



# BOTTOMLINE

*Dan Fields Jr. President*  
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*Marshall Jackson Editor*

## PRESIDENT'S REPORT

BY: DAN FIELDS JR.



**This month my article has a very simple message:**

**VOTE!**

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**Make sure you are registered to vote. Have a plan. Vote early if you can. Request a mail in ballot or absentee ballot if necessary. Tell your family and friends to make sure they vote. Help them get to the polls if you have to.**

**Your vote is your voice. Make sure that your voice is heard and your vote counts. Staying home is not an option. By not voting, you help the other guy.**

**If you need help or need more information, let us know, and we will try to assist you.**

### MEMBERSHIP MEETING

Membership meetings are held from 2 - 5 pm on the third (3rd) Saturday of every month. Meetings will be rotating between WHC and CNMC auditorium unless otherwise stated. Watch the bulletin boards for updates and announcements.

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## HELP STAFF YOUR LOCAL POLLING PLACE



America is facing an unprecedented shortage of poll workers, meaning closed polling places and long delays. You can help make a difference. Become a poll worker.

### Poll Workers Get

- ✓ PPE
- ✓ TRAINING
- ✓ PAID \$\$

Become a PAID poll worker this Election Day and fight voter suppression! We're partnering with PowerThePolls to help recruit poll workers. Log on to the following link

<https://www.powerthepolls.org>

## #ProtectAllWorkers

### Pray for Our Heroes

America is praying for the thousands of essential workers facing and lost to COVID-19 — and for Senate Republicans to find their way and pass the HEROES Act. No matter your faith or political party, add your prayer that the Senate passes the HEROES Act with hazard pay, PPE, layoff protections and funding so essential workers can do our jobs and keep our families safe.

### Tell Your Senators: #ProtectAllWorkers

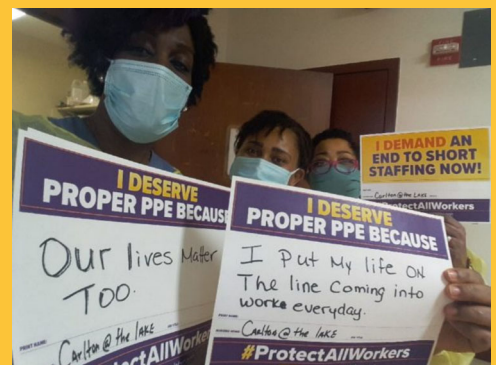
Every day that passes without relief legislation means more of us get sick without the protective gear we need, more of us lose our jobs and wonder how we'll keep our homes & more of us go without the essential hazard pay we deserve.

The House passed legislation to address many of these issues, but after a long vacation, Senate Republicans

just proposed a bill that fails working people. Meanwhile, Americans are suffering furloughs and layoffs while processing millions of new unemployment claims are on the cusp of running out of funding.

The GOP plan fails working people. That's why I'm asking you to ensure that the HEROES Act passes the Senate. Please #ProtectAllWorkers and pass the **HEROES Act** [SEIU.org/stimulus-worker-demands](http://SEIU.org/stimulus-worker-demands)

Join us in calling on your Senators to put workers first with no blank checks for corporations.





## *2020 Election: Our Worker Voices Are Front & Center We can't afford to have it any other way*

Working for a more  
just and equal world?

There's a place  
for you at SEIU



Workers united all across SEIU to Fight for \$15 an hour. Tirelessly over the past year, ahead of the 2020 presidential election, their voices were lifted and the hard fight for justice in our workplaces, communities and democracy is being heard. Together, we demanded the right for all workers regardless of job, race or zip code to join together in a union to collectively bargain with our employers. Our hard work was on display at the Democratic Convention and when we raised our voices; they heard us.

Accomplishing the Fight for \$15 will be great for working people all across America and nobody can deny that. But just as you are joining the fight to help working people across America, please give recognition to your Local 722 leadership for being ahead of others and negotiating a \$15 an hour minimum wage in our contracts both at Washington Hospital Center and Children's National. And yes, at the time we did it we had several job classifications that reaped the benefit of the pay increase.

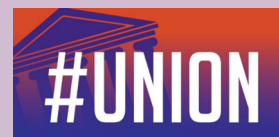
Over the past few years, workers have worked to put many issues on the map and demand that they're addressed at the federal level. Unions held forums and town halls with candidates. We called on candidates to walk-a-day in our shoes. We encouraged politicians to see how hard citizens are working but still struggle living in poverty. Unions pushed for a \$15 an hour minimum wage, which passed the House.

SEIU will continue to demand that ALL corporations (WHC & CNMC included) and the government protect all workers and immigrants in light of the pandemic and rise up and address the structural racism that exist in America.

Now, it's even clearer than ever before that we are essential and our labor keeps our country running. 2020 creates a unique opportunity for worker voices to be placed firmly front and center in this year's election. This is a great time for you to lend your support to a political / community / social organization. Taking an all hands on deck approach has proven to be successful. Can we count you in? Reach out to your union officials if you need help to join in on civic participation. Below you will find a list of SEIU International Caucuses that might meet your needs.

