



# BOTTOMLINE

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## PRESIDENT'S REPORT

**BY: DANIEL FIELDS JR.**



### MEMBERSHIP MEETING

Membership meetings are held from 2 - 4 pm on the third (3rd) Saturday of every month. Until further notice, meetings will be on Zoom so watch the bulletin boards for links updates and announcements.

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As many of you are now aware, I will not be running for my position as President of SEIU, Local 722. After being with the Local for over thirty-five years, the majority of which has been as the president, it is now time for me to move on to the next stage of my life. What that stage is I don't exactly know, but I am sure it will include a lot of time with my grandchildren.

I would like to take this time to thank the many people who have congratulated me and have wished me the best in the future. I especially want to thank the many retirees that have called me and have sent me congratulation cards. One of my most fulfilling duties of being the president is presiding over the Retiree Luncheons that we would hold every year. Now I guess I will be sitting in the audience with you all.

My plan is to retire in February 2022. This allows me the opportunity to serve out my term until the new president takes office. This will also allow me to assist in the transition of the position. We want this transition to go as smoothly as possible and if asked to assist I will certainly do my best.

Many of you have inquired who will be replacing me. I can not answer that question. You the members will be the people deciding that. By the time you have received this newsletter you will know who is running for all of the positions. You should have received your ballot or you will be receiving it soon. You may have even had an opportunity to talk to the candidates. Which I strongly encourage you to do, so you can make an educated decision. Remember, this is not a popularity vote. This is a vote to determine the future of this great organization.

The most important thing is that no matter who wins, we must support them. I can not tell you or explain to you how much easier my job was when I knew I had all 3000 of you behind me.

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## Workers Are Missing Out On Free Money

One in 10 working Americans missing out on thousands in free cash that's available right now and has been for a long time? Are you one of them? I'm talking about preparing for your future. Do you contribute to your employer matched 401 (K) plan? Some of you may say that you don't understand how 401 (K) retirement plans work or didn't know that the company offers a match to your contributions.

With this much money on the line, you'll want to talk with your HR representative about your benefits. Some employees say they want to wait until they're older to contribute. After all, this is money for retirement, why rush? But the longer you wait, the more money you leave on the table and the less time you have for your money to grow.

The biggest reason why employees don't take full advantage of this benefit is affordability; most say they just can't afford to contribute. That makes sense, especially at a time when many families' budgets are being stretched to the breaking point.

If you've got enough money to spare, your first step should be setting up automatic withdrawals from your paycheck. A "set-it-and-forget-it" approach will ensure you get the maximum match.

Remember you can always invest more than the amount your employer will match. And since these automatic withdrawals typically come from your pre-tax income, you won't need to pay taxes on your contributions.

I'm not telling you how to spend your money, but I hope you don't work for the company for 20+ years and leave with nothing towards your retirement.

## Maryland Governor Interviews

If you are a Maryland voter and would like to hear from those who have entered the Governor's race; then you want to make yourself available December 14th from 5 pm until 8 pm. The Maryland Committee On Political Education (C.O.P.E.) will be hosting a candidates forum so that union members can hear directly from the candidates. This forum will be on ZOOM.

More than 55,000 workers in the Maryland, D.C. and Virginia area are represented by eight (8) SEIU Local Unions . This C.O.P.E. Committee made up from the following SEIU unions: 32BJ, 400PG, 500, 722, 1199, Workers United, C.I.R., & N.A.G.E; have all come together to make this forum happen for you our members.

Get your questions together. Do you have concerns about your Collective Bargaining Rights, Hazard Pay, Residential Services, Care of the Seniors, Education, Student Debt, Affordable Health Care for All, Law Enforcement, Nursing Homes, Unemployment Benefits, or even Climate Change?

Use the following link to register for this forum: <http://bit.ly/seiugov>

You can also go to the union website to register: [www.seiu722.org](http://www.seiu722.org)



***"Retirement age is 67. Life expectancy is 78. Work for 50 years to maybe enjoy 11? Start enjoying life now. No one is guaranteed tomorrow"***

This past year has been challenging in more ways than one, but there have been some good things that you should be grateful for. Are you looking forward to the New Year or are you bogged down with unfinished tasks from this year? No matter what sort of year you have had, you still have the opportunity to end this year on a high, and start the New Year on a positive note.

Acknowledge the number of successes in the last twelve months that you have had, you know you had some. At the same time, you can learn from those things that did not quite go the way you had hoped.

Write down some of the highlights of all the good things that happened to you. You will be surprised just how much goodness and happiness you have actually had this year. Write down all your achievements such as "I did more exercise", "I gave up junk food" or "I read a nice book".

As usual, being grateful for the goodness already in your life makes it possible for you to receive even more. Celebrating your successes is also a key step in having the confidence to take on new challenges in the New Year.

