

Issue # 34

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SEIU LOCAL 722

BOTTOMLINE



PRESIDENT'S REPORT

BY DANIEL FIELDS, JR.

BECOMING A POLITICAL FORCE

For the last couple of election cycles we have been coming to you to assist us in getting politicians elected that will assist us forwarding the agenda and issues of working people as ourselves. As I reported in the past, we have been very successful in getting our endorsed candidates elected, especially in Washington, D.C. Just recently in the special election for the two vacant City Council seats (Wards 4 and 7), we supported and worked hard at the polls for Ms. Yvette Alexander, who was running for the Ward 7 seat vacated by now Council Chair Vincent Gray. We are happy to report that

Ms. Alexander won her election and now we have an additional friend on the current City Council. Of the current Council members, we have supported and assisted Mr. Harry Thomas (5), Mr. Phil Mendleson (At Large), Mr. Tommy Wells (6), Mr. Kwame Brown (At Large), Mr. Marion Barry (8) and Mr. Vincent Gray (Council Chair) in their efforts to get on the Council.

Already we are beginning to see the results of our endeavors. Just recently Council Member Thomas introduced a Bill that would require all Dialysis Technicians

working in Washington, D.C. to be certified. What is the importance of this Bill? SEIU, Local 722 represents Dialysis Technicians under our contract with Frensenius aka BMA. It is a requirement for Dialysis Technicians to be certified in the surrounding states of Maryland and Virginia, but D.C. has no such requirement. Yet, D.C. leads the nation in renal failure by per capita. Something is wrong with this picture. Also, by getting the Dialysis Technicians certified it my result in them getting increases in pay.

Council Member Thomas has also stepped up and

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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.

EXTRA EXTRA READ ALL ABOUT IT

The SEIU Local 722 Annual Picnic



Will be held at Ft. Lincoln Park (South Dakota & Bladensburg Road) on Saturday **July 7th from 12 noon until 7pm**. All local 722 members and their families are invited to come out and enjoy a good time.

Bring your gloves for softball. Bring your tennis racquet and balls for tennis. Bring your basketball. Let's play cards. Take a swim if you'd like. Just come prepared to have a good time !!!

The Right Way to Leave Your Job



Diplomacy is defined as "tact and skill in dealing with people." While it's always a good idea to be diplomatic in all your personal and business dealings, it's especially important when you are resigning from a job. The world is much smaller than we sometimes think, and with all the company mergers, consolidations and acquisitions, it's best not to burn bridges.

When you're leaving a job, it's not the time to finally give an irritating co-worker a piece of your mind. The co-worker or supervisor you've despised could wind up as your boss somewhere down the career road.

Here are a few tips to take into consideration before you announce your resignation.

Always use professionalism and courtesy in announcing your intention to leave the company.

Advise your direct supervisor first. Then tell colleagues and department staff.

Don't boast to co-workers about your new position, salary, office or company car. Instead, thank them

for their support and friendships and exchange contact information to stay in touch. Write a professional letter of resignation. No need for lengthy explanations, you can simply state that you are resigning from your position to pursue other interests or opportunities. Whether you loved or hated your job or your supervisor, the outcome should be the same: a brief, respectful letter stating your intention to leave.

Give your employer advance notice so that they can begin to make arrangements for your replacement. Generally acceptable notice is two to four weeks. Work with your current and future employers to set a time frame that works for both them and you.

Finish the job. Don't leave projects half completed. Provide a list of projects and review what can or needs to be completed before you depart.

Don't leave your desk or office in disarray. Take a day to organize your materials for your successor.

Offer to train your replacement. This may require that you give a few hours of your day before you leave the company. If you leave before a replacement is hired, make yourself available to answer questions in person or over the phone.

Don't disappear. Avoid short-timer's attitude and stay an active and contributing member of your team during your last days at work. Work hard and do your best to leave a good and lasting impression.

Avoid naysayer's and don't bad-mouth the company. Once others

know you are leaving, they may seek you out to share their feelings of discontent. If you want to leave on good terms, don't be associated with disgruntled or unhappy employees.

