

Issue # 38

February 2008



SEIU LOCAL 722

# BOTTOMLINE



2008 MEMBERSHIP MEETING  
2:00 PM UNTIL 5:00 PM

February 16  
March 15  
April 19  
May 17  
June 21  
July 19

August 16  
September 20  
October 18  
November 15  
December 20

Meetings rotate monthly and are held in the auditorium of Children's National Medical Center & Washington Hospital Center

## PRESIDENT'S REPORT

BY DANIEL FIELDS, JR.

### UNITY

I just recently got back from Memphis, Tennessee. I went to Memphis to participate in the Dr. Martin Luther King, Jr.'s celebration that is annually given by the AFL-CIO, around Dr. King's birthday. As you know, Memphis is the city in which Dr. King was assassinated. This was a very enlightening experience for me. I was able to hear some great speakers and to hear first hand stories from some of the Sanitation Workers that Dr. King had gone to Memphis to support in a boycott. I wish that you could have heard the brotherhood and sisterhood that was in the room when these people gathered. Many of you are not aware that Unions (Labor) played a very large part in the Civil Rights Movement, even the March on Washington.

One thing that was very evident early on was how

the speakers spoke on the peaceful demeanor of Dr. King. How Dr. King was truly non violent and also how behind the scenes there may have been heated discussions, but out in the public everyone put their differences aside, and were together on the issue at hand.

That caused me to think about our Union. It got me to think about our togetherness for the upcoming negotiations and our respect of each others as Union Brothers and Sisters. One of my concerns is the escalating conflicts that we are having with each other at our work sites. I seem to be noticing an uprise on shouting matches, fights, alleged intimidation, racism, sexism, etc., on the job sites. This my Brothers and Sisters has to cease. I submit to you that sometimes we must turn the other cheek, if nothing more, than to save our jobs. Employers of today do not want to waste their time to deter-

mine who was right or wrong in a scuffle or an argument. What they find easiest to do is to fire all parties involved.

If you believe that you and a coworker are unable to coexist on the job or that a problem is brewing, I welcome you to call the Union Office for assistance. No, we are not experts in conflict mediation, but we would rather talk to you and the other member involved before you both lose your jobs. Sometimes just to discuss what is causing the problem is enough to settle the problem. . The Union believes that, "No member should harm another member, or see another member harmed."



(Continued on page 7)

## 2008 SEIU LOCAL 722 BLACK HISTORY QUIZ

This Black History Quiz is presented to remind us all of the accomplishments made by the many men and women of color. There are too many to list in this publication. However, I'm sure your brain will be challenged as well as you will enjoy this learning opportunity. Please remember that Black History should not be limited to a month. We have Black History 365 days a year.

For all interested, there will be prizes for the persons with the most correct answers. Quiz results should be returned to Marshall Jackson in the Emergency Room at Children's Hospital or to the union office no later than March 1, 2008. Results & Winners will be acknowledged in the next newsletter. Local722 Executive Board members may not participate.

1. It was I that first proposed "Women's Day" celebrations. I did it in September 1907 in churches in Memphis, Tennessee. When I first presented my resolution I was dubbed as "upstart" and the day was criticized as only tokenism for women. Who am I?
2. The law stated that persons held "by reason of African descent are hereby discharged and freed from all claim to such service or labor" and "neither slavery nor involuntary servitude... shall hereafter exist in said district." This was the abolishment of slavery. When did this take place?
3. When were black males granted the right to vote in the District of Columbia and who granted them that right?
4. I refused to give up my seat on an interstate bus vehicle to a white person in Gloucester, Virginia. I was jailed and fined \$100 for resisting arrest. This occurred nearly a decade before Rosa Parks gained recognition for similar actions. Who am I?
5. Who announced and on what date was it announced that black women who were married would be identified by the title "Mrs." in front of their names; which is the same format traditionally used for white women?
6. I am an educator, interpreter, and promoter of black culture. I was also the first black Rhodes Scholar. Who am I?
7. I became the youngest and first black chief academic officer at Stanford University. I served as senior director of Soviet and East European Affairs on the National Security Council. I was a music major at the University of Denver. I served as special assistant to the director of the Joint Chiefs of Staff. Some call me "the new breed of young black conservatives." Who am I?
8. I was the first black chairman of the University System of Maryland Board of Regents, which makes up the thirteen colleges and universities known as the University of Maryland. Who am I?
9. I became the first known black to graduate from an American college, when I received my bachelor's degree. In what year did I do this and from what college?
10. We became the first black college to receive a single gift of \$37 million, the largest gift ever made to a historically black college. Who are we and where did the funds come from?
11. I was the first black woman lawyer in the United States, and the third woman admitted to law practice in this country. Being a graduate of Howard Law School, I was automatically admitted to practice in the lower courts of the District of Columbia. Who am I?
12. In 1978 we were named the first black astronauts by NASA. Who are we?
13. Students really do have a voice, because in 1961 some students refused to pay fines and requested \_\_\_\_\_ instead. This started what was known as the \_\_\_\_\_ movement.
14. We opened our doors in 1867 as the Augusta Institute. We have a proud new name today. Who are we?
15. I was the first black to win a medal in the winter Olympics. Who am I and in what year did I do this?
16. In what year were elections open to all races in South Africa?
17. In 1925 we were organized as a trailblazing black labor union by A. Phillip Randolph. Who are we?
18. Workers going out on strike has been happening for many years. In 1893 in the state of Texas, we went out on strike for better wages and working conditions. Who are we?
19. I became the first black NFL coach to win a Super Bowl. Who am I?
20. We gave the black power salute after medaling in the 200 meter event at the Mexico City Olympics. Who are we?

