



SEIU News

UPDATE

Court-Related & Court Appointed:

The formal Interest Arbitration Hearings for the separately bargaining Court-Related / Court-Appointed Units have ended. The last hearing was held on Wednesday, 25 July and all the testimony and exhibits must now be considered.

Though we might hope to get it sooner, please don't expect the arbitrator's written decision and award until the end of October.

The CR/CA Negotiation Team members championing the cause and representing the members are listed on page 2.

Walk a Day In My Shoes :

Presidential candidate **Senator Chris Dodd** walked a day in the shoes of SEIU member and Head Start teacher **Colleen Mahaffey** in July, assisting her with classroom activities and seeing firsthand the limited resources she and her co-workers face. In addition to teaching, Mahaffey often has to clean bathrooms, kitchens and other facilities at the school.

SEIU members are urging all the presidential candidates, Democrats and Republicans, to experience firsthand what their lives are like. To date, **Sen. Edwards** and **Gov. Richardson** have walked in the shoes of SEIU members, and **Sens. Biden, Clinton, and Obama**, as well as **Gov. Huckabee** have also agreed to participate by the end of the summer.

Check out www.WalkADayInMyShoes2008.com for photos and more. You can also link to a YouTube video at www.seiu.org.

WEINGARTEN RIGHTS :

The U.S. Supreme Court has ruled, in a 1975 case, that unionized employees have "Weingarten" rights.

If you have a reasonable belief that discipline or other adverse consequences may result from what you say, you have the right to request union representation.

However, it is your responsibility to know and request these rights.

When you make the request for a union representative to be present, management may:

- 1) Stop questioning until the Rep. arrives;
- 2) Call off the interview, or;
- 3) Tell you that they will call off the interview *unless you voluntarily waive (give up) your rights to a union representative. (an option you should always refuse).*

SEIU1199P Nursing Home Workers United:

In the face of staffing and funding shortages, we're uniting to improve conditions in our [nursing] homes so our residents get the care that they need and deserve. We are negotiating staffing protections and limits on mandatory O.T. in our union contracts, winning legislation to improve nursing home... (Continued next column ...)

Quote of the Month

"Distinctions by race are so evil, so arbitrary and invidious that a state bound to defend the equal protection of the laws must not invoke them in any public sphere."

- Thurgood Marshall

UPDATE Continued . . .

funding,, and fighting to reduce turnover by improving benefits and wages.

We know that by working together, we will ensure access to high quality care for all Pennsylvanians. Please check out www.seiu1199p.org for more information.

In June, our Westmoreland Manor direct care workers voted to accept a monthly premium package of \$100 offered by the Manor management. This premium is for direct care workers who do not Call Off or take EA days in a month.

Management believes this may help improve staffing and resident care. July is the first month this will have been tried.

SEIU will continue to fight for the proper treatment of the persons under our care as well to insist on management giving us the respect and dignity expected and due all people.

Fair Labor Standards:

The federal Fair Labor Standards requires that employees must be paid overtime if they work more than 40 hours in a week.

It also requires employers to compensate employees for all hours worked. Working "off the clock" is not advised. If you have been asked to start work early, work through your breaks, or stay past your scheduled days end; you must be paid.

If you are doing any of this and the supervisor knows about it and allows it to continue, you must be paid. The supervisor should also tell you to knock it off unless you are asked to do so and that you will be paid for your work when that happens.

Our contract does allow for flexible scheduling (flex-time) by department; which would permit employees to have different start/end times, take early or late lunches, and etcetera.

(Continued next page . . .)

Local 668 (PSSU) Leadership*Kathy Jellison, President**Roni Hamiel, Secretary Treasurer**John Terpko, Chapter 4 Chair**Natalie Keys, Vice Chair**Vacant, Secretary**Tim O'Donnell, Treasurer**Linda Andrews, Retired Affairs**Kim Steadman, Chair / Steward Council**Jim Boyd, Business Agent***SEIU 668****Court-Related /Court-Appointed****Negotiation Team Members**

1. **Holly Lusebrink**—DJ Sec.
 2. **Jim Berger**—Dom. Rel.
 3. **Wanda Evancho**—Prothonotary
 4. **Cass Vogel**—Prothonotary
 5. **Jackie Luchetti**—DJ Sec.
 6. **Dave Danser**—Dep. Sheriff
 7. **Larry Shuga**—Dep. Sheriff
 8. **Michelle Whiting**—DA Vic./Wit.
 9. **Tracy Casteel**—DJ Sec.
 10. **Steve Felter**—Dep. Sheriff
- Alt. **Tom Zullo**—Dom. Rel.
Alt. **Roberta Strezlecki**—DJ Sec.