Use your exit interview time wisely. Regardless of what you are told, this is not the time to trash your boss or your boss's boss. If you haven't discussed your concerns about work situations in the past, don't use the exit interview as an opportunity to reveal them for the first time.

Negotiate your exit package wisely, but don't be greedy or overly demanding. Politely ask for what you deserve, such as payout of unused vacation time, pro-rated bonuses, etc.

Leave the company assets behind. Don't walk off with supplies to outfit your new office. Unless you brought something from home or paid for that stapler with your own money, leave it on your desk.

Don't send boastful or sobbing farewell e-mails. If you choose to use e-mail to notify colleagues that you are leaving, provide your contact information -- these people are part of your network.



Several of our members encouraged me to write this article to address this workplace issue. This article is not meant to be mean spirited, but it is meant to address a common issue in the workplace. An issue that some of you feel personal about, some of you feel harassed about and others of you take a no comment stance to. My personal position is for everyone to become very familiar with the dress code policy at your institution. Obey that policy and you'll not be harassed. Ignore the policy and you are at risk to receive a discipline. Please keep in mind that the policy at one institution may be different than the policy at another. So if you work for CNMC and the WHC, you need to be well versed in both policies.

As we all know the weather has changed and so to has the attire of our members. Just a few decades ago, companies were put off by women in pants or men with scuffed shoes and rumped shirts. Today we're seeing workers come in wearing sweatpants, flip-flops and tattoos. I'm all for self expression, but be forewarned: If you come in with piercing in your tongue, most hiring officials won't hear a word you're saying because they'll be completely focused on how much that must have hurt.

Yes, the workplace has become more casual, but there really are limits! While what you wear to work depends on your industry, company, geographic region and the activities you have planned for the day, most image consultants and corporate executives agree that there are basic standards everyone should follow. Here are 15 things that are never a good idea :

1. Underwear as outerwear. Camisoles or visible bra straps and lingerie scream "eek!" not "chic!"

2. Workout gear. Save your muscle shirts and spandex for the gym.

3. Soiled, stained or rumped clothing.

Neatness counts. Better to wear less expensive clothing that is immaculately cleaned and pressed than to sport designer grunge.

4. Shorts. Whether it be the Bermuda or Daisy Duke variety, wearing shorts to work is just plain wrong.

5. Tattoos. Celebrities like Angelina Jolie have made tattoos seem almost mainstream, but many people are still put off by them. Best to keep yours under wraps or disguised with a heavy spray-on makeup made expressly to conceal tattoos.

6. Extreme hair color. Natural looking highlights are fine, but never dye your hair blue, magenta or other colors not found in nature.

7. Too much cologne. A strong scent is a turnoff to most people. It's best to enjoy a lite fragrance or opt for the clean smell of soap.

8. Long, fake or wild-colored nails. Keep your nails short and neat

9. Grungy beards. In general, most companies prefer clean-shaven men. If you just can't part with your facial hair, at least keep it neatly trimmed. (And for gosh-sakes check in the mirror after

eating that powder-sugared doughnut!)

10. Micro-miniskirts. Make sure there is no more than three or four inches between knee and hem. You want to be able to sit without giving a peep show.

11. Overly revealing attire. Too little is too much. Breasts, back and arms should be covered. Avoid overly snug fits as well.

12. Athletic socks with street shoes. Men, the devil's in the details. People notice these things!

13. Body piercing. Studies show that most people view body jewelry as unprofessional and that people with multiple piercing are less likely to be hired or promoted.

14. Bare midriff. Make sure that your shirt is long enough to conceal your midriff. Let your clothes show off your good taste -- not your six-pack abs.

15. Low-rise pants. "Plumber's crack" is not acceptable anywhere. Period.

Finally, as a rule of thumb: If you have any doubt whether something you have on is appropriate go back and change.

Again this article was written with a warm spirit in mind. Not meant to offend anyone or take away anyone's rights. The 15 ideas are the ideas of the writer and **not** the policy of the union nor any workplace.

For those of you that encouraged me to write this article, I hope I addressed all of your concerns !!!

