



BOTTOMLINE

SEIU LOCAL 722 (202) 483-6221
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Issue # 47

June 2009

PRESIDENT'S REPORT

by: DANIEL FIELDS JR



BREAK TIMES

I have been entertaining a lot of questions lately about break times. So, I thought that I would take some time to try and answer some of these questions. The first thing that I would like to remind you is that majority of you are on the work site for eight and one half hours (8-1/2). While on the premises for this time, you only get paid for eight (8) hours. This means that 30 of the minutes that you are on the premises are not paid time and thus is your time.

Secondly, we have negotiated in the contracts two fifteen minutes breaks, (Rest Periods) that are on paid time. Normally, each member shall be allowed one (1) fifteen (15) minute rest period during the first four (4) hour period of his regularly scheduled shift and one (1) fif-

teen (15) minute rest period during the second four (4) hour period of his regularly scheduled shift. When you add the two (2) fifteen minute (15) rest periods with your thirty (30) minutes, you should get one (1) hour of breaks.

At the discretion of the department your breaks can be combined in a combination of ways. Some departments give you the two (2) fifteen minute breaks as describe above with a thirty (30) minute break, and some departments combine them so you may get one fifteen (15) break and a forty-five (45) minute break, or combine them all and give you a one (1) hour break. **Either way they do it, you should get a total of one hour.**

The scheduling of all rest periods shall be wholly within management's discretion and need not be uniform or fixed. You do not have to be given the same rest periods each day, nor the same time to go on these breaks each day. **You must go on break when your supervisor tells you to go.**

Breaks or rest period are not guaranteed. There may be times when you are not going to be able to go on these

breaks or rest periods, and there may be times when your break period may be interrupted. If these occur then you will be paid (at your regular straight-time hourly rate) for missed rest periods only when a rest period cannot be given to an employee because it would interfere with optimum patient care or efficient hospital operations.

What you need to do is remind your supervisor when you have not had your break, or if your lunch break is interrupted. Once you remind your supervisor, he/she should tell you when to go on break or that you may not get a break that day. If they tell you that you will not be able to get a break, then we suggest that you have them put that in writing. Because, as we all know, they forget sometimes.

It is important that you remind your supervisors about your breaks, especially if they are missed. If you add up just one (1) missed fifteen minute break a day, at the end of the week that adds up to an hour and fifteen minutes of lost pay, pay that may be at the overtime rate.

LOCAL 722 Reach Agreement with CNMC

America's economy is experiencing challenging times and Children's National Medical Center is not immune to the challenges that the rest of the world is experiencing.

Our Local 722 leadership has been paying very close attention to what's happening to workers across the country. Since 1978 SEIU Local 722 has been doing an outstanding job representing workers here at Children's. It's never been an easy task and making every member happy is even more of a challenge.

About 6:15 am on the morning of June 27th, after 7 lengthy sessions culminating on a marathon 20 hour 8th negotiation session, our Local 722 negotiation team at Children's reached an unprecedented agreement with management at Children's National Medical Center.

It took putting self interest on the back burner and the good of the majority in the forefront, thinking outside of the box, and making very difficult sacrifices in order to produce this contract agreement.

Highlights of the contract follows:

- **1 yr Agreement**

- *2% wage increase across the board with a 2% increase to minimum and maximums for every pay grade*
- *Internal equity review will be done and implemented by April 1, 2010 for **PAR's, PSA's, PCT's, UCA's and Sterile Processing***
- *Market analysis and grade review will be done and implemented by April 1, 2010 for **EVS (Hazardous Waste Transporters), Surgical Supply Assistants, and Transport Paramedics***
- **No increase to parking**
- *Increase death benefit for Transport Team Members*
- *Increase Education Assistance to \$1500 and mandatory written document if denied scheduled change to meet school needs*
- ***New Established Forum on Staffing*
- *Change to vacation request for weeks including holidays*
- **New Attendance Guidelines, All Disciplines' removed and All members return to Zero All members now have a six (6) minute grace period**

There will be two separate tiers. One tier for absences and one tier for tardiness. The two will no longer be combined. Each tardy after the six minute grace period is counted as one tardy occurrences. You have a total of (8) eight times tardy and (8) eight times absence. Discipline for time and attendance will go as follows:

(5) Tardies = 1st Written

(6) Tardies = 2nd written

(7) Tardies = Suspension

(8) Tardies = Termination

Absences will be handled separately and as follows:

(5) Absences = 1st Written

(6) Absences = 2nd Written

(7) Absences = Suspension

(8) Absences = Termination

Thank You goes out to our negotiation team for coming up with a good contract under these so uncertain times in America.

