

Issue # 32

Feb 2007



SEIU LOCAL 722

BOTTOMLINE



PRESIDENT'S REPORT

2007 MEMBERSHIP MEETING
2:00 PM UNTIL 5:00 PM

JAN 20	FEB 17
MAR 17	APR 21
MAY 19	JUN 16
JUL 21	AUG 18
SEP 15	OCT 20
NOV 17	DEC 15

These dates are the 3rd Saturday of every month. The location will rotate between WHC & CNMC auditorium based on availability.

BY DANIEL FIELDS, JR.

Technological Advancements

Many times I have been asked by you what are the reasons for most of the disciplines received by our members. I can still say without a doubt it is for tardiness and absenteeism. Furthermore, it seems that no matter how many times we address these issues they still continue to be the top reasons. In the last contractual rounds we attempted to address these issues. At the Washington Hospital Center we even negotiated a six (6) minutes grace period for tardiness. In our last newsletter I specifically addressed this issue and suggested that you request in writing from your supervisor your amount of tardiness and call-outs. How many of you actually did t h i s ?

Now I want to talk to you about some disciplines that are on the rise. Those disciplines involve what I consider to be technological advancements. Which are more specifically, the use of cell phones, computers, and office phones for personal use during working hours and sometimes non working hours. I have been receiving more disciplines concerning these infractions. I know that the information highway has gotten so advance that we can use our cell phones for a lot of things that we couldn't as short as three years ago. We have blue tooth technology that allows us to walk around with ear pieces to receive calls without actually talking on the phone and access our e-mails

without being plugged up to an outlet or host. But, the use of this and other electronic advancement is not acceptable in the work place while on work time.

It is not acceptable to be in the work place talking on your cell phone while on the time clock. You should also take care to have your earpiece out of your ear during work time. This will eliminate the mistaken belief that you are on the phone. If you use the employers' phone during the performance of your duties, please try to refrain from using it for personal business. Also, be cordial and professional when on the phone. Believe me. Your conversation may be taped. I have heard actual taped conversations that have been used to disciplines e m p l o y e e s .

For those of us that use a computer, please do not use the computer to get on the internet unless it is part of your official duties. Don't use the computer to shop on line or to send personal e-mails. If you receive an e-mail that is not business related or inappropriate, please delete it after viewing it. If you send it on you may be subject to disci-

pline. Remember, in using a company's computer you are leaving a paper or electronic trail. The employer has access to the computer's hard drive and can retrieve the majority of the data sent through and received by that c o m p u t e r .

Technological advancements have made some of our jobs and especially our life styles easier, but that also have given the employer ways to evaluate us and to track us. During disciplinary investigations the employers have used phone records, camera pictures and parking records to substantiate their cases. By your parking pass they can determine when you parked on the premises, if you left the premises during working hours, etc., just for s o m e e x a m p l e s .

Remember, when you are on the clock, you are at work. You should refrain from conducting any personal business. The use of the employers' property for personal use can be grounds for discipline on the basis of "misuse of hospital property" or "willful abuse of the Hospital's equipment." Let's be careful and let's use c o m m o n s e n s e .

