



# BOTTOMLINE

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## PRESIDENTS REPORT

by: DANIEL FIELDS JR

As many of you are aware, our contract with the Washington Hospital Center expires on October 5, 2008. We will shortly begin negotiations with WHC and as usual the rumors, false innuendos and misinformation have already begun. I thought that I



would take this time to address a couple of issues that may fall under these categories, especially when it comes to job actions.

### **Your Right to Strike**

A lot of members have approached me about the right to strike or take a job action during contract negotiations. A number of members believe that the Union gave up the right to strike in the contract. This is partially true. When we come to an agreement with the Hospital, both sides usually agree to what is called a No Strike/No Lockout agreement. This means that during the life of the contract, WHC October 2008 and Children's June 2009, the membership of the Union can not strike or take a job action against the Hospitals nor can the Hospitals refuse to let the membership work. All the disagreements that we have should be resolved through the grievance procedure and binding arbitration and not job actions.

Once the expiration date for the relevant contract has passed, the No Strike/No Lockout agreement is voided and either side can take a job action. Fortunately, we have never had to strike or take a job action, i.e. sick out, picketing, boycott, at any of the facilities that we represent and we are hoping that we do not have to take one this time.

### **Who Decides if We Strike?**

You do. Some members believe that the leadership of the Union decides whether or not to strike or take a job action. This is not true. By law, the Union must have a ratification vote. It is the job of the negotiation committee to try and get the best offer from the Hospitals. Once the Hospitals have

given the committee their last best offer, then it is the responsibility of the Union leadership to present and explain the Hospitals' last best offer to the membership, along with the Union's last proposal to the Hospitals'. The membership then must be given the opportunity on whether or not to accept the Hospital's last best offer. If the majority of the membership voting vote yes, then we have a ratification of a new contract. If the majority of the membership voting votes no, then you are declining the Hospitals' last best offer and you are giving the leadership of the Union the authority to call a strike or other job action. It is your responsibility to come out and vote. Believe me your vote counts and can make a difference. All we ask is that no matter how the majority vote, that we all abide by the decision of the majority.

### **Strike Fund**

The Union does have a Strike Fund. The misconception is that the strike fund is supposed to pay you your salary while you are out on strike. When you go out on strike you will not be receiving your salary. The strike fund primary function is to help support the actions that we have to take. If there is a strike we use the strike fund to supply meals, drinks and other needs for the people on the strike line. Sometimes the funds are used to help people with extreme hardships. That is why it is very important that you participate in the negotiation process and become educated on the issues. So when it is time to vote you know what you are voting on.

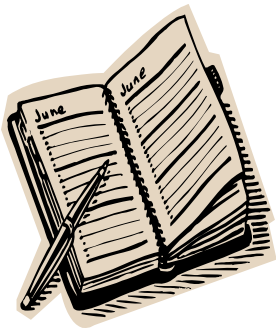
During the negotiations it will be our intent to set up a rumor control and information update phone line. You should also view our website for contract updates. And, as always, if you see me or any other Union official or representative, you can ask us for updates.

Again, we have never had to take a job action against any of the Hospitals, but it is always good to be prepared and to know the process.

## How to retire on \$12,000 a year

Don't forget membership meetings the 3rd Saturday of every month

Bring a friend with you !!!



### Mark your calendar

2pm till 5pm

#### Auditorium

|             |           |             |
|-------------|-----------|-------------|
| <b>Aug</b>  | <b>16</b> | <b>WHC</b>  |
| <b>Sept</b> | <b>20</b> | <b>CNMC</b> |
| <b>Oct</b>  | <b>18</b> | <b>WHC</b>  |
| <b>Nov</b>  | <b>15</b> | <b>CNMC</b> |
| <b>Dec</b>  | <b>20</b> | <b>WHC</b>  |

Millions of people face this predicament however, an old but often-overlooked strategy can dramatically cut what retirees spend on food, shelter and transportation. (SHARING)

According to the Social Security Administration, Social Security benefits account for 90% of income for four of every 10 unmarried retirees and two of every 10 married couples.

