



# BOTTOMLINE

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## PRESIDENT'S REPORT

by: DANIEL FIELDS JR



### Great Time To Be In A Union

Recently, there have been a lot of memos and literature circulated around the Washington Hospital Center that has caused our members a lot of concern. These documents centered around the economic climate and the effects that it is having on the hospital. Children's National Medical Center has been experiencing the same via their house wide email system.

Included in the documents at the Washington Hospital Center are decisions and actions that the Hospital is taking, or is contemplating taking to help relieve some of the impact of this economic downturn. Well, let me tell you that this is the best time to be in a Union. Because you are in the union, many of the changes that the hospital is implementing or proposing will not affect you. Because you are covered by a Collective Bargaining Agreement (Union

Contract), there are certain issues that are mandatory subjects of bargaining, such as, PTO, Pension Benefits, etc.. What this means is that the hospital must negotiate with the Union before it can effect any type of change in these benefits.

Our members at Children's are currently negotiating their contract. We will keep you up to date on any communication that we receive from the hospital's management concerning changes in any of our negotiated benefits or mandatory subjects of bargaining. We also trust that you will keep us up to date on things that you are hearing and reading. Many times you get the information before we at the office receive it.

What can we do in the mean time? We can come to work, come to work on time, and do your jobs thoroughly. We can not waste materials, and more importantly we can be extra nice to each other and especially the patients and guests. Our main duty is to make sure that the customer is satisfied and will have no problem with returning to the hospital.

Also, there has been rumors floating around the Washington Hospital Center that because of the economic down-

turn that the \$500 attendance bonus will not be paid. I assure that as of this article, **This Is Not True**. Again, that is a mandatory subject of bargaining. That cannot be unilaterally taken away by the hospital. It must be negotiated with the Union.

Many times members say that the Union is only for people that get in trouble. In these times it shows that the Unions main purpose is to protect and serve the majority of the membership that does not get in trouble and usually remain anonymous. The vast majority of our members do not get disciplined. Only a small number actually violates the contract. This is the time that everybody benefits from having a Union and really needs a Union.

For our members at Children's Hospital, pay attention to your bulletin boards and look to hear from your negotiation team with updates as the process moves forward to obtaining your new contract.



## CAN GENERATION "Y" RETIRE

For those people born from 1977 to 1994, they have grown up with X Games and globalization. They spend their time paragliding in the Alps or snowboarding on half-pipes. They fearlessly dine on mystery meat bought from street vendors and run their careers off laptops fired up in Internet cafes. But when it's time to invest, they're as risk-averse as their Depression-era forefathers. That could prove to be a personal-finance mistake of epic proportions or it could be the greatest decision of this era.

It's overly dramatic to say that investing like a scared rabbit could ruin your life. But it

could certainly affect your ability to free yourself of the working world anytime before you draw your last breath. With 20 and 30 something's putting their retirement money in bank accounts, treasuries or gold to simply "preserve" their savings. It appears that they will have little to nothing to retire on, which leads to the question if they will retire.

Fidelity Investments, which compiles data on participants in its own retirement plans, sees less conservatism among Generation Y but concedes that its data reflect a small subset of the population. Only about half of all workers have access to a 401(k) plan, and only about 40% of the 20-somethings who are offered a 401(k) even par-

ticipate.

That leaves roughly 60% of Gen Y members investing outside workplace retirement plans, if at all. It's a generation that might as well be stuffing its money under the mattress. The problem with trying to talk young investors into stocks today is that most people figure that what's happened lately is what's likely to happen in the future. Today's 20 and 30 something's have witnessed a miserable market during most, if not all, of their adult lives. Right now, having all your money in CDs and cash seems like a great idea. But financial decisions that are based on emotions are usually the wrong ones. If we develop a generation of people who are afraid to take risks, they'll miss out

on decades of earnings.

I say all this to remind everyone that the trend shows that people are working longer. Many are working more than one job. Some who have retired are moving back into the workforce. Today, it is taking everyone in the house to contribute to the household financially. With these dynamics changing, working families have to do a better job of securing their financial future. Pay attention to your 401 and/or 403 contributions. Make wise choices not emotional choices. And know that if you are not taking full advantage of your company's benefits then you are not securing your future.

