

Issue # 36

OCTOBER 2007



SEIU LOCAL 722

BOTTOMLINE



PRESIDENT'S REPORT

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

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.

First, I would like to start off with some good news. Last year at the Washington Hospital Center our members were able to obtain a one percent (1%) lump sum bonus because of the great work that we did. As you recall the bonus was based on us taking the Hospital's approval rate up one (1) point from the previous year. You not only raised it one (1) point, but to three (3) points. The approval rating consisted of criteria such as the cleanliness of the Hospital, how we treated each other and the patients and visitors, whether the food served to the patients was served on time and whether it was hot if should be and cold if should be, etc. It was negotiated in our contract that the parties could mutually agree to renew this bonus for the year 2007-2008.

The good news is that we have mutually agreed to renew this bonus. The exception is we must now raise the approval rating an additional two and one half points (2 1/2) . This may seem a lot, but we have already shown that we can do it. The rating period has already started. The period is from July 2007 to July 2008. I know you remember how nice it was to

receive that one percent (1%) bonus. Let's do it again.

Secondly, in the past the majority of the disciplines received by our members were for tardiness and absenteeism. In our contracts we have attempted to address these problems, even to the point of implementing a six (6) minute grace period at the Washington Hospital Center, and tightening up the language in the Children's contract. Although tardiness and absenteeism is still the leading cause of disciplines, there is another one on the rise. The one on the rise involves members clocking in for work and then leaving to go park their cars. Our contracts state that, "employees shall report dressed and ready for work at their job location and quit work at their job location at the time designated by the Hospital as the beginning and end of their regular work day, unless expressly assigned to overtime or call-out work by the Hospital or in the event their shift relief (in case of shift workers) fails to report for work at the job location." You can be disciplined if you clock in and then leave your work station with out permission,

to move your car or for other reasons. Please get to work in enough time to park your vehicle legally and clock in on time.

Thirdly, I have been informed that the Washington Hospital Center is having an open enrollment period for benefits in November. All members and I do mean all members must re-enroll for the Health Insurance and other benefits such as, Legal Services, Health Clubs, Supplemental Life Insurance, etc. It is my understanding that this is necessary because WHC is changing the Carrier for these benefits. It is also my understanding that this will not result in any reductions said benefits.

Lets get the word out to all of our Brothers and Sisters that work at WHC. We do not want them to lose their benefits.



# Is Universal Health Insurance On The Horizon?

America's cobbled-together system of paying for medical care does cover 85 percent of the population. As the 2008 presidential race heats up, a top-to-bottom makeover of our healthcare system seems less likely than a series of reforms that aims to fill gaps in coverage.

The presidential contenders are talking about health insurance. Most of their ideas are familiar ones aimed at expanding insurance coverage rather than reinventing the system. Ideas from presidential hopefuls such as John Edwards and Sen. Barack Obama, for instance, would do on the federal level what Massachusetts is now doing through a state mandate: require employers to either cover their employees or help finance their insurance.

Rudy Giuliani says he'd offer the

uninsured a hefty tax break so they could afford to buy insurance in the private market. President Bush offered a similar idea in his State of the Union address, but Congress has shown little interest in it. Sen. Hillary Clinton is focusing on preventive care to reduce spiraling medical costs, calling for the expansion of low-cost clinics in places such as malls, supermarkets, and schools. She also has championed mandating the use of information technology to make it easier for doctors to transmit medical data electronically, with the goal of reducing medical errors.

Mitt Romney touts his success as the former governor of Massachusetts at working with the legislature to enact a state universal coverage plan. But he stresses that, as president, he wouldn't attempt an all-encompassing national plan, instead

allowing each state to devise its own approach. Like other Republican candidates, he advocates helping low-income people purchase their own health insurance in the private market. However they would not receive the same tax break as those offered in the employer based plans.

