthy legal battle, embedded in issues rising from Dooley's departure, before ESC was recognized and could meet with management to negotiate a contract for the EPA employees.

May 1979 marked the commitment from the Region IX Office of the EPA to recognize ESC as the exclusive bargaining unit of the professional and technical employees. Because federal law restricts the negotiation of wages and benefits for federal employees, the four subjects to be addressed were working conditions, management practices and communications, career development, and training, education, and travel policies. EPA employees would gain their first contract in January 1982. The fall of 1982 brought the drafting of the Government, Administrative, Technical Unit Constitution under the Executive Board run by President David B. Moore. By organizing a new unit, the employee groups under GAT could acquire better unit representation on the ESC Executive Board.

In January 1983, the membership approved the GAT Unit Constitution and addition of the Unit to the Executive Board. To be represented in the newly formed Unit was: the Environmental Protection Agency, Port of Sacramento, San Francisco City and County Assessors, Sunnyvale Medical

Clinic Group II, Woodland Clinic Group II, and Radiologic Technologists with O'Connor Hospital and the Associated Hospitals of Santa Clara County. Each individual unit maintained their autonomy and officers, while also gaining a representative on the GAT Executive Board.

Optometry Strike of 1982

On January 4, 1982, the Optometry Unit began a 9 week strike in protest against Kaiser's scheduling practices. In order to maintain professional practices and integrity, the Optometrists refused to remove a scheduling clause that had been included in their initial contract. As Kaiser hoped to "increase productivity" by increasing the number of patients seen by optometrists daily, the HMO was sacrificing patient care and professional standards to potential profit, rather than prioritizing quality services. The Optometrists took a stand against and the 85 ESC optometrists began to strike at 18 Kaiser Permanente facilities in Northern California. The vote to strike was passed unanimously, and the labor support of the strike was backed by ESC's AFL-CIO affiliations.

At several facilities, more than 90% of union workers refused to cross the Optometrists' picket lines. Many other unions and community members sent letters to Kaiser demanding quality eye care. Because so many Kaiser plan members were union members as well, labor solidarity was two fold, from the workers of Kaiser and from the Kaiser clientele. This leverage led to the eventual settlement on March 3, 1982.

The Optometry strike was significant, and fortified not only the Optometrists, but also the other unions at Kaiser as a collective labor force. As later decades would encounter, labor solidarity at Kaiser would eventually contribute to the formation of the historic Labor Management Partnership.

Demonstrations during the 80s

In 1983, PG&E members staged a dramatic demonstration on a rainy day in protest of bad faith bargaining. Members flocked to the PG&E headquarters and picketed the refusal of management to negotiate. Through further leverage exerted from state legislators, the Public Utilities Commission, and other labor organizations, ESC brought PG&E back to the bargaining table.

Deibert Souza was elected ESC President in 1984, and oversaw a strike by the Sacramento 11 which returned ESC's name to media headlines. While 1983 saw the establishment of the GAT Unit, 1984 demonstrated the fortification of its leverage.

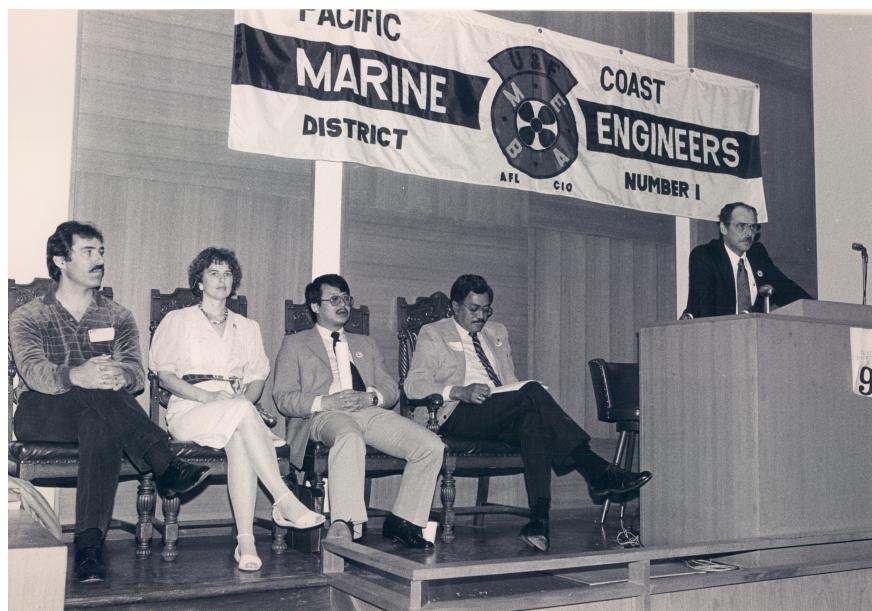
One of the smallest ESC units, at the Port of Sacramento, began a 20 day and night strike at 6 am on July 6, 1984. The "Sacramento 11," as they came to be known, maintained a 24 hour picket line in protest to a 10% work furlough and for the right to binding arbitration. In labor solidarity, 7 local unions representing more