## ARE YOU A REGISTERED VOTER ??

The Presidential election is coming sooner than you think. It's already become an historic event by having an African American man and a woman competing for the Democratic nomination. I encourage every one of you to let your voice be heard by participating in the process.

You may be frustrated with the state of the nation, the situation with our troops, the housing crisis, the health-care scare, social security or you may even be happy with the status quo. Whatever your case may be, you still need to be registered to participate. Have you taken the necessary steps to participate in this process.

To participate in local, state and federal elections, you must be at least 18 years old, a U. S. citizen and you must register to vote. Registration deadlines are 30 days prior to any election. Mail-in voter registration

forms are available at libraries, community centers and other public buildings. You can also register to vote with your local board of elections:

- D.C. Board of Elections
- Maryland State Board of Elections
- Montgomery County Board of Elections
- Prince George's County Board of Elections
- Virginia State Board of Elections
- Alexandria Office of Voter Registration
- Arlington County Registrars of Voters
- Fairfax County Electoral Board & General Registrar

A [voter registration application](#) may be submitted to your [local board of elections](#) or the [State Board of Elections](#) at any time. However, an application must be postmarked by January 22, 2008, to vote in the Primary Election and October 14, 2008, to vote in the General Election. If you have missed the January 22nd date, you can still register in time for the General Election.

Your voice will only make a difference if you participate. **If You Don't Participate Don't Complain !!!**



## THE WORD ON THE STREET

### Janitors, Nurses Aides, and Home Care Workers Join Striking Writers' Call for Fairness

If you read the last edition of this newsletter you would have read about my call for unity. Together we can make a difference for everyone. Take a look at what your brother and sister union members are doing across the country.

SEIU members are joining other workers across the nation to support the thousands of striking film and TV writers.

"I've lived in Los Angeles most of my life, and I thought writers like them were very wealthy individuals.

But after talking to some of them, I realize they can be unemployed for three to 18 months at a time between writing jobs. I can see why it's important for them to receive royalties from DVDs and the Internet," said [Ursula Epps, a registered nurse from Los Angeles.](#)

The [Writers Guild of America](#) called the strike when the major studios refused to pay writers for online reruns and original work written for the Internet.

A survey by Pepperdine University's Graziadio School of Business Management found two of three Americans, or 63 percent, back the Writers Guild over the studios and

networks.

The strike has been felt across the entertainment industry, putting daily talk shows, sitcoms and dramas on hiatus due to a lack of scripts. If you haven't seen it already, be sure to check out the writers' [Speechless campaign](#), a series of videos featuring top Hollywood stars trying to do their jobs without writers.

Just imagine how many jobs are represented by SEIU Local722 and what the impact would be if we all worked together for the good of each other. We too could have a major impact on how business is conducted at the institutions in which our members work.

## DID YOU KNOW ??

Some of you take many of your benefits for granted. You just can't believe that the union has to negotiate for all of your benefits. Let's take a look at your holidays. Many of you think that because there are national holiday's that they are automatically paid holiday's for you. But you are wrong. They are paid holiday if the union is successful at negotiating them for you. Just ask the **non-union employees** at Washington hospital Center. They just received notice that Veteran's Day and Martin Luther King's birthday are no longer paid holiday's for them. Both days are still considered National Federal Holiday's. So let's take a look at the contract and see what SEIU Local 722 members has negotiated for themselves.

