



BOTTOMLINE

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PRESIDENT'S REPORT

BY: MIKE JETER



We Can We Will We Must stay focused and continue to fight for justice.

Hello brothers and sisters of Local 722, please pay attention to the union bulletin boards at both hospitals for upcoming events and dates such as: family day at the skating rink, local political issues and candidates who are running for positions in Maryland and the District of Columbia, and a day of fun in the sun as Local 722 head to the beach in Ocean City Maryland.

Your leaders are still engaging the Washington Hospital Center trying hard to get more pay increases for our members. As you may know the hospital was committed to a certain number of equity reviews, however, Local 722 want more and we continue to push for more. This will not be an easy task, but we will continue to push trying to get as many equity adjustments as possible while the fire is hot.

Our team at Children's has started contract negotiations. We thank all of you who submitted your surveys, spoke to Executive Board members and/or Shop Stewards, or called the office before the negotiations got started. Our team and the lawyer has reviewed your concerns and drafted the proposals we think we can win a good contract with. Proposals have been submitted and the fight has begun. We need all of you to stand tall and strong in solidarity beside our negotiation team members as they fight for all of us. What happens for or against one of us, impacts all of us.

We can, We will, We must stand to the right and to the left, in front and behind our elected officials as they challenge the hospital to better the lives of all of us. Whether it is working conditions, wages, Covid pay, Hazard pay, Juneteenth holiday, Shift differential, increased vacation accrual, Attendance guidelines, 36 hr full time status, Career ladder, No temporary transfers (Floating); the team heard your issues and concerns. Now they are fighting on your behalf to reach your goals.

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MEMBERSHIP MEETING

Membership meetings are held from 2 - 5 pm on the third (3rd) Saturday of every month. As we support our members in negotiations at Children's National, we will have our membership meeting at Children's until they reach an agreement.

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Spread the word!!! SEIU Local 722 is in contract negotiation with Children National Medical Center. We need all hands-on deck because we are as strong as our weakest link. The committee members have a crucial role in advocating on behalf of the Union but cannot win a good contract without the involvement of you the members. Everyday leading up to the contract ratification, union members should be actively involved in coming to union meetings, communicating with the negotiation committee, and showing solidarity during the process of negotiations.

There is power in numbers. Your attendance is needed at every meeting. There is an African proverb that says, "If you want to go quickly, go alone. If you want to go far, go together." One person does not have all the solutions to the problems we face. When we come together to bring our ideas to the table, more issues can be solved. It is through a collaboration of good ideas that success is achieved. Your faces need to be seen and your voices need to be heard. No issue is too small and no concern is too big for us to talk about. If one problem impacts one of us, then all of us will be affected.

We have a strong negotiation committee that is well prepared to fight for a fair contract. We are depending on the members to actively be the eyes and ears for us. While we are in the boardroom discussing a fair contract, we need the members to keep us accountable by asking questions, offering solutions, and keep other members informed. Visit the website (SEIU722.org) for updated negotiation information. We must keep talking to each other because a moment of silence will cause distrust. Always remember if we don't have information, we will use our imagination. Overall, we are fighting for a fair contract for **ALL**, and we need all hands-on deck.

Contract negotiation is not a sprint, but a marathon. We need solidarity to be successful in this process. At times, management may try to divide the bargaining committee from the entire unit. Therefore, it is important as a union to remain united no matter the circumstance and not betray the people who represent you. The price of unity is sacrificing our differences in order to succeed. Let us help each other to stay focus with the same mission in mind, obtain a fair contract.

Winning a good union contract needs a negotiating committee in regular communication with the unit members and, importantly, a good plan to exert pressure on the employers. The aim is to win as much as possible according to the priorities of the unit members, while not losing what we already have. However, the chief product of negotiation is the "**contract**", and both parties expect to compromise with each other. In short, involving the members ensures unity of members because they were contributors to the process and in the end they will ratify a winning contract.





MARYLAND MATTERS

We say often that politics is Union business. There is plenty of local politics going on and your participation in the process matters. Who will be the next Governor, Attorney General, Comptroller, County Executives, County Council Members, Senators and House of Representatives, Sheriff, School Board Members etc.. Many choices to make and each of us have an opportunity to let our voices be heard at the ballot box.