## WILL THE JOB MARKET RECOVER

With stocks rallying and early signs the economy is stabilizing, when will the employment situation improve? The answer for many may be never.

This is because the "natural" rate of unemployment, the level at which the economy is running at full steam, could move higher as entire sectors of the economy, such as automobile manufacturing or financial services, are permanently downsized. These jobs are just not coming back. Which means people will either need to retrain, seek low-skilled employment, or drop out of the workforce.

Did you know that the Federal Reserve and the U.S. Treasury are looking at a peak unemployment rate of 10.3% next year.

The concern is that the number of long-term unemployed (those out of work for 27 weeks or more) has risen to a

25% share of its total. In addition, the number of the unemployed who don't expect to ever regain the same job has risen to a record 51.5% of the total for March. Let's face it, employers are just not hiring.

Don't let anyone fool you; the employment situation provides us with real-time data on the income and confidence of the American consumers. It cannot be ignored. Until we start reducing the inventory of workers, as the number of those collecting continuing unemployment benefits stands at a record high of 6.1 million, the economy simply cannot recover. Future prosperity depends on our ability to consume not through borrowed money or by extracting home equity, but through our earnings.

None of us are safe. We all

are at risk in this economic downturn. We all must position ourselves as best we can to endure this lengthy turn around. Are you ready to recover? Are you marketable in this tough employment/unemployment saga? Are you retrainable? Are you prepared to seek a lower skilled position? Are will you drop off of the employment rolls?

I suggest that you keep the blinders off and see what is happening in the world around you. I'd also suggest that you do all that you can do to maintain your current employment. If at all possible, I also suggest that you take whatever steps you can to position yourself for future employment whenever the economy gets better.

## CNMC CONTRACT

The collective bargaining agreement between Children's National Medical Center and SEIU Local 722 will expire June 30th. We would like to thank all of you who returned the contract survey that we sent out. It is always very helpful to understand what concerns our members and how we can best address such concerns.

Although the leadership of Local 722 sent you our concerns, many of you shared concerns of your own that was not on our survey.

By the time you read this article negotiations will have already began. Please plan to attend our membership meetings so that you can receive first hand information about the status of negotiations.

Also there will be a ratification meeting at the end of negotiations so that our members can hear directly from our negotiation team just what agreements have been reached. This will be your opportunity to vote on the new collective bargaining agreement.

## Are You struggling ??

The media acts as if everyone is down on their luck and close to losing their homes and going bankrupt.

Are you in control? Do you have cable or internet? How about a cell phone? How often do you go on vacation where you rent a condo at the beach for a week? Are you in control or, are you struggling? When the media imply that just about everyone is struggling now, and through no fault of their own, is this true, or is there a large percentage of you putting yourselves into this situation?

Most of us have done our time struggling and are probably doing okay now. I'm sure we all splurge every now and then, but we take control, become frugal and pinch pennies when we have to.

I realize for some of you struggling only applies to your finances. So let's shift gears a

little and apply the struggle to your Time and Attendance. This is something that you control. Do you realize that your attendance equate to dollars and cents. When you struggle to come to work on a regular basis, it affects your finances today as well as in the future? How does it affect your future you might ask? As an organization SEIU Local 722 has seen an increased number of our members getting disciplined for their attendance. If you continue to have an attendance problem, you will not have employment, which affects your finances. Which will make you struggle.

Some of you struggle with getting to work on time. It may take a little longer to catch up with you, but you will also find yourselves in the same disciplinary situation. And what you don't think about is the struggle of your coworkers when your attendance is an issue. They have to pick up your slack when you're late or absent. With there being a hiring freeze, it will become a larger work-load on a regu-

lar basis for your coworkers, or ex-coworkers since you will find yourselves unemployed.

So take control. Come to work when you are scheduled. And be on time. Pay attention to the sick leave policy at your place of employment. Stay within the guidelines of the policy. Sure, plenty of your call-ins are legitimate. And sometimes you run a little late, but it should not become the norm. And if you are struggling with calling in vs. enjoying this nice beach weather; consider the repercussions of your actions.

