



**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**

November 2021

Issue # 139

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



The year 2021 is coming to an end. We can either look back on this year or look forward to 2022. I would like to do a little of both. In looking back, the most defining issue was again the Covid-19 virus. Many of us had to make an important decision on how we had to deal with this issue. Just when we thought we had it under control, things took a turn for the worst. A new strand appeared, and the government mandated that healthcare workers had to take the vaccination.

We were able to negotiate a four (4) year contract with the MedStar Washington Hospital Center. A contract that was overwhelmingly approved by you, the members and a contract that we believe keeps us a leader in the pay structure and benefits received by the hospitals in the D.C. Metropolitan area.

In the year 2022, hopefully, we will be over this Covid-19 pandemic or at least have it under control. Our biggest internal task will be the negotiation of the Children's Hospital's contract. Children's Contract expires June 30, 2022. We have already begun getting prepared. With your support, we can achieve some great things.

In 2022, you will have a new Executive Board of SEIU, Local 722. An Executive Board that will be leading you for the next three years. The election for this new board will begin in December of 2021. You will know the results on January 15, 2022. To receive a ballot, we must have your correct mailing address. Make sure you vote.

In 2022, there will be some important elections that will take place in the area. The Mayorship of D.C., the County Executive of Prince Georges, the Governorship of both Maryland and Virginia will be at stake. As always we will be a principal participant in some of these elections.

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SEIU UNION DUES CALCULATION

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

The hospital has sent us the draft copy for our review. You can find this draft on our website:

www.seiu722.org

We have had an opportunity to review the draft and found a few typographical errors and made the hospital aware. We also found a couple of items that needed to be better clarified and those suggestions have been agreed upon.

Once the changes have been made we will proofread the document again before it goes to our printer.

Thank you for your patience as we go through this tedious process. We are trying to make sure everything is correct before we print your personal copy.

Thanks to all of you who took pictures for the cover of the contract. We have given them all to the printer and he will chose and arrange the pictures on the cover for us. Sorry but everyone will not make the cover.

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 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.

SEIU ELECTION OF OFFICERS

The officers of this local union shall consist of President, Vice President, Secretary, Treasurer - Business Manager, (4) Trustees, and (8) elected members of the Executive Board. The (8) members shall be candidates nominated and elected by each unit where this local union is the exclusive Bargaining Representative as set forth in Article IX Section 25 of the Constitution and Bylaws.

The Local Union shall elect its officers by secret mail ballot once every three (3) years. All officers shall be members of this Local Union.

Nominations for officers shall be made at the November membership meeting in 1982 and every three (3) years thereafter. Elections, if required, shall be conducted within sixty (60) days but no less than fifteen (15) days thereafter.

The Secretary shall at least thirty (30) days prior to the holding of the Nomination meeting, give notice through the Local newspaper to the membership, of the time, place, date, the officers for which nominations will be accepted and the method of making nominations.

The positions of President, Vice President, Treasurer - Business Manager, and (4) Trustees are all At-large positions and candidates can receive votes from all members.

The following eight Executive Board members elected must be employees in the bargaining units for which Local 722 is the exclusive bargaining representative:

Washington Hospital Center - five (5) Executive Board Members

Children's Hospital - two (2) Executive Board Members

Bio-Medical Applications - one (1) Executive Board Member

These eight candidates can only obtain votes from members at the exclusive institutions where they are employed.

No member shall be eligible for nomination or election as an officer, member of the Executive Board, delegate or any other office in this Local Union, unless he or she has been a member in continuous good standing in the Local Union for at least two (2) years immediately preceding the nomination and has during all of that time paid the full dues required for working members of Local Union within each month when due.

NOMINATIONS

Nominations must be made from the floor at the nominations meeting Saturday November 20th or by certified mail which must arrive at the Local Union office before the nominations of that Particular office have been closed. All nominations and seconds to the nominations must be made in person. The person making the nomination as well as seconding the nomination must be a current dues paying member at the time of the nomination meeting. Candidates must accept nominations at the time made, either In person, or if absent, by certified mail to the Local Union office by five o'clock on the third business day following the day in which the nominations meeting took place. (Which is Wednesday Nov 24, 2021)

ELECTION

If necessary, there will be a secret mail ballot process conducted in December. Be sure that the union has your correct mailing address. and send in your return ballot as soon as you get it. Ballots will be mailed to the address the union has on record for you. All ballots must be received no later than January 14, 2022. Candidates will be allowed to view pick up of ballots from the P.O. Box as well as counting of the ballots on January 15, 2022. The election process will be conducted by MK Election Services.