Years of Experience But No Degree

After years on the job, you feel you've definitely plateaued and think it's time for a change. There's one catch: you don't have a college degree. You graduated from the University of Life and have plenty of professional experience to show for it, but no formal degree. Are you still marketable?

If you find yourself with tons of job experience but hitting the "no degree" dead end, there are some things you can do to accentuate the positive.

Let Your Experience Do the Talking

Make sure you highlight your professional accomplishments, technical skills, results and industry knowledge on your résumé. These all help to demonstrate your expertise in your field. Also, try calling attention to any leadership positions you've held, including those with community, volunteer or military organizations, suggests career counselor Susan Guarneri.

Articulate Association Activity

Take advantage of career development offerings through your industry association and become active in the organization. "Go to local chapter meetings and join high visibility commit-

tees, such as membership, community outreach and publications," Guarneri advises. Not only will this give you additional skills and experience, it will help you make a name for yourself in your field, further enhancing your qualifications.

Include Glowing References

Include references from respected colleagues or high ranking industry professionals. These letters of recommendation will speak volumes about your personal character and professional standing. Don't wait for the employer to contact you, but include them in your initial application.

Show Alternative Learning

Guarneri stresses it's important to show that you are interested in professional development and continued learning. List any certification programs and professional seminars you have completed. These additional credentials demonstrate your intent to keep your knowledge and skills up-to-date.

Apply Experience to a Degree

Search nearby colleges and univer-

sities for programs related to your line of work. Many colleges have programs that offer course credit with proof of proficiency in a particular area. It's a terrific way to gain college credit for real life work experience.

Earn a Degree

Higher education caters to working professionals in a number of ways. "A lot of traditional academic outlets have online components," Guarneri says. Online courses allow you to work around your schedule. Also look into fast-track programs for adults which allow you to complete a degree at an accelerated pace, usually with less classroom time. There's also the College Level Examination Program assessment to test out of specific courses, while still earning credit for those classes.

Show Education In Progress

If you are in the process of earning a degree, make sure you note that on your résumé, along with an estimated date of completion.

Execs Gain from Employees' Pain

Flight attendants and pilots at Northwest Airlines (NWA) and machinists are livid over a decision by the carrier's top executives to reward themselves with nearly \$400 million in bonuses after the company emerges from bankruptcy. While Northwest executives get bonuses, the employees whose wage and benefit concessions and hard work brought the company back from the brink of collapse are being left out in the cold.

Northwest Airlines declared bank-

ruptcy Sept. 15, 2005, just days before new laws passed by Congress limiting executive compensation and bonuses in corporate bankruptcies took effect. The airline's reorganization plan includes an executive stock plan that would award the top 400 executives as much as \$995,000 each—a total of about \$382 million.

For many corporations, bankruptcy no longer is a sign of a failed business. In fact, corporations are filing

for bankruptcy not as a last resort, but as a business strategy to make more money—jettisoning pension plans on their way to Chapter 11 and throwing off long-term commitments they made to America's working families.

Last year, Northwest pilots agreed to give up \$358 million annually (including a 23.9 percent pay cut) during the next five years to help the company avoid liquidation. This sacrifice was in addition to

Employee Free Choice Act Would Lead to Better Jobs, Less Poverty

America is the richest nation in the world, yet 37 million Americans, nearly equivalent to the population of California, live below the poverty line and millions more struggle to get by every month. Over the past six years, the number of poor Americans has increased by 5 million and inequality has increased.

A major study released by the Poverty Task Force of [the Center for American Progress](#) (CAP) finds that in 2005, the top 1 percent of American households held 19.3 percent of the nation's income, equal to its largest share since 1929. At the same time, the U.S. Census Bureau reports that in 2005, those in the bottom 20 percent of the income scale had just 3.4 percent of total income.

Right now, one in eight Americans is considered officially poor and one in three is defined as low income. And those who have jobs aren't faring much better. One-fourth of all workers are in jobs for which year-round full-time work would not pay enough to keep a family of four above the [poverty threshold](#) of \$20,516.

