



The bottom line

Sept 2025
Issue # 180

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



Dear Brothers and Sisters of Local 722,

As we step into a new season filled with fresh opportunities and renewed energy, let's pause and reflect on the power of intentional action. Our motto – We Can. We Will. We Must. – is more than words. It's a commitment to wisdom, unity, and strength. And now more than ever, we remind each other to think before we react.

Back to School – Set Up for Success

School is starting across the region—from kindergarten through graduate school. Whether you're returning to the classroom, supporting a child, or cheering on a colleague, make sure you have the tools you need for success this academic year. Education is power, and every step forward counts!

New MWHC Job Opportunity: Clinical Access Specialist

We're excited to announce a new position coming soon at the Hospital Center:

- Title: Clinical Access Specialist
- Grade: 30A (same as Medical Assistant)
- Openings: 6 Positions
- Pay Range:
 - o Minimum: \$23.12/hr
 - o Midpoint: \$29.20/hr
 - o Maximum: \$35.29/hr

Keep checking the internal job posting website for updates!

SPD Apprenticeship Program Launched!

On July 14, 2025, the Sterile Processing Department (SPD) Apprenticeship Program officially began. This is a huge win for our team—offering hands-on training, real advancement opportunities, and a chance to grow into essential roles in healthcare.

continue on page 6



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

CONTACT OFFICE

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

CONTACT EDITOR

Send articles to:
mjackson@seiu722.org

Standing Strong Together: Protecting Our Rights, Preserving Our Future

Brothers and Sisters of SEIU Local 722,

We pray that all our members are not only aware of, but actively taking advantage of the hard-earned benefits secured in our most recent Collective Bargaining Agreements (Contracts). For those who have been with us for many years, you remember a time when many of these protections and benefits simply didn't exist. They are the direct result of decades of persistence, negotiation, and the unwavering solidarity of union members like you.

That is why it's important never to take these gains for granted. Each benefit in our contracts; whether it's fair wages, health protections, paid leave, or grievance procedures, was fought for at the bargaining table. They were not handed to us; they were won through hard work and collective action.

Unfortunately, the fight for workers' rights never ends and right now, those rights are under renewed attack. Across the nation, we are witnessing an unprecedented push to weaken unions and strip away long-standing labor protections. Recently, the Trump administration began dismantling key agreements, canceling contracts, and removing safeguards that federal workers have relied on for decades.

Over 40,000 union members at the Department of Veterans Affairs (V.A.) were affected. Workers at the Environmental Protection Agency (E.P.A.) were hit. Employees of the Federal Emergency Management Agency (F.E.M.A.) were impacted as well. In each case, contract cancellations and policy changes weakened their ability to protect themselves in the workplace.

While some people may still question the value of being in a union, these examples show the devastating consequences to workers rights. This is why solidarity (standing together as one) has never been more important.

A union is not only about securing "more" for its members. It's equally about defending and preserving the rights we already have. In times of uncertainty, the ability to protect existing contracts is just as vital as winning new benefits.

Here at SEIU Local 722, we have been able to maintain stable collective bargaining agreements at both MedStar Washington Hospital Center and Children's National Hospital even while other unions across the nation saw their contracts stripped away. After our most recent round of negotiations, there were staffing cuts at Children's National, but none of our members were impacted by the cuts.

Still, we cannot ignore the broader challenges ahead. Federal Medicaid and Medicare cuts are looming, and the ripple effects could impact hospitals, staffing, and funding for critical programs. These changes have not be fully felt yet, but we must remain vigilant, informed, and engaged.

continue on page 3

continued from page 2

In times like these, protecting your employment starts with your own actions. We continue to remind members about the importance of work ethic, professionalism, and conduct on the job. Corrective actions are preventable, and in a climate where labor rights are being eroded, it is more important than ever to avoid giving employers any reason to question your commitment or performance.

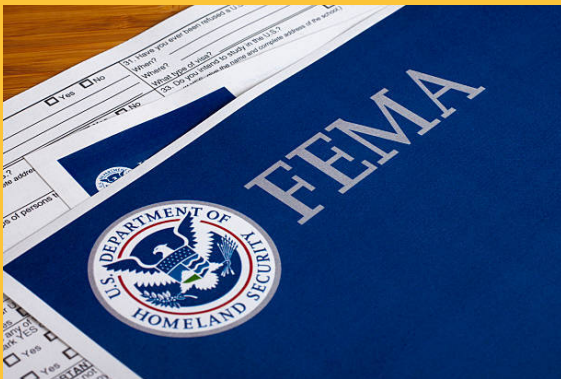
Remember: your contract is a shield, but it works best when we stand together to defend it. That starts with you holding yourself accountable for your actions.

As we begin this new fiscal year, let's make it a year where every member knows their rights, understands their contract, and actively participates in strengthening our union.

Solidarity is not just a slogan; it is the foundation of our survival. When we are united, we can weather any storm, push back against any threat, and continue building a future where working people are respected and protected.

Let us move forward together; heads held high, contracts in hand, and determination in our hearts. The challenges ahead are real, but so is our strength. And as long as we remain united, our future will be just as strong as our solidarity.

**In unity,
SEIU Local 722 Leadership**



VA

**U.S. Department
of Veterans Affairs**

THE VALUE OF ARBITRATION TRAINING: A SHOP STEWARDS PERSPECTIVE

Dear Union Members,

I recently had the invaluable opportunity to attend a two-day Arbitration class in Philadelphia, and even though I'm an experienced shop steward, I want to share how impactful the experience was not only for me personally but also for what it revealed about the broader responsibilities we carry as shop stewards.