than 200 workers respected the 11 person picket. The settlement included provisions for arbitration through a neutral third party and the immediate reduction of the furlough to 5% with eventual removal altogether. Previously, grievances were settled by the Port Commission, which generally sided with the position of Management.

The strikers, though small in number, contributed a deep message to both management and the labor movement of the '80s. During a time of great financial de-regulation, union busting, and government backing of corporate interests, the Sacramento 11 reminded their community of the ILWU motto, "An Injury To One Is An Injury To All." Unity, determination, and sacrifice for the greater good allowed for the successful Port settlement and the addition of compulsory arbitration of grievances, a right often taken for granted although not by those who fought for it.

Coalition and Council Building

In 1985, ESC affiliated with the



Council of Engineers and Scientists Organizations (CESO), a national coalition of labor organizations representing professional and technical employees. This affiliation allowed for greater legislative and educational influence on the part of all Unions within the coalition. This same year, Ken Lua would rise to the Presidency to finish the last year of Souza's term. Lua would maintain the ESC Presidency until 1996. Ten years after the CESO affiliation, in 1995, Ben Hudnall and ESC would serve as integral drivers in the formation of the California Coalition of Utility Employees (CUE), a legislative special interest group.

For Kaiser Med Techs, 1986 precipitated a large and unified strike of the United Kaiser Unions. The United Kaiser Unions convened in solidarity in 1986, during a seven week united strike against Kaiser Permanente. This coalition precipitated a seven week strike at Kaiser of grand proportions.



More than 10,000 employees of Kaiser under eleven different unions struck at 27 Northern California Kaiser facilities. The strike began on October 27, and on November 13, about 5,000 Kaiser strikers flooded the streets and marched in United Kaiser Unions solidarity to the corporate headquarters in Oakland. This public demonstration and media publicity surely led to the settlement reached on December 4. The United Kaiser Unions exerted pressure on the HMO by engaging over a hundred other unions that threatened to pull their members from the health plan. Workers from all different classifications within the Kaiser system unified their efforts, determination, and demands to produce agreements and demonstrations to serve as an exemplified labor success.

The Judith Kehrlein Award

One creative union leader and Medical



escNEWSLETTER

Local 20, IFPTE, AFL-CIO & CLC

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IFPTE AFFILIATION OVERWHELMINGLY APPROVED



Technologist, Judith Kehrlein, was immortalized by her unionist principles in 1991. Unable to attend the ESC Annual Meeting to accept the first Annual Unionist of the Year Award, Kehrlein passed away weeks later following her battle with cancer. Due to her active role as a lobbyist, organizer, and dedicated leader, the Executive Board established the *Judith Kehrlein Memorial Unionist of the Year Award* to honor her inspirational work ethic and steadfast political stance.

PG&E Reorganization

The PG&E Unit faced major concerns due to a planned reorganization at PG&E that would allow for the elimination of essentially two work departments, in order to contract work. Through the creation of Ad Hoc committees and collaborative bargaining, with the support of a solid Unfair Labor Practice charge, the Unit creatively retained jobs while offering

appealing incentive packages to employees who chose retraining and redeployment.

In 1995, the NLRB issued a very important ruling for Medical Technologists. At a lower level, the Board had rescinded Med Techs' professional status, until the decision was overruled in an appeal to the

Regional Director in Washington, DC. The Board concluded, after reviewing all of the evidence: "we do not believe that the existence of rigid routines and protocols that medical technologists must follow for testing diminishes that intellectual nature of their work or obviates the need for independent judgment and discretion." Though professional status was originally revoked, it was again restored to the Medical Technologists, and reaffirmed.