In addition to detailing the extent of the nation's poverty crisis, the report outlines a pragmatic plan to cut poverty in

half in the next 10 years. Among the key solutions offered in the report, **From Poverty to Prosperity: A National Strategy to Cut Poverty in Half**: Making it easier for workers to join unions, which would go a long way toward alleviating poverty in the nation. The task force recommends the first step should be for Congress to enact the [Employee Free Choice Act](#), which would put the choice to form a union in the hands of workers, not employers.

The House [passed](#) the Employee Free Choice Act March 1. The bill, S. 1041, is now [in the Senate](#).

According to the report, workers should be able to freely join unions because:

- Among workers in similar jobs, unionized workers have higher pay,
- Union workers have higher rates of health coverage, and better benefits than do non-unionized workers.
- Unions help non-unionized workers, too, by creating competitive pressure for employers to improve their wages and benefits.
- Joining a union can be especially important to low-wage workers. For example, union cashiers earn 46 per-

cent more than nonunion cashiers, union food preparation workers earn nearly 50 percent more, and union maids and housekeeping cleaners earn 31 percent more.

A major factor contributing to the gap between the number of workers who want unions and the number who have them, the report says, is the "erosion of legal protection for workers who want to form a union, combined with aggressive, often unlawful, employer tactics, and an increasingly unresponsive National Labor Relations Board (NLRB) that has failed to enforce workers' rights under federal law."

The CAP report goes on to say: As Human Rights Watch has noted, when the card-check [majority signup] provisions of the Employee Free Choice Act become law, "workers' chances of freely exercising their freedom of association would increase dramatically." The increased union representation made possible by the Act would lead to better jobs and less poverty for American workers.

Execs Gain from Employees' Pain continue

the \$265 million (including a 15 percent pay cut) annual wage concession Northwest pilots gave in December 2004. Altogether, Northwest pilots gave up a whopping **\$4 billion** through 2011.

Meanwhile, the same executives who are looking to gain nearly \$1 million each, cut Northwest flight attendants' pay and benefits by 40 percent in 2006 and imposed draconian work rules. On

top of cuts in pay, Northwest flight attendants also are working 20 percent more with minimum rest and no food.

It is unconscionable to use employees' pay cuts to provide huge bonuses to the same executive team that led this company into bankruptcy. Northwest executives will profit while the employees who suffered the most by having their pay,

work rules, benefits, and retirement slashed will receive pennies.

JUST FOR US

BY: Debra Davis

On April 27-29 I attended the AFRAM Conference in Milwaukee Wisconsin. The topics that were discussed were based on healthcare issues that affect the black communities. We were given information on preventive care to keep ourselves healthy. There were pamphlets and cookbooks to help people with diabetes on what types of foods to eat how to cook it, and even how to exercise. We had nurses and physician's not just speaking to us but also checking our blood pressures, our glucose levels, our eyes and feet. You must realize that these are silent killers in the black communities.

Some of the in-services that were made available to us were about Renal Failure, Heart Disease, Stroke, Diabetes, Care of the diabetic Feet, and Care of the Diabetic eyes. The information was very important and everyone walked away with powerful information to bring back home. Many of you may not realize that Washington D.C. has the highest number of renal failure patients per capita in the country. You may be living with or know someone that's taking dialysis. Some of you are the workers that take care of these patients. Remember we represent the workers

at BMA. Which are the workers that provide dialysis services.

When AFRAM says "Just For Us", they were not just talking about the black community. They were also talking about "Health Care Providers". We represent a large number of health care providers. AFRAM is concerned about the health of these workers. Some of us are working with are illnesses and not caring for ourselves. Some of us don't have health insurance ourselves. Some of us can't afford health care. So if AFRAM can keep you informed, they can keep you healthy, they can keep you employed. Helping you also helps your family and your community.

AFRAM has been reaching out to SEIU members of African descent in many ways. Our health was only one of our blessings at this conference. We were also blessed by the SEIU Local 79 Gospel choir from Detroit Michigan. They brought a spiritual aspect to the conference that was totally awesome. Again, health care workers coming together with powerful voices to keep the spirit high. Yes this Sunday was magnificent. We even received refreshing and uplifting praises from some young brothers

in the form of praise dancing. These young men (Teenagers) showed us that they are not all headed to prison, using drugs, gang banging or headed toward destruction. Their minds and spirit is in the right place regardless to the stereotyping we see in the media.