Not sure if many of you have been paying attention to the global politics leading up to the next Presidential election. For all of our Maryland members we have this question for you: Did you know that the Maryland Democratic Party has bid to make the state's Presidential Primary in 2024 much earlier than it traditionally has been?

You see, Iowa, New Hampshire, Nevada and South Carolina, in that order, have usually enjoyed "first in the nation" status, but the old order may be crumbling.

More than a dozen states, including Maryland, have sent in an application with the Democratic National Committee to schedule an early primary in 2024, although the traditional four also want in on the early action.

Maryland's argument is that we are more diverse than the other states and that Maryland is a "Miniature America"; a diverse state whose electorate, especially in Democratic primaries, looks a lot more like the U.S. as a whole than Iowa's or New Hampshire's.

Are you in agreement with moving the the Maryland Presidential Primary to a much earlier time-frame? Do you feel the same as your politicians? Are you involved in the process? If the change happens, are you prepared? Are you and your family and friends registered to vote? Have you applied for early voting and / or vote by mail? Had you even heard about this proposed change before now? The DNC's Rules and Bylaws Committee is expected to make a recommendation for the primary calendar in early August, and then the full DNC will vote on that recommendation at a meeting early September.

The SEIU Local 722 Committee On Political Education (C.O.P.E.) has been trying to stay on top of political information and keeping you as informed as we can. But you too should be the ears and eyes of what's going on politically in your communities. We can use your help informing us about issues, event, and communications happening in your communities. Send any information you wish to share to news4local722@msn.com



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**

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HAPPY FATHER'S DAY



Someone asked, “Why is it that mothers get all the acclaim while fathers equally deserved it, but are never celebrated the same”? Although I praised the question, I refused to give an answer. Do you have an answer? Many of us were raised in a two-parent home and gleam with joy talking about our fathers. But many in two parent homes also share stories about how our fathers was in the home, but also absent due to a myriad of things. And there’s also the single mom raising the children alone households. Few of us had the experience of growing up with our father as the single parent raising us. It may be the exception to the rule, but it does happen. So, with the many different situations I thought it best not to answer. Whatever your circumstances are, this writer believes that fathers played a role in making you who you are today. His presence taught you something about life and making decisions of your own. Sometimes he guided you while other times he allowed you to decide and then help you course correct if you made a bad decision. However, a father’s absence had you thinking what a father would do in circumstances you were uncertain about. His absence taught you early on to make decisions on your own; or to lean on others that you trust for advice. Either way, he taught you something. Many of us have male role models in our lives to give us that fatherly relationship that we aspire to have. “Father”, are big shoes to fill. Speaking to a few fathers I know I heard this from them:

- I love being a dad. I’m a DAD not a babysitter.
- I want my kids to respect me, not fear me. So, I stay engaged to earn it, not expect it.
- My parents were influential in raising me, but I’m doing fatherhood differently. I’m more present, loving and playful than my own parents were with me.
- If I’m not intensely involved with my kids, don’t assume it’s because I don’t want to be. Sometimes it’s my co-parent who keeps me at arm’s length.
- I know that my kids pick up on everything I do, so I’m careful to set good examples for them.
- I want my kids to value hard work, so I’m putting in the hard work with them now.

So this Father’s Day, celebrate the father that you know had an influence on you and where you are in life. Yes, he may have missed your first steps; yes, he may have missed your first day of school or when your first tooth fell out; yes, he may have missed many things, but if he did things, said things, influenced things, encouraged things, and you value him; then celebrate him. And celebrate him in your own way because he deserves the acclaim of Father’s Day!!

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Keep in mind there will be some compromising, but your support for our team is necessary.

We also want you to support each other in times of crisis. Mental Health issues are running wild throughout both institutions. If you or someone you know are going through something and need someone to talk to, **please** seek assistance and / or refer them to the Employee Assistance Program (E.A.P.). Mental Health issues are costing people their jobs and their lives, so please, let's leave No Member Behind.

We Can We Will We Must help each other.

WE CAN

WE WILL

WE MUST