Another report on the Social Security Web site tells us that the average Social Security benefit for a retired worker is now \$1,082.30 a month. That's before the Medicare part B premium of \$96.40. The solution here isn't more money or another government program. The solution is social. It is called sharing. It could be having enough social skills to multiply your effective income to a level far greater than it could be made with ordinary cash.

The prosperity of the past 50 years has raised our expectations. We want to own our house, to have our own bedroom, our own bathroom,

our own car, our own phone (preferably mobile) and our own TV (with more cable channels than we would ever look at), and we want to eat what we want for dinner, not what everyone else is having. That makes life very expensive. But we must keep in mind we are now on a fixed income.

The productive social alternative is sharing. Economists call it "economies of shared living." Most of us can think about it in regard to marriage.

Though two people can't live for the price of one, the cost of living doesn't double when you get married. Divorce, on the other hand, involves returning to the economies of non-shared living. That's why it's common for one ex-spouse, or both, to have a lower standard of living after divorce.

Now let's examine how economies of shared living can benefit a retiree. Imagine a single retiree living in a 55-and-over trailer park. She has a monthly net Social Security benefit of \$1,000. From that she has to

pay \$400 for land rent and \$300 for the loan payment on the manufactured home. That leaves only \$300 a month for food, clothing, transportation and everything else. It's not a pretty picture.

Now let's imagine the same person as she creates a "family" of retirees. She has a 1,400-square-foot double-wide trailer with four bedrooms and two bathrooms. Let's see how things change as she builds her household and income is pooled to share expenses:

- With one roommate with the same net income, household income doubles to \$2,000. That leaves \$1,300 after shelter expenses. That's tight, but two people can eat and buy other necessities with \$1,300 a month. In effect, each person has \$650 a month to live on after shelter expenses, simply by living together.

- Add a second roommate, and income triples to \$3,000. That leaves \$2,300 after shelter expenses. Each person has \$767 a month for living expenses beyond shelter.

(Continued on page 3)

## How to retire continue .....

*(Continued from page 2)*

Have a third roommate, and income quadruples to \$4,000. This leaves \$3,300 after shelter expenses. With this much shared income, each person has \$825 a month.

There are limits to this, of course, but the cost of shelter is the beginning of communal sharing, not the end. The same group of four could share meals, a car and anything else they could agree on. Suppose, for instance, the group decided to share a car that cost an average of \$300 a month. And suppose food costs \$400 a month for the first person and \$200 a month for each additional person. What happens? Do that and the single person living alone goes from a deficit of \$400 a

month to a surplus of \$200 a month -- just by sharing with one person. Build the community to four people, and each would have a monthly cash surplus of \$450 a month. That's \$450 a month after food, shelter and transportation.

### **Women and Retirement**

With longer life spans and often fewer assets than men, women face different challenges in retirement.

These four retirees would have group income of \$48,000 a year on which

they paid no taxes. Though their individual income was at the poverty level, their collective income is about the median pretax income of all American households -- \$48,201 in 2006. Note that this is not a utopian commune or a spiritual community. It's just four retirees figuring out how to get along in a trailer park. I would say that making such arrangements isn't that easy. But sharing offers a major "return" for being creative and flexible. Cooperation is a wonderful but generally overlooked substitute for money.



- New: Free Prescription savings Card available
- New: AT&T Wireless Discount now available online
- Save on Union-made products & services
- Help your wallet and the environment

## CNMC Emergency Room Recognizes Staff

The Emergency Room at Children's Hospital recognizes outstanding employees of the year. For 2007 – 2008 we had five (5) of our SEIU members that was recognized. Each received a certificate. And the winners are:

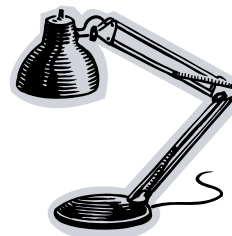
**Unit Clerk: Jannie Hawkins**

**ER Technician: Ronald Prue**

**Respiratory Therapist: Claudia Arrieta**

**Trauma Technician: Marshall Jackson & Tana Massip**

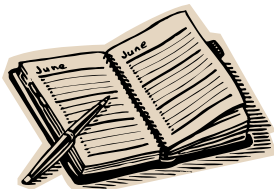
Congratulations to everyone for doing all that you do. Your superb work and dedication to Children's Hospital is what helps Children's maintain its status as one of the premier hospitals in the country. SEIU Local 722 is always elated when our members are recognized for the great work they do. Keep up the good work. We are all proud of you.