IFPTE Affiliation

With the onset of 1996, the Engineers and Scientists of California affiliated with the International Federation of Professional and Technical Engineers. This affiliation afforded ESC rights to an international voice, and further labor support. Ken Jones served as the last President elected under the MEBA affiliation, and the first President under the IFPTE affiliation when he was elected in 1996. Jones remained ESC



President for a full decade, while also serving as a Business Agent for ESC, and a representative to the IFPTE.

The Labor Management Partnership

For all Kaiser employees, May 30, 1997 marked a momentous day of consensus. Twenty four local unions with a collective membership of 50,000 Kaiser Permanente employees endorsed a nation-wide vote for a "Quality Care, Quality Jobs" Labor Management Partnership. This agreement was not only remarkable for Kaiser relations, but it also embodied the first joint labor-management experiment within the Healthcare Industry. With the dual goal of improving patient care and job quality, the Kaiser coalition of unions and Kaiser management embarked on an effort of communication, collaboration, and cooperation. 1996 and 1997 served as the year for partnerships, as both PG&E and the EPA entered into partnership agreements, respectively.

In 1999, the Kaiser Permanente Pharmacists joined ESC with their own Executive Board following a major organizing effort. However, in a last minute petitioned election by the NLRB,

the Pharmacists joined the Pharmacy Guild, after ESC had negotiated their first contract.

In 2000, this partnership entered into National and Local bargaining. In a historic move, the CLSs and Optometrists ratified the national and local agreements. In 2001, an ESC CLS was appointed as the first labor seat to the Clinical Laboratory Technology Advisory Committee, a position created through lobbying and political work on behalf of the union and the interests of CLSs.

United Airlines

In 2002, the Engineers of United Airlines voted to join ESC. This organization effort began in 1999, and became imperative as UAL planned mass layoffs due to bankruptcy and debt. The United Airlines Engineers formed their own Unit on the ESC Executive Board and were greatly involved in Union activities. Lou Lucivero, UAL Unit President, served as the Vice President of the Western Region to the IFPTE. However, with the merger between United Airlines and Continental Airlines in 2010, labor's position became less stable. In a November 2011 election, the UAL/CAL engineers lost ESC representation.

PG&E Neutrality

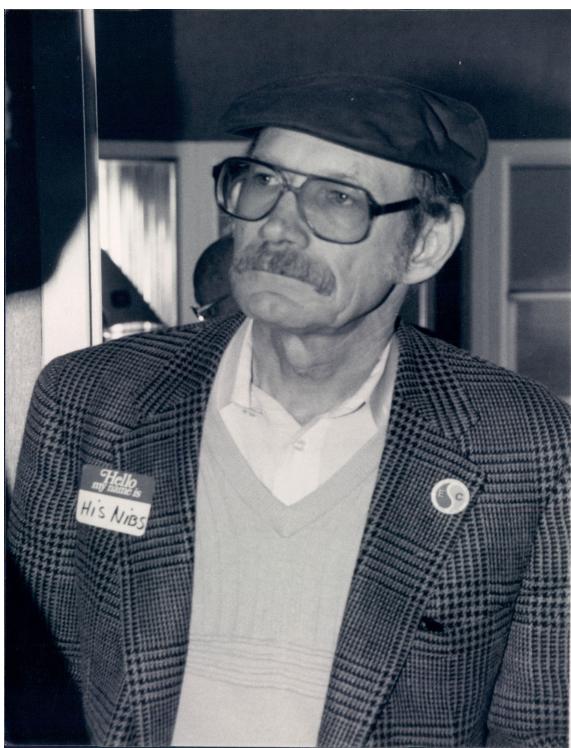
AT PG&E, the 2005 Neutrality Agreement was utilized to a great extent throughout the decade and going into

2012 with major organizing efforts to incorporate professional and technical workers into the Unit following the PG&E Transformation process. With a major rise in membership, PG&E's 2012 contract covered about 2,500 members.

The Ben Hudnall Memorial Trust was established in 2007, following Ben's 2006 passing. This trust funds education and career development for Kaiser Union members. It would be in this year that Major Norton, Jr. would serve as ESC President on the Executive Board. On the federal bargaining level, a 2009 Executive Order added a seat to the Labor Management Forum, reserved for the President of the IFPTE.