Express gratitude for your past alliances and at the same time, forge stronger friendships for the future. Send greetings of appreciation and thanks to those people who have helped make this year special for you.

Make a plan to eliminate those relationships that no longer work for you. Look at smarter ways of spending your time. Begin to say NO this year to things that you don't really want to do.

It is also important to take it easy now for a day or two and do nothing. Sleep in all day, or just laze about in front of the TV. Recharge yourself before the New Year kicks in. No matter how the year ends for you, just remember that it has been a great year because you made it through. And next year you can make it even better.



*Rest  
Relax  
Refresh*



# UNION DUES CALCULATIONS

Good Day Members of Local 722. Several of you have contacted the union office to inquire about your dues deduction. There have been all kinds of rumors about how much a member shall pay in dues. So let me set the record straight. Everyone does not pay the same amount in dues, however, the formula used to calculate the dues payment is the same for everyone.

When you first join the union there is an initiation fee of \$50 for everyone (This is a one time fee). Then your dues are structured at 1.85% of your base rate. Your base rate may be different from your coworkers. So if you for example have a base rate of \$16.50, you multiply that by 2080 (yearly hours), then multiply that by 1.85%; take that number and divide it by 12; and that's how much you pay per month:

$$16.50 \times 2080 = 34320 \times 1.85\% = 634.92 / 12 = \$52.91$$

Lets say your base rate is \$26.33

$$26.33 \times 2080 = 54766.4 \times 1.85\% = 1013.17 / 12 = \$84.43 \text{ However, you pay } \$70$$

There is a maximum of \$70 on dues. No member should be paying more than \$70 even if the proper calculations take you above that amount. Both Medstar Washington Hospital Center and Children's National has a dues cap rate at \$70.

For many of you at Children's National, you have not been paying the correct amount of dues for several years. This was an error on the hospital's part, not ours. Please use the formula above by inserting your base rate of pay and do the calculations to determine just how much you should be paying. We have contacted the hospital to have them make the proper adjustments.

We will not be collecting any back dues that were not paid. The error was made and some of you should have been paying more for several years. The appropriate adjustments will happen within the next 2 months.



**NEED HELP WITH THE  
CALCULATIONS CALL THE  
OFFICE**

**(202) 483 - 6221**

## Employers Need To Win Back Their Workers

As many Americans walked away from their jobs in 2021, many of us said we are here for the long haul. We committed ourselves to our employers even through what we feel were toxic situations, dehumanizing managers, unhealthy & unsafe working conditions etc.... "And nothing looked like it was going to get better anytime soon."

And yes at first we all bought into the "front-line workers are heroes" narrative that was so prevalent in that phase of the pandemic. But as the months wore on and the risk remained the same, we were able to take a step back and evaluate our situation more clearly. "Wait a minute. I'm being exploited. I'm not being respected. This isn't OK."

"Burnout" continued setting in as we watched one person after another leave the company. Turnover became one of our hopes for improvement, but that hasn't happened. Unsurprisingly, those of us working in healthcare are among those who have the highest reported cases of burnout.

"Do I want to continue to work for less pay, less recognition, less opportunities for advancement, versus the well-being and safety of my family during this pandemic? We have stuck it out and now our employers need to respond favorably to us.

Employers need to rethink not only the benefits they are offering workers, but the way in which they treat their workers too. The most important consideration for employers is simple: **"Make humans actually feel like human beings."** "In the pandemic, people have talked a lot about essential workers, but employers actually treat workers as essential jobs. Workers are treated as quite replaceable, not as essential."

There are also logistical considerations that can make the lives of workers easier, like inquiring about the kind of commute employees have to make to get to work. The longer and more involved the commute, the more risk the worker took to meet the demands of the company. Understanding their lateness is better than giving them an occurrence.

For office workers, try to find that optimal balance between **remote work and office work**. Providing an opportunity for three days at home and two days in the office makes for the ideal equilibrium for both productivity and the employee's own happiness. Managers across the board should also prioritize the emotional support that a leader can provide rather than the bureaucratic elements of management. This kind of treatment doesn't just lead to happier employees, but it makes good business sense too. Managers who are doing that are far better at retaining their teams than those who are not.

So let's hope leaders of the companies that our members work for read this article. These are just a few ideas that can improve the spirit and retention of workers. Hazard Pay will help also !!





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Or how it was different talking to the politicians or asking them to assist us when they knew I represented workers at both Children's Hospital and the MedStar Washington Hospital Center and how many of you lived or worked in their jurisdictions. Many of you remember the impact that you had when we asked you to wear specific colors or brown bag, or better yet, purple bag your lunch, and you did it in droves. There is an old saying, "The people united have never been defeated." We have to maintain our Unity.

Again, thank you for your continued support and congratulations on my upcoming retirement. Even with the trials and tribulations that I have been through, I have truly enjoyed this trip.