UNION DUES RESTRUCTURE

1.85% with a \$65/cap & \$25/min

Avg Hry Wage	Salary	Monthly Gross	Current Dues	1.85% Avg Dues Monthly w/\$65 Cap	1.85% Ave Dues Monthly w/o Cap	Annually Current	Annually 1.85% Avg Mth w/\$65 Cap	Annually 1.85% Dues w/o CAP
8.65	18,000	1,384.62	46.65	27.75	27.75	559.80	333.00	333.00
9.62	20,000	1,538.46	46.65	30.83	30.83	559.80	370.00	370.00
10.58	22,000	1,692.31	46.65	33.92	33.92	559.80	407.00	407.00
11.54	24,000	1,846.15	46.65	37.00	37.00	559.80	444.00	444.00
12.50	26,000	2,000.00	46.65	40.00	40.08	559.80	481.00	481.00
13.46	28,000	2,153.85	46.65	43.17	43.17	559.80	518.00	518.00
14.42	30,000	2,307.69	46.65	46.25	46.25	559.80	555.00	555.00
15.38	32,000	2,461.54	46.65	48.78	48.78	559.80	585.38	585.38
16.35	34,000	2,615.38	46.65	51.15	51.15	559.80	613.85	613.85
17.31	36,000	2,769.23	46.65	53.53	53.53	559.80	642.31	642.31
18.27	38,000	2,923.08	46.65	55.90	58.58	559.80	670.77	703.00
19.23	40,000	3,076.92	46.65	58.27	61.67	559.80	699.23	740.00
20.19	42,000	3,230.77	46.65	60.64	64.75	559.80	727.69	777.00
21.15	44,000	3,384.62	46.65	63.01	67.83	559.80	756.15	814.00
22.12	46,000	3,538.46	46.65	65.00	70.80	559.80	780.00	849.62
23.08	48,000	3,692.31	46.65	65.00	73.17	559.80	780.00	878.08
24.04	50,000	3,846.15	46.65	65.00	75.54	559.80	780.00	906.54
26.44	55,000	4,230.77	46.65	65.00	81.47	559.80	780.00	977.69
28.85	60,000	4,615.38	46.65	65.00	92.50	559.80	780.00	1,110.00
31.25	65,000	5,000.00	46.65	65.00	100.21	559.80	780.00	1,202.50
33.65	70,000	5,384.62	46.65	65.00	107.92	559.80	780.00	1,295.00
36.06	75,000	5,769.23	46.65	65.00	115.63	559.80	780.00	1,387.50
38.46	80,000	6,153.85	46.65	65.00	123.33	559.80	780.00	1,480.00
40.87	85,000	6,538.46	46.65	65.00	131.04	559.80	780.00	1,572.50
43.27	90,000	6,923.08	46.65	65.00	138.75	559.80	780.00	1,665.00
45.67	95,000	7,307.69	46.65	65.00	146.46	559.80	780.00	1,757.50
48.08	100,000	7,692.31	46.65	65.00	154.17	559.80	780.00	1,850.00
50.48	105,000	8,076.92	46.65	65.00	161.88	559.80	780.00	1,942.50
52.88	110,000	8,461.54	46.65	65.00	169.58	559.80	780.00	2,035.00
55.29	115,000	8,846.15	46.65	65.00	177.29	559.80	780.00	2,127.50
57.69	120,000	9,230.77	46.65	65.00	185.00	559.80	780.00	2,220.00
60.10	125,000	9,615.38	46.65	65.00	192.71	559.80	780.00	2,312.50

Please consult with your tax advisor. Your union dues should be tax deductible.

UNION DUES RESTRUCTURE

The chart on the pervious page is the much anticipated new dues structure. Please take a moment and review this chart so that you will understand the new structure for yourself. A brief explanation is as follows:

Union dues will be deducted once a month. The fee will be 1.85% of a members **base hourly rate** of pay. It will **not** be charged to your shift differential, overtime, call pay, bonus pay or any other premium pay that you receive.

There will be a cap on how much a member will have to pay. The cap is \$65. **No member will pay more than \$65 a month for dues.** The cap will be increase by \$5 every 3 years. Please be mindful that (2) two months of the year we receive a third paycheck and your average monthly dues are calculated with that in mind.

You will find that (2) months of the year your dues will be slightly higher than the other (10) months of the year.

This new dues structure is the result of a vote by the Service Employees International Union's parent organization. This structure was adopted in year 2000, however, Local 722 has been working diligently to insure that it is as fair as possible for all of our members.

The results of this newly adopted structure will not double or triple the income of Local 722 as many members has eluded to. There will actually be a slight decrease in income. More important, there will be a reduction in dues for approximately 1300 of our 3200 members. With this, there will also be approximately 377 members that will go instantly to

the \$65 cap. Everyone else will see a dues increase that will fluctuate between the current \$46.50 and the cap of \$65.

The chart on the previous page does not list every hourly rate nor every salary within the bargaining unit. So please find the hourly rate or salary closest to yours to determine how you will be personally effected.

For additional explanations please attend the membership meeting the third Saturday of every month, from 2 pm until 5 pm in the auditorium. The next meeting will be February 17th in the CNMC auditorium. Monthly meetings rotate from the WHC auditorium to the CNMC auditorium. The times remain the same.