Also Thanks goes out to those of you that came out and exercised your right to vote on this contract. The Ratification Vote was **95% Yes and 5% No**

SCHOLARSHIP WINNERS

Every year the SEIU Local 722 Education Committee offer scholarships to our members and also the dependants of our members.

The **Alton Akinsegun Scholarship** which is named after our first serving president of Local 722 is awarded to union members in good standing.

The **Marchel Smiley Scholarship** which is named for our longest serving president is awarded to the dependants of our members in good standing.

This years recipients are:

Corwin Ward

- Sophomore at the Univer-

sity of North Carolina-Greensboro

- Majoring in Sports Medicine

Mr. Ward’s essay spoke about the benefits of being in the union.

Erika Cheaver

- Sophomore at Bowie State University
- Majoring in Biology

Ms. Cheaver’s essay spoke about the downward turn of the economy and the number of workers being laid off and losing the homes.

Jahra Wigfall

- Sophomore at Coppin

State University

- Majoring in Business Management

Mr. Wigfall’s essay spoke about the needs of an employee. He spoke about how the needs whether personal societal or employer based, all impact a workers performance in the workplace.

Nadia Wigfall

- Junior at Coppin State University
- Majoring in Science and Economics

Ms. Wigfall’s essay spoke about the Family Leave Act

SHOP STEWARD

by Marshall Jackson

Several members has asked the question “ why does the union appoint Shop Stewards”? I have been lead to answer personally. I am a Shop Steward and I was not appointed by the union office. My **co-workers** submitted a **petition** while I was out of the country requesting that I become a Shop Steward.

Upon my return to the USA I accepted the opportunity to **volunteer** my time to assist members with their issues. I was sent to some training by the union and I became a Shop Steward.

I must repeat this training every year, join at least one committee, file grievances, and participate in membership meetings in order to maintain my status as a Shop Steward. And again this is all **volunteer** time..

More Shop Stewards are always needed and welcomed. If you have a desire to serve in this capacity, get a **petition** started by your **co-workers** and **volunteer** some of your time. The desire of the union office is to have a couple of Shop Stewards in every department on every shift.

There were flyers posted in all the bulletin boards announcing our latest Shop Steward training **July 25th & August 1st** . I hope that those of you that are interested took advantage of this training. If you missed it and still would like to become a Shop Steward, get your petition together and contact Rick Malachi at the union office (202) 483-6221.



SEIU Local722

PICNIC



DATE: August 15th



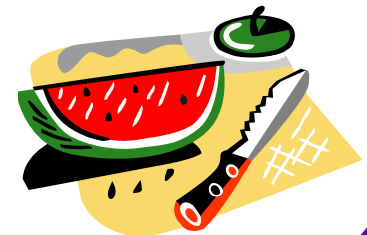
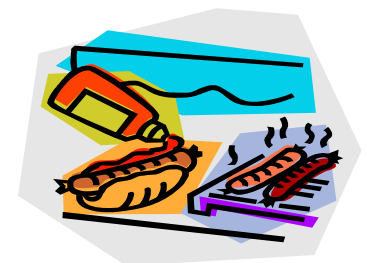
TIME: NOON - 6 PM



**PLACE: FORT LINCOLN PARK
(South Dakota & Bladensburg Road)**



All local 722 members and their families are invited to come out and enjoy a good time. Bring your gloves balls and bats for softball. Bring your tennis racquet and balls for tennis. Bring your basketball and don't leave your game at home. Let's play cards & dominoes. How about checkers & chess. Bring your horseshoes. Take a swim if you'd like. Don't forget your lounge chairs and card tables. This is a laid back relaxing event. Just come prepared to have a good time !!! The food is on us the fun is on you.



LETTER FROM THE EDITOR by: Marshall Jackson

Facebook has been around for almost five years and that's considered a lifetime in the Internet world and by now it has become a mainstay of workers. Hidden deep beneath the site's fun, technological distractions, some people are actually using the site for its intended purpose: networking (social *and* professional).