- SEIU RISE (Millennial's)
- Latino Caucus
- AFRAM Caucus
- Asian-Pacific Islanders Caucus
- Lavender Caucus (LGBTQT)
- Retiree Council

Please contact the union office (202) 483 - 6221 for more information



# OCTOBER: Breast Cancer & World Mental Health Awareness



Welcome to October. Every year, nature puts on the ultimate show as the leaves change color. Enjoy the beauty of the changing leaves. There's no better month of the year to enjoy the vibrant colors of the leaves, whether you take a scenic drive or head off for a proper weekend vacation to get the full effect of the fall foliage.

October has been designated as the Pink Month. This makes October, a month where we have a global effort to educate and raise awareness on breast cancer disease, including early identification and signs and symptoms associated with breast cancer.

World Mental Health Day is observed on 10 October every year, with the overall objective of raising awareness of mental health issues around the world and mobilizing efforts in support of mental health

October is also the month of the Libras. Libras are known for being charming, beautiful, and well-balanced. They thrive on making things orderly and aesthetically pleasing. They also crave balance, and they can be equally as self-indulgent as they are generous. Libras are also the kings and queens of compromise, and they like making peace between others.

## CNMC Vacation Accruals

As you may recall in March 2020 at the beginning of the COVID – 19 pandemic Children’s Hospital leadership made the decision to increase vacation accrual caps in response to employees not being able to take scheduled vacations due to travel restrictions and the Hospital needing to conserve staff availability in the event of surge.

Many of our members were able to continue earning vacation hours beyond the maximum amount allowed in our collective bargaining agreement. The Hospital is now prepared to reinstate the original vacation accrual caps. Please keep in mind the Article 9.03 Limitation on Accrual of Vacation Leave states the following:

Hospital Tenure (Years)	Maximum Accrued and Unused Hours of Vacation Leave	
	Full – time	Part – time
0 – 5	160	80
Over 5 – 10	240	120
Over 10 - 15	320	160
Over 15	400	200

Employees will continue to accrue vacation over these original maximums until October 31, 2020. After October 31, 2020, employees will no longer accrue any additional vacation until their balance is below the above vacation maximums. Employees will have until June 30, 2021 to use any vacation over their maximum. After June 30, 2021 any remaining vacation over the maximum will be paid out to the employee.



It's never too late. Many of our members have been taking advantage of this free online education benefit. You too can earn an associate degree or certificate—for free! Pay nothing for tuition, fees, or e-books. Open to eligible SEIU members and their families (Spouse, Domestic Partner, Children) .

Choose from several online programs offered by Eastern Gateway Community College. EGCC welcomes anyone with a high school diploma or GED regardless of past academic performance.

Your college degree is within reach.

Federal, state, and employer grants don't always cover the full cost of earning a degree online. SEIU is proud to partner with Eastern Gateway Community College to help eligible students fill the financial gap and earn a degree or certificate in: Accounting, Business Management (with a focus on Advertising, Cyber Security, Data Science, Digital and Social Media, Entrepreneurship, Finance, General Management, Healthcare Management, Hospitality, Human Resources, Information Systems, Labor Studies, or Programming and Development)

also: Criminal Justice, Teacher Education, Individualized Study, Paralegal, Patient Home Navigator

Read our Frequently Asked Questions at [www.seiumb.com](http://www.seiumb.com) or call 1-855-469-SEIU (7348) toll free to talk to an advisor.

To enroll in Eastern Gateway Community College and receive your SEIU Free College Benefit:

1. Register or sign in to your SEIU Member account and click Get Started.
2. Complete the online EGCC application.
3. Complete the Free Application for Federal Student Aid (FAFSA) and submit any required verification. Any grant award must be applied to tuition, fees and e-book charges. EGCC's school code is 007275.
4. Verify that you have received a high school diploma or equivalent by having official transcripts sent to EGCC.

### **That's it!**

SEIU Free College Benefit covers the difference between any federal, state, or employer education grants you receive and the cost of tuition, fees, and e-books.

Eligible SEIU members and family members may also enroll in other online programs at EGCC such as Medical Coding, Health Information Management, IT, Fire Science and more, but students may be required to pay for the strict industry-recognized content for some courses. The Free College scholarship will apply to tuition and fees, saving students thousands of dollars.

**Take the next step toward your future—apply now!**

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## **CLOCKING IN vs PARKING**



### **To all of our members**

If you are coming to work; clocking in; and going out to move your vehicle, **you must change this practice immediately.** More and more of our members are receiving disciplines for doing this. Your employer expect that when you clock in, you must report to your assigned work area dressed and ready to preform your duties. If you do not do this, the employer consider you to be "**stealing time**". There are cameras positioned all over and these cameras as well as your badge access is being used against you in these cases. Please consider the consequences of discipline if you are caught doing this.