



The bottom line

May 2024
Issue # 166

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



We can We will We must keep the Faith and Pray.

Hello brothers and sisters of Local 722. There are many twist and turns in life that comes up without any notice. Drive careful on this road called "life", because people will switch lanes on you without a signal. Don't take anything for granted.

Remember Psalm 23? The LORD is my shepherd : I shall not want . He maketh me to lie down in green

pastures : he leadth me beside the still waters. He restoreth my soul : he leadth me in the paths of righteousness for his name's sake . Yea , though I walk through the valley of the shadow of death , I will fear no evil : for thou art with me ; thy rod and thy staff they comfort me. Thou preparest a table before me in the presence of mine enemies : thou anointest my head with oil ; my cup runneth over. Surely goodness and mercy shall follow me all the days of my life : and I will dwell in the house of the LORD for ever.

We can We will WE must keep the Faith and Pray

We are in this thing called life together, so you don't have to do it alone. Even with our union, we should be lifting each other up, supporting each other, celebrating each other. As we navigate our way through 2024, let's have faith in ourselves and each other. Let's pray for ourselves and each other. Let's lift up and support ourselves and each other. Let's celebrate ourselves and each other.

For it is together that we all rise

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 an be engaged with your union

CONTACT OFFICE

(202) 483 - 6221 (office)
(202) 483 - 6242 (fax)
www.seiu722.org
mjeter@seiu722.org

CONTACT EDITOR

Send articles to:
mjackson@seiu722.org

HONORING BLACK LABOR WEEK: UNAPOLOGETIC



LEADERS • ORGANIZERS • ROOTED IN HISTORY
BLACK LABOR WEEK

Black Labor Week stands as a testament to the resilience, determination and invaluable contribution of African American workers throughout history. Over the past thirteen years, Black Labor Week has brought together trade Unionists and community activists to celebrate the historical bonds between the Labor movement and underserved communities. This annual observance pays tribute to the legacy of individuals who have championed civil rights, Labor rights and social justice. This week-long event connects us and the community through various activities that addresses specific needs of retirees, veterans, seniors, homeless men, women and children and more. All of this was made possible by the vision and hard work of its creator Ephrin Jenkins of USW local 1014. The program has expanded to USW District 4 and American Federation of Government and (AFGE).

During this week we participated in many important, educational and necessary activities. Such as volunteering, panels and meetings. We started a movie night in which we learned about a prominent figure who left an indelible marking the Labor movement. The movie was RUSTIN a biographical drama about Baynard Rustin. He was a key figure in the Civil rights movement. Rustin was a prominent activist and organizer known for his work on the March on Washington. Rustin's commitment to nonviolent protest and his advocacy for workers rights have inspired generations of activists.

We then had the pleasure of going to the schools and talk to the students about black history and many different careers and options in life. We spoke with students from Westside Leadership Acadia high school and Lighthouse elementary charter school.

There were also many important panels. The men's panel, women's panels, and the panel with Mayor from all across the state. Such as Mayor Ronald Morrell of Marion, Indiana, Angie Nelson Deutch of Michigan city and Eddie Melton of Gary Indiana. These dedicated individuals have tirelessly fought for the rights and empowerment of black workers. Through their leadership and advocacy they have worked to address systemic inequalities and create opportunities for economic advancement within their communities.

One of the most important and gratifying community service events that we took part in was helping at the Sojourner Truth House. The Sojourner Truth House stands as a beacon of hope and support for marginalized communities, providing vital services and resources to empower individuals and families. This institution embodies the spirit of solidarity and community uplifting that is central to Black Labor week.

As we commemorate Black Labor Week we honored the legacy of many trailblazers with the Black Labor Week awards gala. The keynote speaker was the former Ohio senator Nina Turner. Their courage, perseverance and dedication serve as a guiding light for all those who seek to build a more inclusive and prosperous future for all. Thank you Black Labor Week.

By: Eric C Young

WHAT IS BLACK LABOR WEEK

Black Labor Week is an event that is open to all labor unions, their members and committees. This yearly event celebrates the accomplishments of the past and present civil rights and workers rights activists on the national and local level. Black labor week also raises community awareness of current labor, racial, economic and social justice issues, while paying homage to our racial heritage. This year's event was held in Gary, Indiana.

I was honored to participate in this event. We attended a movie about how the "March On Washington Of 1963" was organized. We attended a career day event at Gary Westside High School as well as Gary Lighthouse Elementary School. This was an awesome opportunity to speak about our careers in healthcare. Due to lack of exposure, many children do not realize how many career opportunities are in healthcare outside of the doctor and nurse.

We also had the pleasure of attending a "Community Day of Service" projects. Some of us were at the Sojourner Truth House Food Bank preparing food boxes while others went to the Blind Social Center and planted flowers.

We availed ourselves to empowerment seminars for men and women. They had great speakers talking about workers rights, education, labor and black empowerment. I attended the "Mayor's Conversation Event" that showcased black mayors from Chicago and the Indiana area.

We capped everything off by attending the Celebration Of Civil Rights Awards Gala". This event showcased keynote speaker Ohio State Senator Nina Turner. Senator Turner spoke about the "Black Worker Bill of Rights"

I'd like to Thank UAW Local 551 for a job well done.

By: Albert Walls



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

1673 Columbia Rd. N.W #100

Washington, D.C. 20009



SEIU Local 722 scholarship applications will be made available to members on May 1st who are in good standings (current dues payer for 1 year prior to application deadline). Completed applications with all supportive documents must be received in the union office no later than July 1st. There will be no exceptions.

The Alton Akinsegun Scholarship will be awarded to union members in good standing; current dues payer for 1 year prior to application deadline; who meets the criteria set forth in this application.

The Marchel Smiley Scholarship will be awarded to children under the age of 23 who has a legal guardian (proof may be required) that is a member of SEIU Local 722 in good standing (current dues payer for 1 year prior to application deadline). The child must meet the criteria set forth in this application.

Please see a shop steward, go to our website www.seiu722.org or call the office (202) 483 - 6221 to obtain an application