Even though the time was short, this conference was so very informative. Mr. Smiley made a statement that stuck with me through the whole conference and also has made a lot of sense to me about our involvement in AFRAM. He said this conference was "JUST FOR US". Seeing that the conference gave us information about us and our health, it was also a spiritual uplifting with our members, and we all know how spirit filled our communities are, we must realize that we got good information that was meant to enhance our lives. With this conference our lives were so enriched that I better understand where our monies go. We received out of this conference more than the dues we pay yearly. And for me, the title of this conference should have been "JUST FOR US". In 2009 the national AFRAM conference will be here in Washington D.C. and I know it will prove to be just as powerful and uplifting as this one. So plan now to attend because it's not often that you'll find powerful information provided for us by us. Each one reach one. I'll see you there.



SEIU LOCAL 722 ANNUAL FISHING TRIP

Remember the King Fisherman from a few years ago? He was one of our youth. Will it be him again or will someone else take home that honor? We have (2) two fishing trips scheduled this year. Sunday June 24th the boat will leave from Kent Narrows Maryland at 0630 am and Saturday August 4th the boat will leave from St Mary's County Maryland at 6 pm. As always, seats will run out fast so get your seat quick.



Date : Sunday June 24th
Time 6:30 am
Departure: Kent Narrows, Maryland
Cost: \$ 50 per person

Date: Saturday August 4th
Time: 6:00 pm
Departure: St. Mary's County Maryland
Cost: \$ 50 per person

CONTACT

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**** FISHING ROD AND BAIT PROVIDED **
BRING YOUR OWN COOLER**

PRESIDENT'S REPORT continue

BY DANIEL FIELDS, JR.

assisted us in obtaining the Fort Lincoln Park for our upcoming picnic on July 7, 2007. We wanted to have this year picnic in Washington, D.C. and with the help of Council Member Thomas we will be able to do this. Also, because Fort Lincoln is in Ward 5 and Council Member Thomas in on the Park and Recreation Committee of the Council, he as assured us that the park will be well maintained for our enjoyment, which means the grass will be cut, the ball park will be ready, etc.

We have also been contacted by

more and more of the candidates running for offices in D.C. and Maryland. It has become well known that if SEIU, Local 722 supports you, that just doesn't mean lip service. We are quickly getting the reputation of being political workers. We door knock, pass out leaflets, make phone calls (phone banking) and work the polls for our endorsed candidates. We work hard for them, because when we need them we want them to work hard for us.

We are always looking for more of you to get involved in politics. Your future is in the hands of these politi-

cians. Legislation is presented and passed on a daily basis. It may be your healthcare, your retirement, prescription drug plans, taxes, school bills, property zoning, driving ability, or even the number of police on the streets in your neighborhood. You are surrounded by politics. I encourage you to get involved and stay informed of the issues.

If you are not sure how to get involved, call the office and we will be more than happy to assist you.

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WHISPERS



The man whispered, "God, speak to me", and a meadowlark sang. But, the man did not hear.

So the man yelled, "God, speak to me", and the thunder rolled across the sky. But, the man did not listen.

The man looked around and said, "God let me see you." And a star shined brightly. But the man did not see.

And, the man shouted, "God show me a miracle." And, a life was born. But, the man did not notice.

So, the man cried out in despair, "Touch me God, and let me know you are here." Whereupon, God reached down and touched the man. But, the man brushed the butterfly away and walked on.

I found this to be a great reminder that God is always around us in the little and simple things that we take for granted.

The people cried, "God, I need your help!" And a Local 722 newsletter arrived reaching out with good news and encouragement. But, the people

did not read it and continued crying.

Don't miss out on a blessing because it isn't packaged the way that you expect it to be. God delivers all the time !! Do you receive ??

I was deeply encouraged by our seniors at our Retiree Luncheon and my instructions were to continue allowing God to Bless each of you through this newsletter. So prepare yourself to "Expect the Unexpected"