The training offered an in-depth look into how arbitrators evaluate and decide cases that reach the arbitration level. It was eye-opening to observe real case examples and how different perspectives emerged even when the facts were similar. What became clear is that arbitration is not about personal feelings, assumptions, or prior knowledge. It is about facts, fairness, and the ability to think critically and impartially.

This class reinforced the importance of being prepared, being thorough, and most importantly, being open-minded. As shop stewards, we often serve as the first line of defense for our coworkers. But we must also be mindful that each grievance has the potential to travel far beyond our initial filing, possibly reaching an arbitrator who knows none of the individuals involved and will evaluate the case based solely on evidence and argument.

One of the most powerful lessons I took away is the importance of being able to justify your conclusions. Whether you're supporting a grievance or helping guide a coworker through the process, you need to understand and clearly communicate why you believe in a particular outcome. This ability strengthens not only the case itself but also your credibility and effectiveness as a steward.

I truly believe this type of training should be a required part of becoming a shop steward. Ideally, the union should provide this class within the first year of you stepping into the role. Understanding the full lifecycle of a grievance, from your work area to the arbitration hearing, is essential to being an effective advocate for your coworkers.

If the union can offer this class annually, I highly encourage every steward to attend. And if you ever get the chance to sit in on an arbitration case, take advantage of it. It will expand your understanding and sharpen your skills.

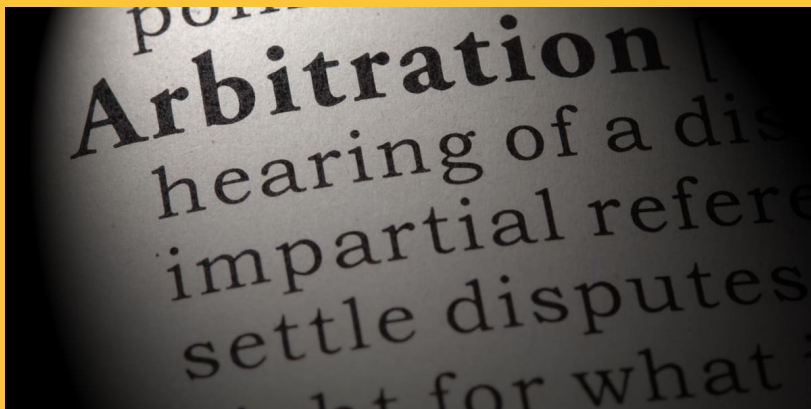
Thank you for the opportunity to grow, learn and share in service of our members.

In Solidarity,

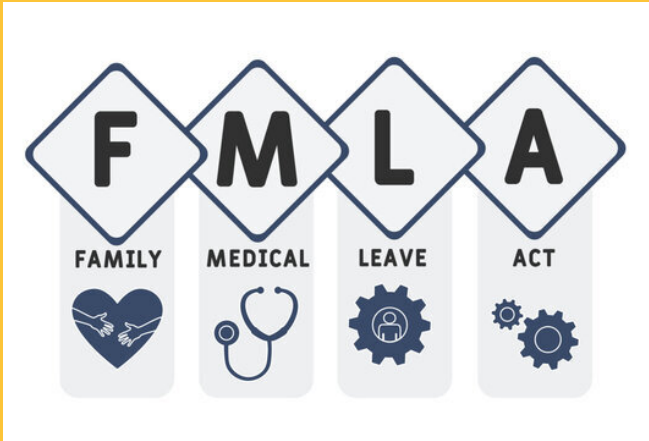
Debra Davis

Chief Shop Steward

Children's



CHILDREN'S NATIONAL F.M.L.A. CHANGES



Members who have been approved for "Intermittent FMLA" covered leave will not be required to speak to more than two (2) hospital representatives and/or agents when using previously approved leave.

This means that when you are using your FMLA you must:

1. Use your departments call out procedure to contact **your leadership**
2. Contact Hartford

When contacting **your leadership, one call is all that is required. Here are a few examples of the process:**

- If you work on an Inpatient service unit and your department call-out procedure is for you to call the sick line in the staffing office; you must leave a message stating that you are using your approved Intermittent FMLA leave. That call will be considered one of your calls. Your second call will be to Hartford.
- If your department call-out procedure is to call the department call-out line and leave a message: you must leave a message stating that you are using your approved FMLA leave. That will be considered as one of your calls. Your second call will be to Hartford.
- If your department call-out procedure is to call the charge person / supervisor on your unit; you must notify them that you are using your approved FMLA leave. That will be considered as one of your calls. Your second call will be to Hartford.
- There is no need to make three (3) or more calls or text messages within the department anymore. The new process is to make one designated contact in the department and one contact with Hartford. That's it !!



SEIU LOCAL 722

1673 Columbia Rd. N.W #100

Washington, D.C. 20009



President's Report continued.....

continued from page 1

HR Access Has Changed – Here's How to Reach Them

Human Resources is no longer on-site full time. But they're always within reach, 24/7. If you have concerns with management or workplace issues, use the following:

- Website: myHrMedstar.net/AskHr
- Phone: 1-855-674-6947

Don't hesitate to speak up. You have support, always.

Parking Reminder – Please Be Respectful

Please only park in your assigned parking area. The garage is reserved for those with designated access. Let's respect each other and our shared spaces by following parking rules.

Final Thoughts

Let's continue to support one another, stay informed, and move forward with strength and integrity. We are stronger together, and united in purpose.

In Solidarity,

Your Local 722 Leadership Team