## MIXING WORK AND SCHOOL



"To catch the reader's attention, place an interesting sentence or quote from the story here."



Thousands of people turn to part-time evening programs to earn everything from education degrees to culinary certificates to Master of Business Administration degrees. Indeed, the Graduate Management Admissions Council reports a 56 percent surge in applications to part-time M.B.A. programs from 2006 to 2007. Whether returning to school to move up at work or to make a career change, being a working student can be intense. Here are some ways to smooth the transition:

### **Chart a course**

You'll be the boss when it comes to your academic decisions, so draft a proposal. Think of it as a white paper for your college plan. Examine your goals through professional, financial and personal lenses.

Making an early decision about the school-to-work balance is imperative. You'll need to decide early which will get the lead and when you'll need to shift that balance. Keep in mind that classwork does not end in the classroom. Business school for example requires an extensive

amount of teamwork and outside-the-classroom preparation.

### **Decide what you want**

Educators estimate more than 70 percent of part-time graduate students want a career change. Often, those who want to stay in a similar field are interested in branching out. Expanding your options should be a chief goal. You may want to pursue a degree that would open up opportunities for you, across disciplines and industries. Keep your motivation in mind.

### **Combine forces at home**

Get efficient and creative with study schedules to preserve family time. Consider taking public transportation or carpooling to turn drive time into study time. Get your family "excited about the process; let them share in it.

Take your family to campus and introduce them to classmates. Set a study schedule and post it for your family to see; be sure to explain unavoidable changes and make up the time. Personal time should be personal,

without a BlackBerry or schoolbooks.

### **Develop a network of advocates**

It may seem impractical to schmooze with faculty or classmates when you feel rushed or have come to class after a long day at work, but just as in the business world, it is crucial that you take the time to cast a wide net. You might find your next job, a key contact or a study mate.

The self-sufficiency that is valued in the workplace can be a negative at school. Professors remember students who are engaged. And classmates will be quicker to lend a hand if they know you better early-on.

### **Get your money's worth**

Optimize your experience by participating in extra-curriculars, hosting study meetings and seeking feedback from professors. For future semesters, scope out courses that you might not have considered but always dreamed of taking.

## SEIU Scholarship Winners

**Erika Cheaver** will be entering Norfolk State University as a Freshman majoring in Biology. Erika plans to become an Obstetrician. Erika wants to start her own practice so that she can hire others. Erika states that if she has her own business she too can assist the labor movement by keeping unemployment rate down. Erika wrote an essay on A. Philip Randolph.

**Jahra Wigfall** will be entering Coppin State University as a Freshman majoring in Business Marketing. Jahra wrote an essay on Downsizing and layoffs. With the economy being the way that it is, Jahra's advice to the youth of today is to stay positive, keep your head up, keep moving forward towards your dreams and never listen to someone who tells you that you can't do anything.

Jahra truly believes the statement that "you can do anything you put your mind to".

**Corwin Ward** will be entering UNC Greenboro as a Sophomore majoring in Sports Medicine. Corwin states that his chosen profession will enable him to better understand why our insurance premiums are as high as they are, and he propose helping the labor movement by getting involved to help reduce this cost for everyone. Corwin's essay was tied for #1 by our professor who reviews them for Local 722. Corwin wrote about workers joining unions, having one voice united for the good of all..

**Nadia Wigfall** will be entering Coppin State University as a Sophomore majoring in Management Science. Nadia wrote her essay

on Workers' Compensation. Nadia reminds us all that with out an education one will not go far in life. She says staying focused on succeeding should be your goal.