Whether the new president is a Republican or a Democrat, a redesign will be difficult to pull off. Insurance companies, pharmaceutical firms and medical device makers, all of whom have a vested interest in averting radical change, are big campaign contributors and are strongly represented by lobbyists in Washington. That helps explain Congress' reluctance to do more than tinker with a system that left an estimated 44 million Americans without health insurance last year. Many of them did not require medical care, but a survey by

*(Continued on page 3)*

# Want a Bigger Salary? Prepare for Longer Work Week

While the majority of Americans are working for the weekend, there's a good chance that some of your co-workers are also working *on* the weekends. Americans are putting in longer work weeks than the average 40-hour gig, and several are even holding more than one job. **They work hard for the money.**

More than one in three (37 percent) workers with \$100,000 or more in household income say they typically work between 41 and 50 hours per week, and an additional 17 percent say they usually work more than 50 hours per week. Among those clocking more office hours, the majority are men and workers with children living at home. Sixteen percent of men claim to work more than 50

hours per week, but only half of that amount of women is likely to do the same. Finally, 17 percent of workers with children aged 17 and younger living at home are likely to put in a longer work week, but only 11 percent of those without kids have the s a m e t e n d e n c y .

The majority of Americans have only one job, according to an MSN poll. Those who work two or more jobs, however, are slightly more likely to be single, have children living at home, and have an annual household income of \$25,000 to \$35,000. According to the poll, more than half of Americans (58 percent) say they work only one job, but 9 percent work two or more jobs.

Eleven percent of single Americans work more than one job, only a slight increase from the 8 percent of married Americans who do the same. Of those workers with children younger than 17 living at home, 10 percent work more than one job, only slightly higher than the 8 percent of workers without children who engage in this behavior. And with 14 percent of them working more than one job, workers with \$25,000 to \$35,000 in household were more likely than those in other household income b r a c k e t s t o d o s o .

An overall look says that although salaries are increasing slightly, the cost of living is increasing even more. America must find a way to help parents earn enough yet have quality time at home with the kids.

## Universal Healthcare continue.....

(Continued from page 2)

the National Center for Health Statistics found that 6 percent of the population, or about 18 million people, reported that they were unable to get needed care due to cost at some time during the previous year.

Could Congress have enacted a “universal” system in which all 302 million Americans have all their medical bills paid for by the taxpayers?

America’s system is a result of compromise. It is a creation of a series of votes in Congress, and only a bill with a majority can become law. Incremental politics has produced a public-private system. Today most Americans have health insurance and most get it through their employer. It wasn’t always so. In 1940, only 10 percent of the U.S. population was covered by some form of health insurance. And there were no federal insurance programs such as Medicare and Medicaid.

By the 1950s employee benefit programs had become commonplace,

especially in industries with strong unions and collective bargaining agreements.

The current patchwork system of paying for medical care results in disparities, with some low-income people going uncovered and affluent retirees having more coverage than they need.

Most at risk are those who don't have adequate medical insurance because they are not poor enough to be eligible for the safety-net Medicaid program and yet can't afford to pay insurance premiums.

Baby Boomers who reap huge transfers are part of the problem. That problem could be eased by a system of sensible or equitable rationing. Medicare benefits now are so large “that most Baby Boomers are already scheduled to reap huge transfers from you who are younger. A typical couple retiring in (2020) will have paid about \$100,000 in lifetime Medicare taxes. “For that price, this couple is scheduled to receive about

\$500,000 in lifetime Medicare benefits over and above the premiums it additionally pays in retirement. “As long as the baby boomers can simply shove the costs to you (the younger working person), the incentive is to take all I can get — that is, if I don't care how little government provides for the needs of my children, my grandchildren, and their world.” Another disparity arises from the tax break for employer-provided health insurance, which doesn't extend to individuals who buy their own coverage.

I suggest that we all take a good look at what our government is doing with the health of the nation. God willing, all of us will need these benefits in the future. Are they good enough for you? Like most things, this writer informs you about things that may not impact you directly, but may impact you indirectly. These views are only the writer’s views and not necessarily the views of SEIU Local 722.