It's a struggle for the leadership of SEIU Local 722 to see an increase of attendance issues with our members. With the state of the economy, the Local 722 leadership is really concerned about our members not maintaining control of there attendance. Maintaining your employment should be important, not a struggle. So let's take control and stop the struggle.

## 2010 CENSUS Coming soon

Time to stand up and be counted. The census must account for everyone living in the United States every 10 years. The Census Bureau is getting ready for the 2010 Census, which plays a critical role in determining and allocating resources for each state. Counting everyone helps each state get what it needs to provide for its citizens. Census

data is used to distribute Congressional seats to states, to make decisions about what community services to provide, and to distribute \$300 billion in federal funds to local, state and tribal governments each year.

Please do your share to publicize the need to complete and return census forms.

If you know of anyone who may

not be counted, encourage them to become part of the much needed numbers. This is not the time to be fearful of showing your face or writing your name. The census is mandated by the U.S. Constitution. Your participation in the census is required by law. Federal law protects the personal information you share during the census.

## THE COST OF COLLEGE

A recent study by Sallie Mae shows college student credit card debt is skyrocketing. Graduates leave school with 41 percent more credit card debt than four years ago, with one in five owing at least \$7,000 on plastic by the time they get their diploma. There are also signs that student loan default rates are rising. The most recent data shows 7 percent of students who began repaying loans during 2006-2007 had defaulted by September 2008, the highest rate in 10 years. Both types of debt work as a one-two punch to the finances when students graduate.

But perhaps the knockout blow for recent graduates is this: They are entering the toughest job market in years. A recent

survey by the National Association of Colleges and Employers found that only 20 percent of 2009 graduates, who've applied for jobs have been hired, compared to a success rate of 51 percent in 2007.

Nine in 10 students said they used plastic to pay for school expenses like textbooks, and the amount they've charged has more than doubled. There's a lot of reasons why this is happening; "credit cards are being used to cover rising school costs because there is no other source to tap; the cost of education keeps going up and financial aid hasn't kept up with that increase so students make up the difference by charging things.

SEIU Local 722 has been doing what we can to assist our members and their children with to help off-

set some of these experiences. We continue to provide links to available scholarships as well as award two of our own scholarships. We have also provided you with information about your Union Plus benefits, which offer low interest credit cards and other services. Many of you have taken advantage of these benefits. For those of you who have not, you can go to [WWW.UNIONPLUS.ORG](http://WWW.UNIONPLUS.ORG) and see the many benefits available to you. The deadline to apply for the SEIU Local 722 scholarships is July 1st. See one of the shop stewards, executive board members or call the union office to receive an application. You can also visit [WWW.FASTWEB.COM](http://WWW.FASTWEB.COM) to find more scholarship information.

## HEALTHCARE REFORM

We knew healthcare reform would face fierce opposition. Well brothers and sisters that opposition has begun. As you read this newsletter, **the same people behind the notorious "swift-boat" ads of 2004 are already pumping millions of dollars into deceptive television ads.** Their plan is simple: torpedo healthcare reform before it sees the light of day by scaring the public and distorting the President's approach. President Obama needs the resources to take them head on with an urgent, grassroots campaign to pass real healthcare reform in 2 0 0 9 .

When the "swift-boaters" flood

the airwaves with distortions, our President will need to flood the streets with volunteers armed with facts. When they send lobbyists to tell Congress to back down, he'll send millions of calls, letters, and stories from real Americans asking them to stand up.

The swift-boaters are once again trying to sell the American people short. As during the election, we deserve a serious conversation not fear-mongering and deceit. You and I see the importance of healthcare reform every day. We can't miss this once in a lifetime opportunity to face one of America's greatest challenges head on.

Passing real healthcare reform will be the toughest, most important challenge we've faced together since electing Barack Obama President. But it's also a big reason we fought so hard to make him President. I know that by working together, and speaking with one, determined voice, we can prevail over the cynics and defenders of the status quo. America's families are counting on us to do just that. I encourage each of you to visit the Presidents Healthcare reform website at: <https://barackobama.com/defendhealthcare> and see what you can do to help this cause. **We all have a stake in healthcare.**

