



# The bottom line

June 2024  
Issue # 167

**WE CAN  
WE WILL  
WE MUST**

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

**Michael Jeter (President)  
Vanessa Jones (Vice President)  
Marshall Jackson (Editor)**

## **PRESIDENT'S REPORT BY: MICHAEL JETER**



Hello brothers and sisters of Local 722. We Can We Will We must Strive to Achieve. The year is halfway over , Local 722 will continue to fight for our members' work rights and for everyone to be treated fairly . This year there has been positive movement at both Washington Hospital Center and Children's Hospital, such as Hiring Equity , Market Adjustments , Grade Changes and Grievances just to name a few .

### **MEMBERSHIP MEETING**

**Membership meetings will be held from 2pm - 4pm the third (3rd) Saturday of every month. We are back to our in-person meetings. So come out and be engaged with your union**

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Here is a little information about THE NEW PRESIDENT OF SEIU APRIL VERRETT. At SEIU's recent convention in Philadelphia, Local 722 had the profound honor of helping SEIU elect its BRAND NEW President and leadership team. We voted for leaders who have the backs of SEIU's million members as well as millions more workers across the country.

April Verrett will now lead the SEIU INTERNATIONAL UNION into a new era of worker power!! Local 722 is in high spirits and we hope the membership join in welcoming April Verrett, SEIU's first Black woman president , to her new position.

The birthplace of SEIU is Chicago , April Verrett is also from Chicago .April's young life wasn't easy. Before she was a teenager she experienced firsthand the effects of structural racism and economic hardship . When her parents passed away at an early age , April's grandmother, a proud SEIU union steward, stepped in to raise her . She taught her the promise of collective power.

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## HISTORICAL MOMENT IN SEIU

This year's SEIU 28th Quadrennial International conference was nothing short of amazing. It was not only amazing because of all the love, fellowship, connection and education that was shared. Most importantly it was an election year. It was beautiful to be part of the mission of fighting for workers rights not just at the Washington Hospital Center and Children's National Hospital, but the rest of the country, Canada and Africa. Yes, Canada and Africa. SEIU represents public service workers all over the world. Even nurses and doctors. Every day I learned something new about SEIU and our members. Plenty of great stories and also stories that's a reminder that the fight continues. Heartbreaking stories of members not making enough money to feed their families, not being able to take vacation and no retirement benefits. Some of the great things shared were the announcement solidarity in forming a union in Africa and the success of solidarity through one of the largest strikes in SEIU history (Local 49 in Portland Oregon against Kaiser- Permanente by 75000 Healthcare workers).

Personally I had the honor to be a first time delegate at the SEIU conference and was able to vote on resolutions and vote for the new leadership. SEIU has a Black Caucus (AFRAM) and I had a great time working the AFRAM booth. Signing up new members and networking with other Afram members from all over the country, teaching non memebers about Afram and selling Afram T-shirts.

I also had the pleasure of hearing the Prime minister of Canada Justin Trudeau speak about all the wonderful things SEIU has accomplished and continue to accomplish in Canada and the unbelievable experience of seeing and hearing the Vice president of the United States Kamala Harris speak of her overwhelming support of SEIU and the work we do for workers rights. It's inspiring, uplifting, energetic and encouraging about what the future looks like.

Finally, the history of SEIU is as follows. SEIU is one of the largest and most influential labor unions in the United States, representing over 2 million workers across sectors. Founded in 1921, SEIU has a rich history of advocating for the rights and the well being of workers rights. Over the years SEIU has been led by 7 dedicated presidents.

1. George Hardy (1921-1940). Mr. Hardy was the founding president of SEIU. 2. David Sullivan (1940-1960) 3. George Hardy Jr. (1960-1980) 4. John Sweeney (1980-1995) 5. Andy Stern (1996-2010) 6. Mary Kay Henry (2010-2023) Ms. Henry was the first woman president of SEIU.

**But that's only 6 you say and you're right.**

**The 7th president is special. Not just because of her being the latest person elected; not just because of her capabilities to move this 2.3 million member organization forward; but it is because of her journey to the presidency!! Not because of who she is, but who's she is !! She loves the Lord and the Lord has called her to lead SEIU.**

**Starting as a rank in file member; organizing other workers; growing the union; AFRAM member; Chicago girl putting in the hard work; leading and inspiring others; proving that given an opportunity we can all "Rise To The Challenge Of Leadership".**

**Ladies and gentlemen the 7th President of SEIU is the one and only April Verrett (2024-present) the first African American Female to be elected president of SEIU.**



## THIS UNION OUR UNION

It was an amazing adventure to see history take place; the unity expressed at the Service Employee International Union (SEIU) Convention held in Philadelphia, Pennsylvania. When I say "Unity Filled", you could feel the spirit and the fire of the convention. The only things you could hear throughout the convention was "This Union Our Union and When We Fight We Win".

So I asked myself how we can make SEIU Local 722 as unified as the thousands of workers at the convention; instead of blaming each other, instead of acting like enemies, instead of putting one member against the other, we have to come together in solidarity and support each other. "This Union Our Union". It only makes sense for us to be in solidarity. The SEIU Constitution and the collective bargaining agreements (Contracts) keep us connected as one body. We have to stop creating and/or allowing others to create division within our union.

The motto used during the convention was "When We Fight We Win". We can't win until we become interconnected and working together. It was amazing, to see all the different SEIU Local Unions from all over the country as well as Puerto Rico, Canada and Africa interconnected. Everyone who spoke at the convention ended their conversation by saying "When We Fight We Win" and the members replied "This Union Our Union". And that's why I said I felt so much unity in the convention.