LOCAL 722 GIVES BACK TO COMMUNITY

Local 722 does many things other than provide security and fairness for our jobs. We support endeavors such as asthma walks, breast cancer walks, voter registration, project harvest and most recently we sponsored a family from the local postal services Dear Santa program. We realize that the communities in which our members live are just as important as our members, and we must give back to our communities. We are also in the process of looking into sponsoring a neighborhood school.

As hard working people we know how hard it is to provide for our families, so we can only imagine how hard it is for those less fortunate than us. But, if we all come together to help one another, especially our youth (for they are the next generation of union workers) the world

would be a much better place. The old wise saying "It takes a village to raise a child", rings truer in today's society than ever before.

Keeping this in mind, during the Christmas holiday's Local 722 reached out to the community by sponsoring a needed family. Our local post office receive tons of Dear Santa letters from needy family and two of our Local 722 Executive Board members (Debra Davis CNMC and Orne' Banks WHC) read through many letters and chose a family to assist. They chose the Fenwick family. A single mom with (5) five kids who's ages ranged from 2 yrs to 11 yrs. The mom did not request toys or things for the kids to play with. She was concerned about helping educate her kids. We decided to purchase a new computer for this

family. We thought the computer could help the kids with homework, gain access to the internet (library, dictionary & thesaurus) as well as give them some fun but educational games to play.

Christmas day was very rewarding for both Debra and Orne as they delivered the gifts to the family. Watching the kids open the gifts was a joy. The smiles on their faces said it all. We know this gift will also be beneficial to the mom. This family gift may just be the tool that opens the door to her next employer. It is such a joy to give back to the community.

A special Thank You to Mr. Fred Hopkins, Orne's husband for availing himself on Christmas day to help deliver the gift to this family.

FREE S.A.T. & A.C.T. PREP (ON-LINE)

Our Children are our future. Have we invested all that we can to support them becoming the best that they can be? A College education is extremely important to our youth of today, and it is getting harder and harder to gain entrance. With all of the inadequate funding and support going into our public school systems across the country, our schools are failing our children and many parents find themselves paying for every aspect of their child's primary as well as secondary education. The cost has continued to rise over the years and there does not appear to be any relief in sight.

The Local 722 Education committee has been trying to find ways to assist the youth of our membership in attaining entrance into the college of their choice. The following information will provide our youth with free S.A.T. and A.C.T. Prep assistance. This is a free on-line opportunity to help raise your test scores. Simply log on to **WWW.NUMBER2.COM** Create yourself an on-line account and you are on your way to free help.

Number2.com's online test preparation courses are totally free! By creating an account you can access a customized course that includes user-friendly tutorials, practice sessions that dynamically adapt to each student's ability level, a vocabulary builder, and more

The SAT Companion is a complete tutorial to help you raise your SAT score. It provides personal tutoring, with immediate feedback on every incorrect answer. It automatically adapts to your personal skill level and can even remind you via e-mail of what's best to study next! Each time you log on you'll be taken to your own homepage that tracks how much you've studied, and how well you're doing. You will also be able to use their vocabulary builder, which challenges you to learn new words and allows you to build up your own set of electronic flashcards. The tutorial teaches you how to approach each kind of question, lets you practice questions at your own pace, and monitors your pro-

gress. The sign-up process is quick and painless and your personal information is fully confidential.

Xap Corporation (Number2.com's parent company) has a free site with comprehensive information about the ins and outs of financial aid and a series of calculators and interactive wizards to identify the information most relevant to you. You can learn about the affordability of college, keep track of your estimated financial aid packages, and search for scholarships

So I encourage all of you with children to visit this site with your youth and take advantage of the free benefits it has to offer, Remember "A Mind Is A Terrible Thing To Waste"



THE NUMBERS DON'T LIE.....

When it comes to getting ahead, it's all about the numbers - the percentage of jobs available, the number of years it'll take you to advance, and most importantly - how many zeros are on your yearly salary package. That's why we looked to the numbers to help predict your chances for career success.

Move up in your occupation. In today's tough job market, a degree is virtually a necessity for advancement. More than half of the top 10 fastest-growing occupations require an associate degree or higher. With convenient and flexible online associate programs from accredited colleges and universities, you can empower your-

self with the degree you need to excel.

