



**CHILDREN'S NATIONAL HOSPITAL
AND
WASHINGTON HOSPITAL CENTER**



MEMBERSHIP MEETING

Membership meetings will be held from 2pm - 4pm the third (3rd) Saturday of every month. Due to the COVID - 19 Pandemic we will attempt to set up a ZOOM video conference. Please see the bulletin boards and our website for the computer link as well as call - in options.

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**The
bottom
line**

August 2021

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**PRESIDENT'S REPORT
BY: DANIEL FIELDS JR.**

It appears that we are still not understanding our rights to Union Representation. Therefore, I am reprinting an article that I wrote on this subject last year. A suggestion is that you take this from the newsletter and put it somewhere that you can always refer to it.

Union Representation

Every once in a while 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. **continued on page 6**

The contract at the Medstar Washington Hospital Center has been negotiated and ratified by the membership.

Thank you to the entire negotiations team for the hard work and effort put into negotiating this contract. We know you were trying to obtain all the things that members requested, which is never an easy task; but coming away from the table with a contract that provided no take aways from management is a plus for our members.

Now we need to allow the lawyers to put the correct language on paper for us all to be able to understand just what we have.

We ask for everyone's patience as the document must be proofread several times and then printed.

Many of you have been approached by President Fields and Executive Board Member Kevin Mitchell to have your picture taken for the cover of the contract. We will provide a variety of pictures for our printer to choose from for the cover. We apologize in advance if your picture was not selected.

SEIU MEMBER BENEFITS

Many of you are totally satisfied with the career you have chosen and life is going well for you. Happy family (2 - 3 children), nice home in the suburbs (with a white picket fence), two cars or more in the driveway, dog, great job (nice salary), family vacations, excellent health insurance, college savings for the kids, healthy retirement plans. What more can you ask for? All of the above !!

Life has served many of us up some obstacles that has prevented us from accomplishing the goals we set out to achieve. Maybe we have accomplished a few of them, but we still have a few to go. We may not have



finished school and that degree we wanted has slipped passed us. Or maybe we haven't gotten that promotion we need to increase our salary so that we can purchase that house. Maybe we haven't been able to put away that college savings for the kids or save for retirement.

It's never too late. Take action today. Take advantage of the employer based matching for retirement (every little bit helps). Enroll in the SEIU Members Benefits program. They offer credit cards, home loans, many discounts on services, as well as FREE COLLEGE TUITION. The college benefits are available to you, your spouse and your kids.

To move those words into deeds; visit the SEIU Member Benefits website to enroll. WWW.SEIU.ORG/MB You must enroll in the member benefits program first. Member benefits will call our office to verify that you are a dues paying member and then the benefits will be granted to you. Contact the SEIU 722 office if you are having difficulty. (202) 483 - 6221

SOLIDARITY BENEFITS ALL OF US



At Children's National Hospital SEIU Local 722 represent members in 139 different job classifications. Some on campus at the main hospital as well as many offsite locations. We have the same situation at Medstar Washington Hospital Center. There are 192 job classifications represented there.

So when you hear the SEIU leadership say "You Are The Union", this is what is meant by it. All of you make up the union and all that we

as leaders do is in solidarity for all of you. Because the union is a group of workers that has come together in support of one another. So SEIU Local 722 is not Children's National against Washington Hospital Center. It's Children's Hospital and Washington Hospital Center. We may have different Collective Bargaining Agreements (Contracts), but we are one union.

As Local 722 move into the future we plan to remain one union for all of our members. We have seen a decline in the member vs member issues that has been brought to our attention. It's not totally gone but it is on the decline. So please continue the progress. But we do need to improve on standing up for one another. If you see something say something. Many of you have been witnesses to issues your coworkers have confronted but not willing to stand up to management in support of your fellow member. At some point you may be in that situation and need support.

We also know that hospital leadership read this newsletter also. So we want to send a message to them in this article also. Sometimes we have to be adversaries, but that don't mean we have to be adversarial. At the end of the day, people in the job classification represented by SEIU may be "OUR MEMBERS"; but they are also, "YOUR EMPLOYEES".



They want to be well paid, mentored, challenged, promoted, involved, appreciated, trusted, empowered, and valued. Statistics shows that when workers are honored in these ways, they are committed to staying with an employer.

So lets do the right thing. Lets work together in solidarity to provide the quality work force both institutions and the union deserves. Not just the shareholders at your perspective institutions; but our community and society at large deserves it.