**Ebony Jackson** will be entering her Junior year at Rochester Institute of Technology (R.I.T.) Ebony is a Biomedical Science major. Ebony's essay was tied for #1 by our professor who reviews them for Local 722. Ebony wrote her essay on the Barrack Obama Vs. Hillary Clinton election. She focused her attention on the number of 18 -24 year olds that registered, but she moved to the education platform of both candidates. Ebony's advice to America is "Get ready, Get Ready, Get Ready, because history is about to be made.

### CONGRATULATIONS TO ALL OF OUR WINNERS

**On behalf of the Executive Board and the Education Committee of Local 722 each winner will receive \$1000**



# SEIU Local 722

# PICNIC



**DATE:** August 30th



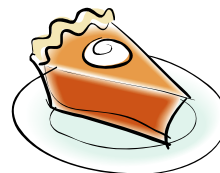
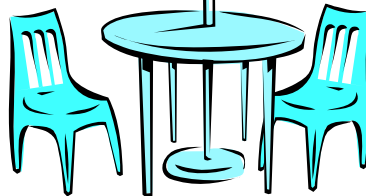
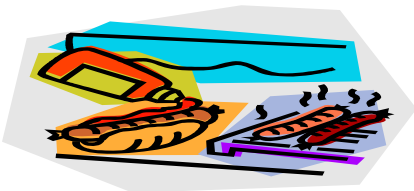
**TIME:** NOON - 6 PM



**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.

## Washington Hospital Center Contract Expires

The collective bargaining agreement between SEIU Local 722 and the Washington Hospital Center is due to expire soon.

Local 722 is current working with WHC management to identify the times and locations for us to meet with our members.

Please watch the bulletin boards for the times and locations.



Last month we featured some union Plus benefits and heard from some of our members that have taken advantage of the benefits. Here are some more Union Plus Benefits.

For those of you that have your mortgage financed with Chase bank, take a look at this:

**Loan Benefit:** Available to any union member or any other co-borrower who is unemployed due to

We will be posting them as soon as we get them.

In the meantime please attend the membership meetings to address you contract concerns and issues. Remember the membership meetings are the 3rd Saturday of every month. The next meeting will be August 16 at WHC.

Start getting your questions and suggestions

together now. Negotiations are never easy, but with the economy being the way it is right now, we anticipate this to be one of the hardest negotiations ever.

Please spread the word so that we can get maximum participation in this process.



**It's your contract !!**

**If you Don't participate  
Don't complain**

## SEIU Members Benefit

layoff or disability Eligibility begins 12 months from the closing date Mortgage Obligation (PITI) paid for up to six months Paid back at rate of \$ 75.00 a month once benefit ends

**Strike Benefit:** Eligibility begins 12 months from the closing date  
Months 1-3: interest free loan for PITI (Principle and Interest)  
Months 4-6: 50% of principal and interest

paid for member Months 7-9: 100% of principal and interest paid for member

**Note:** Months 4-9 **NEVER** have to be repaid. This benefit is offered exclusively through Chase- take advantage of it!!

If you have further questions please feel free to call:

Irina Medvedeva  
Loan Officer Assistant  
571-366-1783 (Ph)  
866-330-3872 (Fax)



[WWW.UNIONPLUS.ORG](http://WWW.UNIONPLUS.ORG)



**SEIU Local 722 lets the light shine on all the benefits of being in a union**

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Be mindful that this article is the sole opinion of the editor and it does not represent the opinion of SEIU Local 722.

Prayer really does change things. In life you can try to do things on your own. Sometimes you will get it right and sometimes you

## Prayer Changes Things

will get it wrong. You can look back on your mistakes and wipe your forehead and say "Whew, I made it through". Or, you can do like me and say, "Oh Thank You Jesus".

I look at where America is today and I wipe my forehead and say "Whew, we made it through". However, I also say "Thank You Jesus" for sending change our way. I realize that change will come in stages so I will do my share to influence change everywhere I go. You should do

the same. America "Get Ready, Get Ready, Get Ready!!!!!"

I pray for Barrack Obama and his family as he continues to influence change across the land. I pray that his vision for America will make life better for every boy, girl, lady and man. I pray for his safety as he campaigns in this race. I pray that come voting day everyone reading this will have their face in the right place. If you want change, get out and vote!!! Prayer Changes Things.