### WHC

#### Article V Holidays

### CHILDREN'S

#### Article VII: Holidays

**5.1 Holidays:** For the purpose of this agreement, the following days shall be considered paid holidays for all employees covered by this agreement:

**New Year's Day**  
**Martin Luther King's Birthday**  
**Washington's Birthday (3rd Monday in Feb)**  
**Memorial Day (Last Monday in May)**  
**Independence Day**  
**Labor Day (1st Monday in September)**  
**Veteran's Day (November 11)**  
**Thanksgiving Day**  
**Christmas Day**

In the event that one of the above holiday's falls on a Saturday, the preceding Friday will be considered the paid holiday, and if a holiday falls on a Sunday, the Monday immediately following will be considered the paid holiday.

**5.2 Holiday Pay:** All employees covered by this agreement shall receive a day's pay for the above listed holidays which shall be computed on the basis of an eight (8) hour day, in the case of permanent, full-time employees, and on the basis of a four (4) hour day, in the case of permanent part-time eligible employees times the straight-time hourly rate. An employee who is scheduled on an original posted schedule to work more than eight (8) hours on a holiday and who works the entire scheduled hours worked, up to a maximum of twelve (12) hours. The hospital retains the right to require an employee to work on a holiday. Employees who work on any of the said holidays shall receive, in addition to holiday pay, compensation at their straight-time hourly rate for each hour actually worked on the holiday. Any employee whose regular day off falls on a holiday shall receive an additional day's pay. There shall be no pyramiding of holiday pay and overtime for

*(Continued on page 5)*

**7.01 Holidays:** For the purpose of this agreement, the following holidays shall be recognized by the hospital:

**New Year's Day**  
**Martin Luther King's Birthday**  
**Washington's Birthday**  
**Memorial Day**  
**Independence Day**  
**Labor Day**  
**Veteran's Day**  
**Thanksgiving Day**  
**Christmas Day**

In order to accommodate the religious preferences of employees or to recognize other special days of importance, an employee may substitute any other three (3) days for any of the foregoing holiday's by notifying the hospital no more than ninety (90) days in advance of the date the employee wishes to use the substituted holiday.

In the event a holiday falls on a Saturday, it shall be observed on the previous Friday; and if it falls on a Sunday, it shall be observed on the following Monday.

**7.02 Free Day:** An employee with three or more years of service shall be entitled to one free day per calendar year. A free day must be scheduled in advanced with the approval of the employee's Department Head.

**7.03 Holiday Work:** The hospital retains the right to require an employee to work on a holiday or to take the day off. If an employee is required to work on a holiday, he shall be compensated for all hours worked in accordance with the provisions of this agreement as it were not a holiday and, in addition, he shall have the option to receive holiday pay, or an additional day off with pay, subject to the limitations and requirements of Section 7.04 of this

*(Continued on page 5)*

## DID YOU KNOW continue .....

### WHC

(Continued from page 4)  
the same hours.

**5.3 Holiday Eligibility:** In order to be eligible for holiday pay, an employee must have worked his last scheduled work day before and his first scheduled work day after the holiday except for excused absence. The hospital may require that the employee produce a bona fide Doctor's certificate or other proof that the employee's absence was due to illness. In no event will an employee be eligible for holiday pay unless he has worked at least one (1) day during the workweek in which the holiday occurs, unless he is on approved paid leave. Employees in unpaid leave status or under suspension are not eligible for holiday pay. An employee who fails to report for work on the holiday when instructed to report shall not receive pay for the un-worked holiday except for an excused absence.

### CHILDREN'S

(Continued from page 4)

article. If an employee is scheduled off, he shall be compensated in accordance with and subject to the limitations and requirements of this Article. When circumstances permit, the Hospital will make every reasonable effort to accommodate the preferences of employees who do not desire to work on consecutive holiday's.

**7.04 Holiday Pay:** Holiday pay will be paid according to regularly scheduled hours, when the holiday (as defined under 7.01) occurs. The employee may request the use of a holiday 30 days before or after the observed date. If an employee works on the actual or observed holiday the actual hours worked are multiplied by 1.5; provided, however, if an employee works on both the actual and observed holiday, only the hours worked on the actual holiday will be multiplied by 1.5.

In order to receive holiday pay, an employee must report for duty on the last scheduled workday before and the first scheduled workday after the holiday, unless he is on excused absence. All employees covered by this agreement shall receive a day's pay for the above listed holiday's which shall be computed on the basis of an eight (8) hour day, in the case of permanent, full-time employees, and pro-rated in the case of permanent part-time eligible employees, times the straight-time hourly rate.