Can you use \$13,000 more a year in your pocket? That's the average salary hike a bachelor's degree commands. If you don't currently have you B.A. or B.S., isn't it time to boost your paycheck and advance your career ambitions? Online degree completion programs are specifically available to help you finish what you started. Some even offer credit for work experience! Not yet convinced? How's this: Over a lifetime, the gap in earning potential between high school graduates and

those holding a bachelor's degree or higher exceeds \$1 million, according to the College Board." Completing your studies, or embarking on a bachelor's endeavor will bring much value to your world.

Want even more cash? How about an extra \$10,000? Master's degree holders earn an average of \$10,000 more a year than those with only a bachelor's. So what are you waiting for? Let a master's degree maximize your salary and your professional status; explore online MBA programs that are cutting-edge and convenient.

Your Passport: Don't Leave Home Without It



At first glance, a U.S. passport is just a little booklet, about the size of a pocket notebook, a slim binding of heavy, baby-blue paper. But with this tiny document, you can visit almost any nation on Earth, earning approving nods from customs officials and collecting exotic stamps, one border post at a time. With a few notable exceptions such as **Cuba** and North Korea, a U.S. passport is respected in almost every harbour and airport on the globe.

With the tightening of Homeland Security, your passport isn't just a ticket to places, it's your ticket back. If you're finally taking that romantic trip to **Europe** or you've bought tickets for an Asian adventure, your passport is mandatory for travel to most foreign countries. And beginning on Jan. 23, 2007, the document will become even more essential for zipping around North America. The Western Hemisphere Travel Initiative will require that anyone who takes a flight to **Canada**, **Mexico** or the **Caribbean** must have a passport or other approved identity card.

The new rules were mandated by Congress in 2004 following the terrorist attacks of Sept. 11, 2001, and were recommended by the 9/11 Commission.

The only acceptable alternatives to the official passport will be a document carried by U.S. merchant mariners; the NEXUS Air card issued to some U.S. and Canadian frequent travellers; and

active duty members of the U.S. Armed Forces.

The bigger hurdle is scheduled to begin as soon as January 2008, when passports will be required for all travellers by land and sea

Currently about 73 million U.S. citizens, less than a third of the population, hold valid passports. The cost of a new passport for an adult is \$97, and for children \$82. The new rules do not apply to U.S. territories such as **Puerto Rico** and the **U.S. Virgin Islands**. Tourism officials from those locations are expecting a windfall from U.S. vacationers who don't want to bother with a passport. In other **Caribbean** nations, fears of economic damage have led to advertising campaigns encouraging Americans to sign up for passports, and in some cases granting discounts to those who hold them.

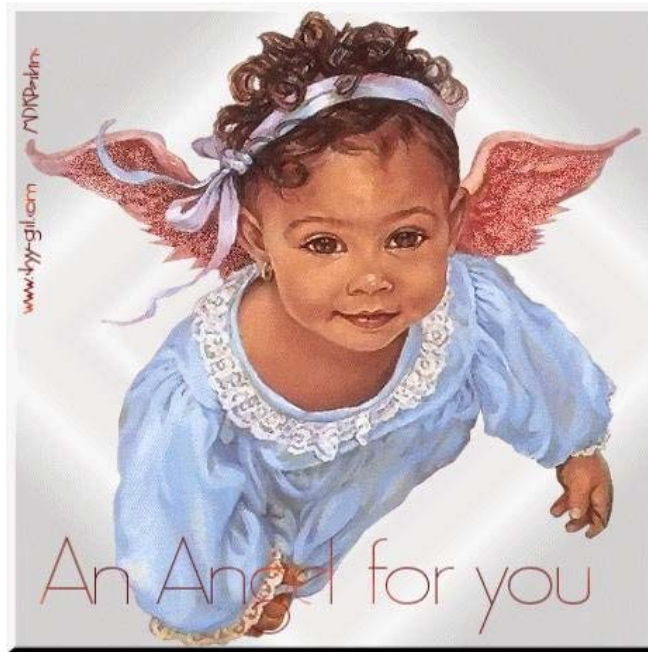
Do you know how to obtain a passport? If you've never applied for a passport, the process can be intimidating. After all, it's not often you're dealing with the U.S. Department of State. Really, though, it's pretty straightforward: First, you have to get an official passport photo of yourself. This can be done in lots of places: Camera stores, pharmacy chains, FedEx Kinko's outlets or any company outfitted to develop film is usually authorized to take a passport photo. Next, you have to track down a copy of your birth certificate, fill out your passport application (inelegantly called the DS-11), and turn in your materials along with the \$97 fee at the nearest passport facility (<http://iafdb.travel.state.gov>). Do this as soon as you can because it can take several weeks, sometimes longer, to receive your passport. You can request expedited service, but

faster delivery will cost you an extra \$60.