At workplaces, online networking has become an effective way for co-workers within the same building or on different continents to connect. Bosses and employees are also "friending" each other as it is called.

There are obvious drawbacks to letting the boss see too much of your non-work self, but do the positives compensate? Are the positives a disadvantage to your co-workers that are not a Facebook participant? Will the boss use your Facebook experience to positively impact or negatively impact the work life of you or other co-workers on your Facebook page.

Before you decide if you should be your superior's Facebook friend, you have to ask yourself why you would want to be online buddies. Is everyone else in your department connected online or are you going to be the only employee connecting with the boss in this way?

If you work for a company

whose entire staff is on Facebook, then your participation is the online equivalent of having lunch with co-workers or a water cooler chat. Of course, networking with colleagues is different than "friending" the boss.

Naturally, you don't necessarily want to be your boss's virtual pal if you have something to hide. The obvious drawback to online friendship is that your profile is open to your list of friends, and that means the good and the bad of your online persona are fair game.

"If you use Facebook to air political rants, document your wild weekend escapades, post wacky photos or vent about your job, you should obviously have some concerns about letting your boss view this aspect of your life.

But what's important to remember is that no online content is truly private, even if your intention is to share this information only with your Facebook friends. Facebook makes your profile viewable to anyone in the networks you belong to, even if you're not directly connected with or even know all the network members.

You should be monitoring your online content as though your current and future bosses can see it, even if they aren't on your buddy list.

"Unprofessional online content, or 'digital dirt' as it's often called, is a problem that goes beyond Facebook. Anything you post online is essentially public and can affect your career and job prospects, both positively and negatively."

I just thought I'd share this information as we all have been at least hearing about Facebook even if we are not a participating member. Be careful how and where you use the information super highway, because once it's been posted, you never know who and how your information is being used.

This letter is by no means intended to sway your decision to have or not have an online relationship with your boss. It is however, to keep you informed about the consequences faced by any and everyone who use the information super highway to post private information.

Many people have forgotten about how unsecure the internet is, and some of you continue to use the internet for personal use while at work. This is just another attempt to keep our members informed.

What Makes an Effective Union is the Members

As editor of this newsletter I am always looking for articles that will keep our members informed about issues in and out of the workplace. It's always a privilege to receive articles from the members. Please be mindful of what this member from Children's National Medical Center has written.

I have been a Local 722 SEIU member through Children's National Medical Center for over five years and have never had any prior experiences with any labor union. It is for this reason that I will remain neutral on how effective or ineffective this labor union is. However, what I can speak on is how many members are misinformed when it comes to what a labor union is and what these unions are supposed to do.

First, I would like to start by explaining what a union is. According to Dictionary.com, a labor union is "a labor organization usually consisting of workers of the same trade that is formed for the purpose of advancing its members interests (as through collective bargaining) in respect to wages, benefits, and working conditions." This is in fact what we have with Local 722 (whether we would like to admit it or not); a group of our peers who take the time to negotiate contracts, handle personal grievances, and help make our working conditions or benefits better. Now that we know what Local 722 SEIU is, now we can talk about how misinformed we

are as members.

As many of you know, we are currently going through contract negotiations and this is where I find that many of us do not know what is or has been going on with our jobs, benefits, or hospital management. By choice, we have not taken the time to read the current contract, yet some of us are actually upset over some of the proposals that our union has or has not chosen to address. Our members have silently complained for years about certain issues within the hospital and have left the problem as is, while others have expressed their concerns to the union. Now which members do you think are the most upset when they read the negotiation updates? Members we MUST stop complaining to one another and take our problems, issues, and concerns to our union, Local 722.

Throughout our current negotiations, the Union has been providing weekly updates on what issues are still open and the agreements that have been made. However, I have heard and witnessed how certain facts have been misconstrued or told to another member incorrectly. The irony is that almost none of these members that pass the false information have attended any meetings, or have asked their union representative to explain the issues at hand. Therefore, this miscommunication leads the rest of us to go around the hospital upset or angry every time there is a new update. To be honest with you, I was one of the misinformed

in the beginning. When the first update came out, I was livid! It was not until I went to a representative and asked questions that I was INSTANTLY relieved. This is not to say that our negotiations or contracts are perfect, but I can say that our union is trying to be fair. We do not realize how much control this hospital wants over us or how difficult it is to maintain the benefits that we currently have.