## A New Year – Embracing New Beginnings



The Lord says, "Forget the former things; do not dwell on the past. **See I am doing a new thing!**" Isaiah 43:18-19 [NIV – The Holy Bible]

In 2007, many of us felt as if we could not make it, as we were being sifted like wheat. Not happy with our bosses or even

our co-workers. Not happy with our union or even this editor. Not happy with our President or even the state of the nation. Not happy with the war or prices at the grocery store. However, there were still some positive outcomes. Bondages were broken, past sins revealed and confessed, and old chapters of our lives are now put to rest.

**2008 is our year of New Beginnings.** We will not rely on our own strength and minds, but rather ask the Lord to purify our motives and hearts so that the Holy Spirit may move in a powerful way over us.

**Forget the past, pray fervently, study the Word, forgive those who hurt you, choose to love and embrace your new destiny! Amen!**

As editor of this newsletter I too will be embracing a new beginning. Again I encourage anyone interested in sharing articles that will enhance the lives of our fellow members to send them to me (Marshall Jackson). Send all correspondence to:

news4local722@msn.com

Or

1673 Columbia Rd, NW Suite 100  
Washington, D.C. 20009

## What Men Should Eat Every Day

Many of you have began and already stopped your new years resolutions. Losing a few pounds is always on everyone's mind. Typically women will work through the weight lost when men will not. So rather than deal with weight lost for men I thought we'd talk about Men's Health.

Typically, men think about their health at one time (during a crisis). But the problem with that wait-and-treat approach is that men are constantly responding to health emergencies rather than preventing them. So what's the prescription for better men's health? I wish I had the answer myself, but I don't. So I turned to Dr. Oz and Dr. Roizen for assistance. I suggest that you check with your doctor about all of your healthcare needs. But here is what these doctors have to say.

After a few small adjustments your body can almost take care of itself. If you are struggling to get your body in top condition, Dr. Mehmet Oz and Dr. Michael Roizen say there are 11 things a man should eat every day or nearly every day to keep things running smoothly.

### **Fruits and Vegetables**

Fruits and vegetables provide essential vitamins and minerals that will keep your body healthy. Foods rich in magnesium like beets, raisins, dates and soybeans are especially important because they'll keep your bowels moving

regularly. Dr. Roizen says a man should eat about five handfuls of fruits and vegetables a day.

### **Fiber**

A man should shoot to get about 25 grams of fiber in his diet every day. You can reach this goal through foods like artichokes, lima beans, soybeans, grapefruit, certain berries and whole grains. Dr. Oz says that eating whole grains isn't just the latest craze, they offer multiple benefits to health, including achieving proper poop. But first you need to read the label. When you're buying bread, make sure it says "100 percent whole grain" or "100 percent whole wheat." If the label says something else, like "7-grain" or "multi-grain" it may not be whole grain. One of Oprah's favorite whole grain choices is steel cut oatmeal for its crunchy texture. To reach your goal for fiber, the USDA recommends eating at least three servings of whole grains a day.

### **Folate**

Dr. Oz says you can significantly reduce your chances of getting cancer by eating foods rich in folate—you should get about 800 mg a day. If you don't take it as a supplement, you can find folate in orange juice, spinach and other leafy green vegetables. "Folate decreases arterial aging, decreases blood pressure and decreases cancer rate," Dr. Roizen says. On labels, look for the words "folate" or "folic," he

says.

### **Tomato Sauce**

As well as being good for the heart, tomatoes decrease risk of arterial aging, heart disease, stroke, memory loss, impotence, and wrinkling of the skin, Dr. Roizen says. And tomato-based products contain lycopene, which has been shown to fight cancer. But to really reap the benefits, you can't just put a few slices of an heirloom tomato in your salad. The best way to get the positive effects is by eating 10 tablespoons of tomato sauce a week. "It takes 165 raw tomatoes to equal 10 tablespoons of tomato sauce," Dr. Roizen says. "So it's much easier to have tomato sauce." Dr. Roizen adds that it doesn't matter what kind of tomato sauce you have, "as long as it's cooked, and you eat it with a little olive oil and a little healthy fat because it's much better absorbed with it."

### **A Handful of Nuts**

Dr. Roizen says walnuts and almonds are excellent for health. And not only are walnuts and hazelnuts excellent sources of heart-healthy omega-3s, but if you eat nuts before sugars (in dishes like pasta or corn on the cob), the fat in the nuts will slow your stomach and help your body most effectively process that sugar. One thing to remember is to keep nuts refrigerated so they don't oxidize.

### **Baby Aspirin**

If there's a true magic pill, Dr. Oz

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## What Men Should Eat Every Day continue .....