Getting a passport may seem like an annoying process, but there are no tests to pass, and adult passports are valid for 10 years. Which means a full decade of carefree travel by air, sea and land.

Travelers have found dozens of different ways to safely stow their documents, but a common theme emerges when it comes to passports: They keep them close to their bodies. Fanny packs are common in Europe, though they may seem too dorky for Americans. Whatever you do, keep your passport on your person. Don't carry it in a purse, backpack or messenger bag. You must always be wary of thieves, or plain forgetfulness.

Crime happens, even in famously safe places, like Japan and Norway—and like every case of bad luck, it's best to be prepared. Make sure you have the address and phone number of the local American Embassy. After all, it's their job to represent you in a foreign nation, and even if your passport is misplaced or stolen, they will work hard to verify your identity and find a way to get you home. And don't waste any time—stealing a passport is a serious crime and a potential window for identity thieves. File a report with the embassy staff and ask their advice. No one enjoys an international incident, and assuming you've behaved yourself on vacation, you'll eventually be able to make it home safely.



YOU ARE SO BLESSED !!!

If you woke up this morning with more health than illness, you are more blessed than the million who won't survive the week.

If you have never experienced the danger of battle, the loneliness of imprisonment, the agony of torture or the pangs of starvation, you are blessed ahead of 20 million people around the world.

If you attend a church meeting without fear of harassment, arrest, torture, or death, you are more blessed than almost three billion people in the world.

If you have food in your refrigerator, clothes on your back, a roof over your head and a place to sleep, you are richer than 75% of this world.

If you have money in the bank, in your wallet, and spare change in a dish someplace, you are among the top 8% of the world's wealthy.

If your parents are still married and

alive, you are very rare and truly blessed, especially in the United States.

If you are a registered voter and actually participates in the process, you are blessed because millions are still being denied that right here in the good ole U.S.A.

If you hold up your head with a smile on your face and are truly thankful, you are blessed because the majority can, but most do not.

If you can hold someone's hand, hug them or even touch them on the shoulder, you are blessed because you can offer God's healing touch.

If you can read this newsletter, you are more blessed than over two billion people in the world that cannot read anything at all.

You are so blessed in ways you may never even know. Blessings are bestowed upon you daily and you take them for granted.

You were blessed when you made it home with the car on "E". You were blessed when you could feed the family with little money.

You were blessed when you got paid for calling in sick with no time in your bank. You were blessed when you didn't lose your job, although you knew you were wrong.

God is always watching over us. He's granting us blessing even when we don't deserve them. He is such an awesome God.

We can not compare the blessings that he gives us, because he know what we stand in need of. We too should be a blessing to others. Can I challenge you today to be a blessing to someone.

You may not know what they want, but daily, everyone needs a friendly greeting. A smile, a hand shake, a hug, a good morning, a thank you. Just common courtesy. It appears to be gone in today's society. You are so Blessed, so why not be a Blessing !!!

BLACK HISTORY QUIZZ

Please take a moment to absorb this black history knowledge. A copy of this quiz has also been displayed in all of the SEIU Local 722 bulletin boards. If you think you have all the answers, submit them to the union office Attn: (Marshall Jackson) no later than March 1st. You just may become this years winner of a prize. Correct answers and prize winners will be listed in our next newsletter.

In 1897 he opened one of the first black architectural offices in Washington D.C. He was the national supervising architect for the A.M.E. Church and designed "Big Bethel", which is in Atlanta. In 1930 he helped to establish the school of Architecture at Howard University.

In 1937 the first public housing program built in Washington D.C. was a \$1.8 million dollar complex. Consisting initially of 274 units, 34 additional units were built north of the original site in 1965. This complex was built to accommodate black, low income, working families. In 1987 the National Park Service listed it on its National Historic Places Registry. Can you name this Complex?