Save These Dates ! :

- **Sept. 11** — Nurse Alliance C.E. Day.
- **Sept 13 & 14** — District 1199P Leadership Assembly 2007—at Hershey Convention Center, Hershey, PA. Log onto www.seiu1199p.org to register before the 1 August, 2007 deadline.
- **Sept. 14 & 16** - Local 668 Leadership Training AND
- **Sept. 16** - Local 668 SWEB Meeting, both at Hershey, PA.
- **Dec. 8** - Local 668 SWEB Meeting in Hershey.

Important Notice!

If you transfer from the Manor to another job with the County, or vice-versa, you should notify the Union & Payroll as you may be changing your local.

Please sign a new Union application to retain your right to Union benefits. ###



> Our 2007 UNION HOLIDAYS are : New Year's Day (1/1); Martin Luther King Jr. Day (1/15); President's Day (2/19); Good Friday (4/6); Memorial Day (5/28); Flag Day (6/14); Independence Day (7/4); Labor Day (9/3); Columbus Day (10/8); Veterans Day (11/12); Thanksgiving Day (11/22) & day after (11/23); Christmas Day (12/25); and your Personal Days.

Other Days to Remember

Grandparent's Day—9/9
Fist Day/Rosh Hashanah—9/13

Pennsylvania Labor History

1908, In Muller v. Oregon, the Supreme Court ruled that female maximum hour laws are constitutional due to a woman's "physical structure and ...maternal functions." Section 10 of the Erdman Act which dealt with "yellow dog" contracts and forbade a person being fired for belonging to a union was declared unconstitutional. (US v. Adair)

1913, US Department of Labor established. Secretary of Labor given power to "act as a mediator and to appoint commissioners of conciliation in labor disputes."

1915, LaFollette Seamen's Act, which regulated the working conditions of seamen, created.

1916, the 8 hour day for railroad workers was created with the passage of the Adamson Act. This averted a nationwide strike. A Federal child labor law was enacted but was later declared unconstitutional.

1917, The president created a mediation commission, headed by the Secretary of Labor to adjust wartime labor difficulties. The Federal Government took control of the railroads until early 1920 under legislation which allowed government railroad operation during wartime.

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Get the Facts !

Visit www.seiu.org ;
www.seiu1199p.org ;
www.seiu668.org ;
& www.seiu668ch4.org

District 1199P Leadership*Thomas DeBruin, Pres., District 1199P**Kevin Hefty, Vice Pres. Long-Term Care**Margie Butler, Executive Board Member**Doris Hardy, President, W.C. Chapter**Laura McGuiggan, W.C. Chap. V.P. 1**Gene Delia, W.C. Chap. V.P. 2**Chris Bureau, W.C. Chap. Sec.**Mike Harenski, W.C. Chap. Treas.**Ed Urbaniak, Chief Delegate /Nursing**Jack Matlock, Chief Delegate /Ancillary**Brooke Brissel, Organizer***UPDATE continued . . .****SEIU Local 668 (PSSU) :**

At the State-Wide Executive Board (SWEB) meeting of 30 June, 2007; President **Kathy Jellison** presented the Institute For Change (IFC) five-year strategic plan. A motion to endorse the plan passed. Information regarding the plan will be posted on the website at www.seiu668.org and in the Re: union newsletter.

SWEB approved the committee appointments per the committee list dated 28 June, 2007. Committee Representatives can be found on the website.

Dues under Article XII, of the SEIU 668 PSSU Constitution remain at 1.39% on all gross compensations paid. AFSCME is 1.5%.

Our local, along with AFSCME, filed a motion for injunctive relief to end the state employee furlough. A grievance and unfair labor practice (ULP) charge was filed. The grievance demands that all employees "be made whole" (get paid) for the [one-day] furlough. ###

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