*(Continued from page 6)*

says it could be baby aspirin. "It's cheap and easy to take aspirin," he says. "Aspirin has many, many helping elements. It helps your skin, it helps about anything you can imagine. It has some potential risks if people have sensitive stomachs. But for cancer, you've got to be on it." A man over 35 should take two baby aspirin or 162.5 milligrams every day. It can reduce his rise of arterial aging by 36 percent.

### **Fish**

In recent years, there has been a lot of conflicting information about eating fish. On the one hand, fish is consistently regarded as a terrific source of low-fat protein. On the other hand, there are persistent concerns about mercury and other environmental impurities. Dr. Roizen says you just have to remember a few great fish. Tilapia, salmon, flounder, cod and mahi-mahi. Especially if they are wild caught. And not only is salmon a great source of protein, it has the added health bonus of being full

of omega-3s, which are important for a healthy heart. According to Dr. Roizen, you should eat a serving of these fish three times a week.

### **Eight Glasses of Fluid**

Dr. Roizen says that it is important to drink eight glasses or about 64 ounces of fluid every day. "It helps move the poop and gives you better hydration. It actually cuts down on wrinkles, too, because you hydrate your skin when you take it internally."

### **Red Wine**

"Red wine has a chemical in it called resveratrol, which is a very strong antioxidant that's also been shown to be heart-healthy," Dr. Oz says. Why red and not white? "Red wine has the material from the skins of the grapes [which provides the resveratrol]. The white wine has that skin stripped away. So if you're going to drink wine and you're going to take the hit on calories, drink red wine."

### **Coffee**

Men will stand up and cheer for this next Dr. Oz tidbit. Coffee is actually good for you in reasonable amounts.

Coffee actually has been shown to reduce liver cancer and to be effective with or without symptoms of Alzheimer's and Parkinson's diseases, Dr. Oz says. "So there are a bunch of different places where coffee can play a role. The reason it got a bad name is because it does have side effects, for example, migraine headaches and heart palpitations. But if you're not having them, coffee is reasonable." Did we mention it's good for those bowel movements, too? Dr. Oz suggests 24 ounces of coffee a day is a rational amount for one person

### **Milk or Vitamin D-Fortified Orange Juice**

The calcium in milk is obviously good for bones. Any man with a mother has heard that one. But the other important ingredient is vitamin D, which is a cancer-fighting agent. While your body can actually get this vital nutrient from the sun, if you live north of Los Angeles or Atlanta, you won't get enough vitamin D in winter and you'll need to supplement it. A glass of milk or fortified orange juice a day should do the trick.

## President's Report continue ....

*(Continued from page 1)*

Remember we need to be together as Union Brothers and Sisters. We may have a fight on our hands with the Employers in these upcoming negotiations. We already

know that at the Washington Hospital Center they have gone up on the parking for the non Union employees and have taken back the President's and Veteran's Day holidays. They will probably try to take back these on us too. We

do not need to be fighting each other. Let's Respect Each Other.

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## **EDITORIAL**

**by Marshall Jackson**

As we start this New Year, we know that we have lots of challenges and wonderful opportunities ahead. I just wanted to offer some words of inspiration as we take this next journey together. Reflect on each one and try to make the lives of everyone you encounter much easier. A few quotes were shared with me and I am sharing them with you. My desire is to give you something to focus on both personally and professionally. Please share some of your great words of inspiration, not just sayings, but words that will inspire! ! !

"Ideals are like stars; you will not succeed in reaching them with your hands. But like the seafaring man on the desert of waters, you choose them as your guides, and following them you reach your destiny." - Carl

Shurz (1829-1906) American General, Reporter and Politician

"Work joyfully and peacefully, knowing that right thoughts and right efforts will inevitably bring about right results." - James Allen (1864-1912) English Author

"Continuous effort - not strength or intelligence - is the key to unlocking our potential." - Liane Cordes, Author

"Be curious always! For knowledge will not acquire you; you must acquire it." - Sudie Back

"Obstacles are like wild animals. They are cowards but they will bluff you if they can. If they see you are afraid of them...they are liable to

spring upon you; but if you look them squarely in the eye, they will slink out of sight." - Orison Swett Marden (1906-1975) American Author and Lawyer

"The happiest of people do not always have the best of everything; they just make the most of everything that comes their way."

"Change does not necessarily assure progress, but progress implacably requires change. Education is essential to change, for education creates both new wants and the ability to satisfy them." - Henry Steele Commager (1902-1998) American Historian

**Welcome to 2008 !!  
Each One Reach One**