So as members of Local 722 continue moving forward, it's not just the leadership of the union that has to stay connected, we the members must also stay connected. We must start showing our President Mike Jeter that "This Union" is "Our Union" by showing up at the membership meetings and being respectful to the leadership as well as the other members as we let our voices be heard, no matter the topic. There is more that connects us all in solidarity than what separates us. We just have to be present and participate to see it. Our growth and expanded opportunities will come if we join forces and work together instead of creating tension and division.

This was not my first convention, however, this convention had me completely pumped up and focused. The vibe in the convention was powerful and impressive. So let's all come out and support our union, because the union is the collective body of all of us. It's all of us. The President, Executive Board, Trustees etc.. may lead the union because we have elected them to do so. However, the union is all of us. This Union Our Union !!

Finally let us congratulate Ms. April Verrett for being the first Black Woman elected as President of the Service Employees International Union on May 20, 2024. April got her start as a working member just like you and I. She got involved and paid her dues working up the ranks to lead various different Local unions around the country. She has even served as SEIU International Secretary - Treasurer and now International President. Well done April. Trailblazing, History Making and breaking the glass ceiling.

## UPDATES TO FREQUENTLY ASKED QUESTIONS .....

Many challenges are going on within our union. We don't usually write about everything in the newsletter. Some things are very sensitive, and some things are private to the individuals directly involved, all while some things impact everyone. Some of our members have violated policies and received corrective actions, while sometimes the managers accused our members incorrectly of policy violations.

Please know that we take ALL of these issues seriously and investigate trying to get to the bottom of what really happened. As you can only imagine, there are many sides to the stories that are presented. Be mindful that we have (15) fifteen business days to file grievances, at Children's and (10) ten business days at WHC; so report your issues to a shop steward as soon as you become aware.

If you see something say something. Don't be afraid of being a witness for your coworkers. At some point you may need your coworkers to be witnesses for you.

We know that you don't always see the results of some issues and think that there are no positive outcomes in cases filed by the union. I can just tell you that some things have negative outcomes for our members while some things have positive outcomes for our members. We have had disciplines removed from our members files when management was wrong; we've had members receive back pay when warranted; we've had members brought back to work after wrongful terminations; we've had vacations granted that were wrongfully denied. We have had successes in some of our grievances and arbitration's.

But let's keep it real, the facts are the facts. We have had our share of losses also because we just didn't have the evidence to prove that the violations did not happen. Many of our members do things that they saw someone else do and get away with. However, they got caught and their defense is not that they didn't have a policy violation, it is that someone else did it and did not receive a discipline. Unfortunately that's not a winning strategy. It's about did you do what they allege that you did? That other person very well could have received a discipline also, but because it's personal you didn't know they received it.

Pay increases are negotiated into the contract. They are across the board for all union members that happen at a set time every year. Equity reviews are not the same as across the board pay increases. With equity reviews some workers may get an increase because they are not getting paid what the market says they should be making for their years of experience, while some of their coworkers in the same classification are getting paid what the market says. Some people may even be receiving payment over the market rate. Although we may think that employers should consistently do market reviews to please their workers, employers are not obligated to do this. Over the years we have negotiated agreements in our contracts to get equity reviews done, but it's never been a situation that every job classification that we represent is reviewed every contract. But we try to get to as many classifications as we can. With that in mind, sometimes the employer will come to the union and share that specific classifications in healthcare has a need for a new review that is separate from what is negotiated in the contract and sometimes the union has went to the employer. After some investigation, if resources were available it resulted in win - win outcomes. However, sometimes no increases happened.

Yes, the maximum for union dues went up to \$75. That is not to say that everyone's dues went up to \$75. The calculations are still the same as they have always been:

**your hourly rate times 2080 times 1.85% divided by 12**

If your calculations come out to less than \$75, then you pay whatever that rate is. However, if your calculations come out to \$75 or more, then you pay \$75. There is no rate increase scheduled beyond this new rate that just went into effect. All SEIU members use the same calculation formula. It doesn't matter if you are full-time or part-time. Pay increases are negotiated the same for full-time and part-time members. The cost for grievances and arbitration's are the same for full-time and part-time members, so the cost of dues are the same for full-time and part-time members.

## SEIU LOCAL 722 ELECTION OF OFFICERS

The officers of this Local Union shall consist of President, a Vice President, a Secretary, Treasurer-Business Manager, four (4) Trustees, and eight (8) elected members of the Executive Board. The eight (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.

This 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 Union 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 - three (3) Board Members **\*\*This is an increase\*\***

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.**

### **Nominations**

Nominations must be made from the floor at the nominations meeting 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 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.

### **Election**

If necessary, there will be a secret mail ballot process conducted in December. Please make sure that the union has your correct mailing address and send in your return ballot as soon as you get it. Ballots will only be mailed to the address the union has on record for you.

**SEIU LOCAL 722**

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April got a taste of unionism and organizing workers with SEIU 73 and never stopped. April encompasses the energy, spirit, and fight that will lead this international union. She refuses to settle and is poised to use all the resources and tools we as workers have to agitate, disrupt, challenge and Fight. She is driven by her vision to end poverty-wage work once and for all.

We also elected our new Secretary-Treasurer RocioSaenz. Rocio, like April, is breaking barriers by becoming the first Latina to serve in the role as SEIU Secretary-Treasurer. When Rocio first arrived in the United States as a young Mexican immigrant, she knew building worker power was a key part of how she, and her fellow workers, immigrant and non-immigrant alike, could get ahead. She has fought for the last 30 years to build that power. Now in her new role, She'll help push for more.

This is the outcome when April Verrett and Rocio Saenz has the positive attitudes to Strive to Achieve to move forward through diversity and you can also.

We Can We Will We must STRIVE to ACHIEVE