VOTING RIGHTS



Voting laws passed in the wake of the 2020 election are facing a wave of court challenges, setting up a series of legal battles this year that could help reshape the rules around voting for years to come.

At least two dozen states have passed laws this year that either expand voting rules or tighten them, according to New York University's Brennan Center for Justice, a public-policy think tank. At least 30 lawsuits are aimed at laws in 11 states that opponents say restrict voting access with measures such as shortening the time period for mail-in and early voting, increasing verification requirements and placing limits on providing food or water to people waiting in line to vote.

Every eligible American wants to – and should – have a say in deciding which people and policies will determine the future for our families, community, and country. At a time when far too many eligible voters are wrongly turned away from the polls – or simply don't have access to them – we must rededicate ourselves to increasing participation among eligible voters.

Generations of Americans fought and died for our right to vote, the freedom to choose our leaders, and the right to speak up for our beliefs. But today, those rights still are under attack. In 2013, the Supreme Court gutted key portions of the Voting Rights Act, which protected eligible voters from discriminatory voting laws. The court claimed those protections were no longer necessary.

Since then, opportunistic state lawmakers have proven the court wrong. At least 20 states have passed new voting restrictions — from cuts to early voting, to strict voter ID requirements, to rolling back strong reforms. The Voting Rights Advancement Act (VRAA) would restore the VRA's critical voting protections and modernize them for the challenges voters face today.

The COVID-19 crisis poses an unprecedented threat to our democracy — and Congress has a duty to make sure every eligible voter can cast their ballot safely. That's why our elected representatives must expand vote-by-mail, early voting, and no-excuse absentee programs nationwide.

Strong vote - by - mail programs, accompanied by ample early voting hours and expanded no - excuse absentee voting is the solution. But it's up to Congress to take the necessary steps to move these reforms forward and ensure that every voter can cast their ballot safely.

Protecting voters shouldn't be a partisan issue, and reforms are already popular with Republican, Independent, and Democratic voters in states across the country. So contact your legislative officials and tell them to move quickly and support Voting Rights so that all Americans can have their voices heard.

PENNY FOR YOUR THOUGHT

We'd like to take a moment to remind all of our members that we are here for you. Here are just a few reminders of things you should consider:

- Be dressed and ready to work at the start of your shift. Don't rely on the grace period.
- If management calls you into a meeting and you have no idea what it's about, request a union representative. Don't try to handle it yourself.
- You are entitled to a half hour lunch and two (2) fifteen minute breaks. The breaks are not Guaranteed. If not scheduled, you have to request breaks to get them. Every manager will not just automatically give them to you.
- If you apply for a position, follow up with recruitment to check on the status of your application.
- Keep track of your call - outs and tardies. Don't rely on the computer or management for the answers. Manage your own time just as you manage your money. Your time is your money.
- Submitting your vacation request in November at WHC and December at CNMC for the following year, allows for your seniority will play a role in the decision. Other-times, it's first come first served.
- Allow plenty of time to arrive at work. Don't get into a habit of jumping out the car to clock in, but have to then go move your car. The cameras are watching you.
- If you must fill out an exception form and you don't remember what time you arrived, don't guess. It's better to not know than to falsify the document.
- Pay increases are for everyone. Everyone will receive a percentage increase unless they are at the maximum of their pay grade; then they will receive a lump sum. Equity Reviews are different. Not everyone will get an increase when an equity review is done. In most cases, equity reviews determine if someone was brought in with less experience but receiving higher wages.
- When you hear the rumors floating around, go to the source for your information. Periodically the rumors are true, but most rumors are misinformation. Attend the membership meetings to get the current and correct information for yourself.

SAFE STAFFING



Safe staffing is not just a nurse thang !!!

It doesn't matter what your job classification is, safe staffing impacts everyone in the workplace.

The nurses rely on Therapist, Patient Care Techs, LPN's, ER Techs, Ortho Techs, Dental Techs, Radiology Techs, Lab Techs, Dietary Techs, O.R. Techs, Trauma Techs, etc.. in order to provide quality care. They do not provide patient care alone.

So let's not get fooled into thinking that safe staffing is all about them.

Hospital's don't function by having nurses alone. We all play a role and each of us contribute to the outcome.

So just as we all come together to do the work, lets come together when we talk about safe staffing. We are all part of the team, so lets speak that way as well.

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PRESIDENT'S REPORT CONTINUED.....

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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).

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.