## New National Healthcare Union



*We need to fix our broken healthcare system and ensure quality, affordable healthcare for every man, woman, and child in America. Let's start with our children.*

More than 9 million children in America have no health insurance.

They have no access to regular check-ups, their parents struggle to afford doctors' visits when they are sick, and they often go without care. Congress can provide coverage to millions of uninsured kids by increasing funding for the State Children's Health Insurance Program (SCHIP) by \$50 billion.

In late June, more than 2,000 healthcare workers met in Baltimore to launch SEIU Healthcare, our new national union with more than 1 million healthcare members from 38 SEIU locals, speaking with one strong voice for good jobs and quality care.

SEIU Healthcare will work to unite more healthcare workers, raise standards, and fix America's broken healthcare system. Our first big effort is to collect a million petition signatures urging Congress to provide health insurance to uninsured children.

Please visit our international website and join me in sending congress a strong message. Visit [www.seiu.org](http://www.seiu.org) and let your voice be heard. Together we really can make a difference.

## HELP YOUR HEART & START EXERCISING

Good news !!! It's never too late to start exercising. New research shows that becoming physically active at any age reduces the risk for heart disease. It is true that those who've exercised all their lives have the lowest risk for coronary heart disease. But latecomers to the game can still come out ahead of people who are never active.

### **POST 40 FITNESS COUNTS**

Participants in a recent study who waited until after age 40 to start exercising were 55% less likely to develop heart disease than people who were rarely active throughout their

lives. Plus, people who are fit get lots of benefits just by becoming moderately active. If you've been inactive for a year or more, start with 10 minutes of moderate exercise each day and work up from there. Be sure to talk with your doctor first if you've had any health problems.

You don't need to run a marathon to improve your heart health. Moderate-intensity physical activity, such as brisk walking, is good for your heart. Health experts recommend 30 minutes of such activity on most days a week. The follow-

ing are considered moderate activities: biking, treadmill and dancing.

If you're already active, add more time to your workouts or increase the intensity. Vigorous exercises such as walking at a faster pace, jogging, high impact aerobic dancing or swimming laps may be even better for your heart. It is advised that you participate in vigorous physical activity for 20 minutes or more at least 3 days a week. So start reducing your risk today. But always consult your doctor.

## WHO'S WORKING AT WORK

If you're browsing the Web on company time looking for the latest in viral videos, you're not alone. A new survey of 3,800 office employees nationwide reveals that engaging in non-work related activity at the office is far from uncommon.

One-in-five office workers responding to the poll stated they have watched TV online for reasons unrelated to work while on the job. Results showed that younger workers (those aged 18 to 29) were more likely to engage in recreational online TV viewing than older office workers were. Moreover, 23 percent of men have taken part in this behavior, only 17 percent of women have done the same.

Six percent of office workers admit they've looked at pornography on their work computer. Men outnumber women, with 10 percent of men as opposed to 1 percent of women looking at pornography.

Sometimes workers don't get their entertainment from the Internet, they

create their own. More than half of all workers polled (61 percent) admit they have spent work time spreading or listening to office gossip. Two in three workers (66 percent) aged 18 to 29 have repeated office gossip and more than half of employees aged 30 to 64 admit to the same, as do nearly the same amount (43 percent) of workers 65 and older.

When they're not seeking out amusement, many workers are taking care of a certain kind of business at the workplace: their own. According to the poll, nearly half of workers (46 percent) say they have tackled their personal bills at the office.

One-in-five workers (20 percent) have answered a non-work related cell phone call at a meeting, and nearly the same amount (17 percent) have sent unrelated text messages or e-mails during a meeting. One-in-four workers (25 percent) with children younger than 17 living at home say they have picked up personal calls at meetings, whereas only 17 percent of those without children say

they've done the same. More men (23 percent) than women (16 percent) participate in such behavior. With 28 percent of 18- to 29-year-old workers sending private e-mails and texts at meetings, this group has the most offenders.