The strip "Krazy Kat" was extremely popular in the 1920s. It allowed me to become the first black man to achieve fame as a syndicated cartoonist. Who am I?

I am a cartoonist and educator. Influenced by Charles Schulz's "Peanuts" and inspired by Dick Gregory, I created the first integrated comic strip called "WEE PALS". It was originally published in the black newspaper, the Chicago Defender, but in 1964 it became nationally syndicated in all of the large

daily and Sunday papers. Who am I?

Born in Washington D.C., I demonstrated my talent as a singer and dancer. I was the first black woman to headline at a Broadway venue. I became the preeminent woman jazz dancer. I sang "I'm a little Blackbird Looking for a Bluebird". She also performed in "From Dixie to Broadway". Who is I?

My name is Marguerite Johnson. I am an actress, dancer, and writer. I was the first black woman to have an original screenplay produced, which I directed. I was also the first black woman to have work on the nonfiction bestseller list. I am an artist of wide-ranging talents. I was nominated for a Tony Award for acting and a Pulitzer Prize for poetry. Most people do not know me by my name (Marguerite Johnson) they know me by another name. Do you know my other name?

Halle Berry was not the first black Academy Award Winner, I was. It is also said that I am the first black woman to sing on radio. I'm often called "Hi-Hat Hattie". I was also entered into the Black Filmmakers Hall of Fame. Who am I?

In January 1921 established by Henry Pace, Fletcher Henderson and William Grant Still, we used the Black Swan label and we were the first black owned and operated record company. Ethel Waters recorded the company's first hit, "Down Home Blues / Oh Daddy." During our first six months the company sold more than half a million records but was later sold to Paramount Records. What's the name of this Black owned record company?

I was the first black man to win a

Grammy Award. I began playing the piano as a teenager with Fats Waller. I formed my band in Kansas City Missouri. We established ourselves as one of the leaders in jazz. My band was also the first black band to give a command performance before Queen Elizabeth. Who am I?

The White House Endowment Fund under the direction of Hillary Rodman Clinton underwrote the price tag of \$100,000 for my work. It measures 58 by 30 inches. The painting captures a shadowy beach and sand dunes made pink by the late afternoon sun. My painting became part of the White House's permanent art collection. I became the first black artist to have work as a part of the White House art collection. Who am I?

I became the first black American owner of a television station. I received my bachelors degree, law degree and doctor of divinity degree in Detroit. I was a prominent business man, active republican, and active member of the free masons. President Richard Nixon helped me politically in my bid to purchase the television station. I also owned an FM radio station in Detroit. After my death in 1985 my television station was sold to CBS. This sell gained wide protest from black business leaders, pointing out the stations historical significance to the black community. Who am I?

I became the world's first living trademark. I made my debut at age 59 by dressing up in costume and serving pancakes in a booth. You know me as Aunt Jemima. I was

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BLACK HISTORY QUIZZ continue

the official trademark for three decades. I am really a polite, intelligent, indulgent cook who is closely associated with pancakes and kitchen products. However, characteristically, American culture has iconned me as a plump black woman who is soft-witted, comical, and headstrong who nurtures children. Who am I?

What is the name of the first black-created and black-run bank in Washington D.C.?

In July 1858 we became the first black labor organization on record. While earlier organizations were more mutual aid societies and fraternal organizations than labor unions, we were formed to

resist the efforts of white workers to drive blacks from a line of work blacks had traditionally controlled. Who are we?

I was the first black officer of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO). I led some 30,000 members who worked in small shops and department stores in New York City. Between 1950 and 1992 I led the District 65 United Auto Workers of the AFL-CIO. I was a close ally of Martin Luther King Jr. and a member of the Southern Christian Leadership Conference's board. I was born in Swabys Hope, a parish in Jamaica. I immigrated to the United States in 1944. Who am I?

I broke the color barrier in the oil industry by becoming the first black in the world to represent a major oil company abroad. A graduate from Tuskegee Institute., I've been called the most successful black American in the oil business. I'm credited with bridging the distrust between the African states like Nigeria and Ghana and the American multinationals like Phillips Petroleum, Texaco, and Signal. Who am I?

I was the first large hotel designed and built by blacks. I ws designed by Sulton-cambell and Associates and was owned by the Peoples Involvement Corporation, a local citizens group. I am currently owned by Howard University. What's my original name?