## LOCAL 722 FISHING TRIP



**SATURDAY JUNE 27, 2009**

**2:30 UNTIL 11:00**

**Cost: \$40**

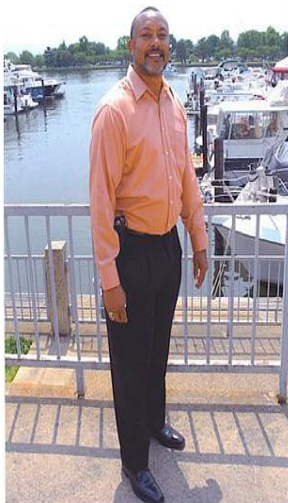
North Star Charter  
16129 Piney Point Road  
Piney Point, Maryland 20674

**Contact: Leon Reed (301) 499-2874 Home (240) 425-7340 cell**

### **DIRECTIONS**

Use I-95 to Pennsylvania Ave (Rt.4) exit southbound towards Upper Marlboro. Follow Rt.4 south for about 50 miles until it crosses the Patuxent River over the Governor Thomas Johnson bridge at Solomon's Island. Continue on Rt.4 until it ends. Turn left onto Rt.5 (South). Stay on Rt.5 approx 10 miles then turn right on Rt. 249. Stay on Rt. 249 for about 15 minutes. The Marina is located on the right soon after Rt. 249 ends.

## LETTER FROM THE EDITOR by: Marshall Jackson



My fellow brothers and sisters I greet you in unity. I have heard from many of you that you really enjoy this newsletter. I hear that you find it very informative, funny and inspirational. I'd like to thank you all for the compliments and support.

I'd like to encourage all of you to share the newsletter with your families and friends. They will find many of the articles very useful.

As we all start to feel this very nice weather, we know that summer is here. I pray that all of you have a safe and enjoyable summer. Don't let the economy hold you back. A picnic in the park, bike rides, a dip in the pool or an old fashion back yard bar-b-que will do us all some good. And it won't be too heavy on your purse string.

If you will be on the road, I pray for your safe travel to and from your destination.

### LIFE'S MANY LESSONS

**Life isn't fair, but it's still good.**

**You don't have to win every argument. Agree to disagree.**

**Cry with someone. It's more healing than crying alone.**

**It's OK to get angry with God. He can take it.**

**Make peace with your past so it won't screw up the present.**

**It's OK to let your children see you cry.**

**Don't compare your life to others'. You have no idea what their journey is all about.**

**Everything can change**

**in the blink of an eye. But don't worry; God never blinks.**

**When it comes to going after what you love in life, don't take no for an answer.**

**Burn the candles, use the nice sheets, wear the fancy lingerie. Don't save it for a special occasion. Today is special.**

**The most important sex organ is the brain.**

**No one is in charge of your happiness except you.**

**Frame every disaster with these words: "In five years, will this matter?"**

**Time heals almost eve-**

**rything. So give time some time to heal.**

**Your job won't take care of you when you are sick. Your friends will. Stay in touch.**

**God loves you because of who God is, not because of anything you did or didn't do.**

**Whatever doesn't kill you really does make you stronger.**

**Growing old beats the alternative -- dying young.**

**Read the Psalms. They cover every human emotion.**

**Get outside every day. Miracles are waiting everywhere.**

**If we all threw our problems in a pile and saw everyone else's, we'd grab ours back.**

**Don't audit life. Show up and make the most of it now.**

**Get rid of anything that isn't useful, beautiful or joyful.**

**All that truly matters in the end is that you loved.**

**The best is yet to come.**

**Take a deep breath. It calms the mind.**

**If you don't ask, you don't get.**

**Life isn't tied with a bow, but it's still a gift.**

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We are Service Employees International Union, Local 722, an organization of approximately 3000 members united by the belief in the dignity and worth of workers and the services they provide and dedicated to improving the lives of workers and their families and creating a more just and humane society. We meet the third Saturday of every month from 2pm until 5pm in the auditorium of Children's National Medical Center or Washington Hospital Center. Our 2009 calendar is as follows:

Jan	WHC	Feb	CNMC
Mar	WHC	Apr	Cancel
May	WHC	Jun	CNMC
Jul	CNMC	Aug	WHC
Sep	CNMC	Oct	WHC
Nov	CNMC	Dec	WHC

Every member is encouraged to attend. Please bring other members with you so that they too can get involved and informed.