



BOTTOMLINE

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Marshall Jackson Editor

PRESIDENT'S REPORT

BY: DAN FIELDS JR.



Union Representation

Every once in awhile I find the need to remind you of your right to Union Representation. Especially when it comes to a meeting with your supervisor where you are being questioned and it could result in you possibly being disciplined. More and more, I find that our membership is attending meetings with Hospital management without requesting the presence of a Union Representative. Be it with Personnel, Employee Relations, your Supervisor or the Presidents of the Hospitals.

The right to request Union Representation is protected by what is called Weingarten. Weingarten is the result of a Supreme Court decision that states individual employees have the right under the National Labor Relations Act (NLRA) to refuse to submit without union representation to an investigatory interview which the employee reasonably believes may result in disciplinary action.

The most important part of Weingarten is that the employee must request Union Representation. The Employer has no obligation to inform the employee of his/her right to request Union Representation. Our advice is whenever you are called to a meeting you should first ask what the meeting is about and ask if what you say will result in disciplinary action. If you are called into a meeting and it is two of them and one of you, that is a sure sign that you may need Union Representation. Once you request or need representation, the employer should give you a reasonable amount of time to obtain a representative. Usually this is about thirty minutes (30).

continued on pg 6

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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Children's National

Several of you have asked multiple times "How do I know how much vacation I get?" So I would like to refer you to **Article 9.02 Vacation Leave Accrual**. Here is what the contract says;

Each employee shall accrue vacation leave at the following rates:

0 - 5 years hospital tenure will accrue 0.0385 per hour worked up to a maximum of (80) Eighty hours

5 - 10 years hospital tenure will accrue 0.0577 per hour worked up to a maximum of (80) Eighty hours

10 - 15 years years hospital tenure will accrue 0.0770 per hour worked up to a maximum of (80) Eighty hours

Over 15 years years hospital tenure will accrue 0.0962 per hour worked up to a maximum of (80) Eighty hours

So it's all about the number of hours you actually work per pay period. Some of you work (76) seventy six hours a pay period, whereas, others work (80) eighty hours a pay period. Here's a few examples:

0 - 5 years tenure $0.0385 \times 80 = 3.08$ hrs per pay period or 0 - 5 years tenure $0.0385 \times 76 = 2.926$ hrs per pay period

5 - 10 years tenure $0.0577 \times 80 = 4.616$ hrs per pay period or 5 - 10 years tenure $0.0577 \times 76 = 4.3852$ hrs per pay period

10 - 15 years tenure $0.0770 \times 80 = 6.16$ hrs per pay period or 10 - 15 years tenure $0.0770 \times 76 = 5.852$ hrs per pay period

Over 15 years tenure $0.0962 \times 80 = 7.69$ hrs per pay period or Over 15 years tenure $0.0962 \times 76 = 7.3112$ hrs per pay period

Team Building

Being a leader is not about you. It's about the people that are on your team and how you can help them be successful"



A "Team" is not just people who work at the same time in the same place. A real team is a group of very different individuals who enjoy working together and who share a commitment to working cohesively to help the organization achieve their common goals and to fulfill its purpose.

Take care of the team and they will take care of everything else

Leaders support, mentor, promote growth and inspire their teams

Being a part of a team and feeling support from your teammates is one of the best feelings one can have at work. There's power in a group of people who work together toward a shared goal. This is what true support is all about. Supported teams are successful teams, and great ones know that with the right team dynamics, decisions, and diverse personalities, everyone wins.





SEIU DEATH BENEFIT FOR OUR MEDSTAR WASHINGTON HOSPITAL CENTER EMPLOYEES



In accordance with the Collective Bargaining Agreement by and between Medstar Washington Hospital Center (MWHC) and Service Employees International Union (SEIU), Article 12.5 Death Benefit:

"The hospital shall provide a benefit of \$4000 upon the death of retired bargaining unit employees, who upon retirement from the hospital, had at least twenty - five (25) years of service with the hospital. Employees who have accumulated twenty (20) years of service prior to October 26, 1993 shall be eligible for the death benefit without having to accumulate further years of service with the hospital. The benefit shall be payable to the beneficiary designated by the eligible retiree"

At the point of death of the retired employee the designated beneficiary should contact either Nicole Parker or Gerryln Dickson at Medstar Washington Hospital Center (202) 877 - 5638 or (202) 877 - 7862.

The beneficiary will be asked to provide supporting documentation to include:

___ Copy of the Death Certificate of Retired Employee

___ Copy of Government Issued Identification of Designated Beneficiary (e.g. Driver's License/passport)

___ Copy of Social Security Card of Designated Beneficiary

___ Mailing Address of the Designated Beneficiary

It takes approximately 4 - 6 weeks to process payment and mail to the designated beneficiary. Checks will be addressed to the designated beneficiary or "The Estate of" the Retired Employee to the address provided.

You can mail your information to:

Medstar Washington Hospital Center

Employee / Labor Relations

110 Irving Street, N.W.

East Building, Room GO - 27

Washington, D.C. 20010

Attention: Nicole Parker or Gerrylyn Dickson

Or fax information to: (202) 877 - 8397



Don't Forget Essential Workers



As much as we all can appreciate the Presidential Election being over, we have not gotten past this COVID - 19 pandemic. So as we all move forward and look to what the next administration has to offer America, we all need to come together united as one nation. Every voter, every age bracket, every religion, every nationality, every volunteer; every worker, every job classification, every home owner, every renter, every business owner, every entrepreneur, every economic bracket. Truly, one nation under God, indivisible, with liberty and **JUSTICE FOR ALL**.

Please don't take your eyes off the needs of our Essential Workers, because they are still facing everyday challenges maintaining our health and well being day - in and day - out. We don't want everyone to shift the focus off who Essential Workers are.

Essential property service workers like janitors, residential staff in home health facilities, security officers, airport workers, and warehouse workers put their health and well-being on the line every day to keep our communities safe, secure and healthy.

Don't let the title fool you. Janitors or (EVS) workers clean and disinfect our hospitals, but they also clean our grocery stores, day care facilities, and the offices of tech corporations that keep us connected. Security officers facilitate social distancing guidelines in our hospitals, but also at grocery stores and protect public buildings where government professionals are hard at work. Let's not forget about our transit system operators that get us to and from work, or warehouse workers that keep not only the hospital supplied, but they keep our grocery stores stocked for us.

More often than not society has never considered us Essential Workers and more often than not we are often immigrants and people of color; and more often than not we are the ones being disproportionately at risk of getting sick and dying.

We always hear about our healthcare workers, and we all admit that they are Essential. They need all of the resources necessary to keep us all safe and alive. But the rest of us Essential workers are truly front-line workers keeping society running. We need protective supplies and testing also. We are also at risk in this pandemic. We don't get to work from home. It's together, they we all stay moving forward. So don't let even this new administration leave any Essential Workers behind.



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 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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President's report continue.....

continued from pg 1

You should not refuse to go into a meeting. If you are refused Union Representation and/or can not find representation and they continue to question you, you should be quiet or continue to request Union Representation.

I have also found that many of you have been writing statements when requested by management. They ask you to put your account of what occurred in writing. I advise against this. First, they catch you off guard. You may be upset or confused. If you want to write a statement, I suggest that you go home, get composed, write the statement and even have a Union Representative read it before you present it to management.

Second, once your version is in writing and is given to management, it is almost impossible to change it. That means, it is hard to include something that you may have forgotten or to correct something that was a mistake. They simply hold you to what you wrote.

Remember, you must request Union Representation.