More than a third of workers (38 percent) have looked for new jobs online while at work. So the question becomes, Who's working when at work? Many of us may think that we are getting away with it, but you must know, many employers are keeping track of what you are doing. Don't think that because you have been getting away with it for now that you will continue to get away with it. Big brother is looking and when the boss comes down on you, remember that SEIU Local 722 has given you a warning.

## DID YOU KNOW ??

Did you know that the contract at Washington Hospital Center and the contract at Children's Hospital are different? If you are one of the many workers that work for both of these facilities, you need to know the difference in the two contracts. Because many of our members are receiving disciplinary action due to "TIME & ATTENDANCE", let's look at the two contracts. Attend the membership meeting to obtain a copy of the contract that effect you.

### WHC

### CHILDREN'S

#### ARTICLE 6.1(D) TIME & ATTENDANCE

- (1) **Leave Abuse:** Effective April 1, 2006, once an employee has called in six (6) times over the twelve-month period commencing on April 1st and ending on March 31st, any additional call-ins may be considered leave abuse. If an employee who is scheduled to work on a weekend calls-in, the hospital may require the employee to work an additional weekend or consider the call-in for purposes of determining leave abuse, but not both.
- (2) **Excessive lateness:** Effective April 1, 2006, excessive lateness is defined as the failure of a full time employee to report to work within less than seven (7) minutes of the scheduled start time for more than six (6) times over the twelve-month period commencing on April 1st and ending on March 31st, excessive lateness is defined as the failure of a part-time employee to report to work within less than seven (7) minutes of the scheduled start time for more than three (3) times over the twelve-month period commencing on April 1st and ending on March 31st. Employees who clock in for less than seven (7) minutes after the start of their scheduled shift will not be docked in pay, nor be subject to progressive discipline, for such instances of tardy.

Children's Hospital requires employees to report to work for their scheduled shifts and to follow the departmental procedures regarding time and attendance.

Excessive absenteeism and/or tardiness are subject to corrective action. Corrective action will be based on the frequency of occurrences and trends in accordance with the following:

- **Absenteeism** is defined as being absent from work on any scheduled workday, even though the employee has reported off.
- Each period of consecutive absence will be recorded as one occurrence regardless of the number of days of duration.
- **Tardiness** will be considered reporting to work of returning from breaks after the scheduled starting time.
- Employees who report to work late or return late from break:
  1. Five (5) or fewer minutes late will be charged with one-fourth (1/4) of an absence occurrence
  2. More than five (5) minutes late will be charged one-half (1/2) of an absence occurrence for these occurrences.

Employees who leave before the end of their shift after their manager or supervisor has instructed them not to leave will be considered insubordinate and subject to immediate termination.

Employees who are absent without call-in or who fail to follow call-in procedures will be charged with two occurrences of absence for that occasion.

A no call / no show of three (3) consecutive scheduled shifts will result in immediate dismissal for abandonment.

Absence due to Family Medical Leave (FMLA), Parental Leave, Bereavement Leave, Military Obligation, Jury duty, and other circumstances including hospital confinement and work incurred injury will not be recorded as an occurrence of absence for purposes of corrective action.

Time / Attendance records will be maintained for a consecutive twelve-month period, starting with the employee's first occurrence of absence. An employee who has received a second or third step discipline during a consecutive twelve (12) month period will move to the next level of discipline during the subsequent twelve month period after four (4) occurrences and to the next level (if any) after an additional four (4) occurrences.

Corrective action will be administered according to the following:

- **Six (6)** occurrences within a twelve month period - **1st Written Notice**
- **Ten (10)** occurrences within a twelve month period - **2nd Written Notice**
- **Thirteen** occurrences within a twelve month period - **(1) Day Suspension**
- **Fifteen** occurrences within a twelve month period - **Termination**

Consistent with Hospital Policy, all terminations should be reviewed in advance by Human resources. This review shall include a review of all the facts and circumstances of the particular employee's record.