The State of the Union

John Mader was elected to the 2010 ESC Executive Board Presidency and witness major negotiations for both the PG&E Unit and the Kaiser Partnership. In 2010, the laboratory Unit and Optometry Units overwhelmingly approved the new national agreement that covered 95,000 members of the Coalition of Kaiser Permanente Unions. While ESC gained representation of the Kaiser Genetic Counselors in 2010 as well, it was a major year for Kaiser labor relations. For the MPU, the second decade of the new millennium marked an invigorated organizing effort, with the organization of the Genetic Counselors and two new hospital facilities.



Ben Hudnall

(1938- 2006)

Ben Hudnall led an impromptu organizing campaign at the Federal Reserve Bank of San Francisco in the 1960s, and began his legendary labor career. In 1969, Ben was hired by the Professional, Office, and Industrial Union, affiliated with the Marine Engineers Beneficial Association. Ben was hired by Henry Dooley,

who eventually inserted himself as the Executive Director of ESC. It was in 1969, following Ben's hiring date, that ESC and POIU affiliated, which eventually led to the ESC-MEBA affiliation. Ben worked for the ESC membership, and his employment was transferred to ESC's bill in 1973.

After a brief departure from ESC in late 1976, due to moral disputes with Henry Dooley about providing adequate services to the membership, Ben returned to ESC at the emergency request of the Executive Board in 1978. Dooley had attempted to "steal" the Union through trusteeship, and disastrously led the Kaiser Med Techs (CLSs) out on strike without any labor sanctions. Within a week and a half of Ben's reinstatement, he had resolved the negotiations with Kaiser, and even won gains for the CLSs. Ben continued to demonstrate his steadfast unionism throughout the principled Optometry Strike of 1982.

In 1983, Ben was greeted with a standing ovation as he was honored as the Alameda County Unionist of the Year. His acceptance speech addressed the intersections of activism, political consciousness, and unionism. He called for greater labor unity and cooperation to collaboratively reach successes for labor and greater gains for society as a whole. Hailed not

only for his negotiating tact, understanding perspective, and resolute determination for justice, Hudnall was recognized as an intellectual and writer. In 1993, he won

the first place award for his View Point Column in the ESC Newsletter from the Western Labor Press Association.

Instrumental in all happenings around ESC, Ben orchestrated ESC's affiliation with the International Federation of Professional and Technical Engineers in 1996, which afforded ESC full voting and representation rights on the international level-a privilege the Union did not enjoy while under MEBA. The next year, Ben served as an original member of the Senior Partnership Committee of the emerging Kaiser Labor Management Partnership. Due to ESC's budgetary concerns in 2000, he stepped down as Business Manager to take a pay cut, and became the Director of Special Projects. In 2001, the Coalition of Kaiser Permanente Unions asked Ben split his time between ESC and the CKPU as one of the first staff members of the Coalition.

In 2002, Ben left ESC's employment, but did not leave its office. Though working for the AFL-CIO in relation to the Labor Management Partnership, Ben maintained his ESC office space. He returned to ESC yet again in 2005 to serve as the interim Business Manager. It was in this year that Hudnall served as the driving force behind the Kaiser Permanente Health Connect Effects Bargaining Agreement, and his commitment lends itself to the educational funding provided in his name. With the roll out of KP Health Connect, both Labor and Management recognized that this technology would revolutionize the work place and staffing needs of Kaiser Permanente. The April 2005 agreement recognized the changes to come, and prepared for them by promoting the growth of KPHC while recognizing the need for Union participation in the transformational processes. The collaborative effort resulted in greater flexibility, understanding, and continued education, especially for those who would require retraining and redeployment as a result of eliminated work. Labor and Management both resolved to cooperate and invest in their positive relations, staff, and technologies to promote the health of Kaiser Permanente as an organization and employer.

Therefore, in January 2007, Kaiser Permanente and the Coalition dedicated the Ben Hudnall Memorial Trust to ESC's famed and beloved unionist following his June 2006 passing. The trust funds education to gain new skills, furthered professional or technical education to obtain new licenses, certifications, or classifications, and other education and training for redeployment. Ben fervently advocated for professional dignity and consistent advancement. The Ben Hudnall Memorial trust enables Union members to obtain new goals and further develop their individual careers with the aid and memory of a man that defended and promoted the jobs of thousands.