The real reason we do not try to stay informed is because most of us do not care until it affects us directly. This is why I am making a plea for my fellow Local 722 SEIU members to open their eyes and ears to what is going on in this union. There is so much we do not know about our union and there is no reason for this. We all get the newsletters, and Local 722 SEIU even has a website (www.seiu722.org). The most unfortunate part of all this is that most of us even know who our representatives are but fail to ask questions if we are not in any "current situation." A union is put together to serve members' interests, but our union, Local 722, can only be effective if we, the members, make an honest effort to share our interests and concerns with them as well.

Thank You Local722 member at CNMC for sharing your thoughts with other members.

EXECUTIVE BOARD NOMINATION MEETING



DATE: **NOVEMBER 18, 2006**
TIME: **2 PM until 5 PM**
PLACE: **WHC AUDITORIUM**



BOARD POSITIONS

PRESIDENT	WHC	(5)	EXECUTIVE BOARD MEMBERS
VICE PRESIDENT	CNMC	(2)	EXECUTIVE BOARD MEMBERS
SECRETARY	BMA	(1)	EXECUTIVE BOARD MEMBER
TREASURER/BUSINESS MANAGER		(4)	TRUSTEES

NOMINATION REQUIREMENTS **(LOCAL 722 CONSTITUTION & BY-LAWS)**

Article VIII:

Section 4. No member shall be eligible for nomination or election as an officer, member of the Executive Board, delegate or any office in this Local Union, unless he/she has been a member in continuous good standing in the Local Union for at least (2) years immediately preceding the nomination and has during all of that time paid the full dues required for working members of the Local Union within each month when due. The International President may waive the foregoing requirements in his/her discretion for good cause shown.

Section 7. Each member in good standing whose dues are paid up through the month of (October) preceding the nomination meeting held shall have the right to nominate, second, or otherwise support the candidate of his/her choice.

Section 8. Nominations must be made from the floor at the nominations meeting or by certified mail which must arrive at the Local Union Office before the nominations of that particular office have been closed.

Section 9. Candidates must accept nominations at the time made either in person, or if absent, by certified mail to the Local Union Office by five o'clock on the third business day following the day in which the nominations meeting took place.

Section 12. Each member shall be entitled to one vote. Write-in candidates and proxy shall not be permitted.

CURRENT ADDRESS NEEDED

SEIU LOCAL 722 MUST HAVE THE CORRECT MAILING ADDRESS OF EVERY MEMBER PARTICIPATING IN THE ELECTION PROCESS. IF YOUR ADDRESS HAS CHANGED PLEASE CONTACT THE LOCAL 722 OFFICE AT (202) 483-6221 AND PROVIDE US WITH YOUR CURRENT MAILING ADDRESS.

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WWW.SEIU722.ORG

A basketball in my hands is worth about \$19. A basketball in Kobe Bryant's hands is worth the MVP in the NBA Championship series. It depends whose hands it's in.

A baseball in my hand is worth about \$6. A baseball in the hands of Alex Rodriguez is worth millions of dollars. It depends whose hands it's in.

A tennis racket is useless in my hands. A tennis racket in Serena Williams' hand is a Championship at Wimbledon. It depends whose hands it's in.

A rod in my hand will keep away a wild animal. A rod in Moses' hand will part the mighty sea. It depends whose hands it's in.

A sling shot in my hand is a kid's toy. A sling shot in David's hand is a mighty weapon. It depends whose hands it's in.

Two fish and 5 loaves of bread in my hands is a couple of fish sandwiches. Two fish and 5 loaves of bread in God's hands will feed thousands. It depends whose hands it's in.

Nails in my hand might produce a birdhouse. Nails in the hands of Jesus Christ will produce salvation for the entire world. It depends whose hands it's in.

As you can see through this illustration, it depends whose hands it's in. So put your concerns, your worries, your fears, your hopes, your dreams, your families and your relationships in God's hands because, It depends whose hands it's in. Why don't you try

GOD'S UNCHANGING HANDS !!!