American workers are quitting in record numbers



Americans quitting their jobs has hit record highs over the past several months. In August, almost 3 percent of the entire American workforce voluntarily left their positions. Workers are quitting at high rates in every industry, and the trend has been felt by most of us here at SEIU Local 722. Not just direct health care providers, but all job classifications have complained about shortages. Both WHC & Children's has thrown some financial incentives to some areas while denying others. This causes tension amongst our members feeling that the union have cut deals for some and ignored others. But these are business decisions being made by employer across the country as they are struggling to find workers to fill open positions.

With Children's and WHC unable to meet staffing needs across all classifications, they should give incentives to all of us for continuing our contributions as they recovery from the pandemic and not put us one group against another. We are all valuable employees that contribute to their bottomline.

One of the most common explanations for low staffing is that workers are simply burned-out. The high quit rates in customer-facing jobs and health care suggest that people in these fields have become exhausted after 18 months of extra hours, confrontations over COVID mitigation rules and fear of catching the virus. And vaccine mandates has also caused a significant number of people to quit. But really Frontline workers are fed up

Frontline workers in health care, child care, hospitality and food service industries, pushed to the brink of human endurance, decide that the grueling hours, inadequate pay, lack of balance and abuse by employers and clientele are no longer acceptable trade-offs for their mental and physical well-being. Tough jobs became intolerable with the added stressors of the pandemic. Workers were expected to show up every day and risk their health for far less than a living wage, without the support of child care or benefits.

But with short staffing across the nation, lots of job openings mean it's easy for workers to move on to something better. People have options. And because they have options, their demands and their interests and their tolerance for things that are not aligned with their values on how they want to live their lives, they're going to leave and they're going to look for it elsewhere. Some workers have become empowered and are flexing their collective muscle. The pandemic led millions to reevaluate their priorities

We know that when human beings come into contact with death and illness in their lives, it causes them to take a step back and ask existential questions. Like, what gives me purpose and happiness in life, and does that match up with how I'm spending my [life] right now? So, in many cases, those reflections will lead to life pivots. And now we have shortages.

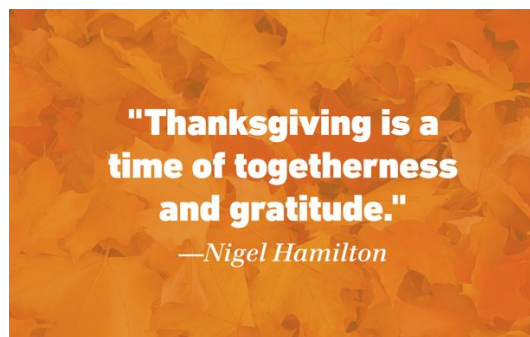


In many American households, the Thanksgiving celebration has lost much of its original religious significance; instead, it now centers on cooking and sharing a bountiful meal with family and friends. Turkey, a Thanksgiving staple so ubiquitous it has become all but synonymous with the holiday, may or may not have been on offer when the Pilgrims hosted the inaugural feast in 1621.

Today, however, nearly 90 percent of Americans eat the bird (whether roasted, baked or deep-fried) on Thanksgiving, according to the National Turkey Federation. Other traditional foods include stuffing, mashed potatoes, cranberry sauce and pumpkin pie.

Volunteering is a common Thanksgiving Day activity as well, and communities often hold food drives and host free dinners for the less fortunate. Will you be helping to provide for the less fortunate this year? You see; "A thankful heart opens our eyes to the multitude of blessings that we have continually surrounding us." So just like we find time to stop and thank the people who made a difference in our lives, let's consider blessing someone else and making a difference in their lives. They would really appreciate it.

The appreciation for showing kindness to someone else fills us with gratitude. Are you ready to experience some gratitude? John F. Kennedy once said "As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them."



SAFE STAFFING



Safe staffing is not just a nurse thing !!!

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

We have Therapist, Patient Care Techs, LPN's, ER Techs, Ortho Techs, Dental Techs, Radiology Techs, Lab Techs, Dietary Techs, O.R. Techs, Environmental Aides, Registration, etc.. all consistantly reporting to work during these shortages. In order to provide quality care we need the whole team.

The hospital's don't function without the whole team because we all play a role and each of us contribute to the outcome.

So this bonus money should be shared with the whole team. We should all share in the incentive bonuses. We are all part of the team, so we need to be respected and paid that way as well.

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PRESIDENT'S REPORT CONTINUED.....

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Remember, politics is Union business. We have to support politicians that are worker friendly and support our agenda of bettering your working conditions, standards of living and wages.

As you can see, we have a lot to look forward to in the year 2022 and a lot of work to do. We are going to need your support and participation to achieve our goals. The people united have never been defeated.

Let's get united.