## HAPPY RETIREMENT



Children's National Medical Center will truly miss Carolyn Woods a thirty three (33) year employee. Carolyn is one of Gods faithful servants that he placed in this hospital to touch the lives of so many people in so many different ways. Carolyn started her employment at the old Children's Hospital on 13th street in April 1974. There she worked as a unit clerk. Her drive toward excellence, dress for success and calm demeanor made coming to work a joy for everyone around her. When Children's moved it's location to 111 Michigan Ave Carolyn moved also taking her skill set as an example to the new crew of unit clerks at this new facility.

Eventually, Carolyn enhanced her skills and moved into direct patient care by becoming an Emergency Room Tech Specialist. Although this new title is how Children's Hospital recognized Carolyn, the staff of the Emergency Room recognized her differently. Yes, she is a valuable employee that will be missed, but some staffers say that she worked as a social worker, mentor and spiritual advisor in a hectic environment. A leader, friend and mother to many. The glue that kept the Emergency Room afloat through (2) two medical service directors and (4) nursing directors. It was never what she did, but how she did it they say. Her spirit touched the lives of some patients and families in ways that no physician could. The spirit that she brings to work with her day in and day out can not be expected from anyone, but, has been treasured by everyone. God knew exactly what he was doing when he Blessed Children's National Medical Center with Mrs. Carolyn Woods.

The Emergency Room staff honored Carolyn with a wonderful celebration. They were able to bring together many of Carolyn's co-workers from the old hospital as well as the new one on her special day. It is with great honor that this writer salutes "Mrs. Carolyn Woods" a woman of distinction and a woman of valor !! Although she is retiring from Children's National Medical Center, I assure you that we have not seen the last of her. God has bigger and better things in store for her. TO GOD BE THE GLORY !!!

# LOCAL 722 WOMEN'S COMMITTEE

**ATTENTION \*\*\*ATTENTION\*\*\*ATTENTION**

**THE KIDDIE MASCARADE PARTY FOR OCTOBER  
HAS BEEN CANCELED**

## LOCAL 722 ACTIVITIES COMMITTEE PRESENTS

**SEIU LOCAL 722**

**HOLIDAY PARTY**

**DECEMBER 15TH 7 PM UNTIL MIDNIGHT**

**PRINCE GEORGE'S COUNTY BALL ROOM  
2411 PINEBROOK AVE  
LANDOVER MARYLAND 20785**

**MEMBERS \$10 GUEST \$15**

**THIS WILL BE A VERY CLASSY EVENT SO PLEASE  
DRESS TO IMPRESS**



### **CONTACT**

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## THAT'S GOD !!!

Have you ever been just sitting there and all of a sudden you feel the need to do something for someone that you care for? That's GOD... He talks to you through the Holy Spirit !!

Have you ever been thinking about somebody that you haven't seen or talked to in a long time & the next thing you know , you see them or receive a phone call or letter from them? That's GOD...There is no such thing as "coincidence"

Have you ever received something wonderful that you didn't ask for, like money in the mail, a debt being mysteriously cleared, or a coupon to a department store where you just

seen something you wanted to buy but couldn't afford? That's GOD... He knows the desires of your heart

Have you ever been in a situation where you had no idea how it was going to get better, but now you look back on it and say WOW? That's GOD... He passes us through tribulations to see a brighter day

In all that we do, we should give HIM Thanks and our Blessings will continue to multiply !!!

When the twin towers were bombed the head of a company was late for work because his kid just started kindergarten, another fellow is alive because it was his turn to bring the

donuts. How about the guy who had been wearing new shoes and had to stop at a drugstore to buy a band-aid for a blister on his toe? That's GOD

So when you are stuck in traffic, miss an elevator, turn back to answer a ringing telephone, or all of the little things that annoy you; Think to yourself that you are exactly where GOD wants you to be at that very moment!!! That's GOD interceding on your behalf.

May GOD continue to Bless you with all those annoying little things!!

