

PLEASE POST



"Strength through Solidarity"

Service Employees International Union, District 1199P & Local 668 PSSU
Joint Bargaining Committee of Westmoreland County SEIU

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Volume 12/01

Wednesday,
11 Jan.,
2006

SEIU News

UPDATE

The SEIU Joint Bargaining Committee: Westmoreland Manor is home to 482 members of SEIU District 1199P who work in the long term care industry for Westmoreland County as RN's, LPN's, CNA's, dietary aides, laundry, housekeeping, maintenance, and clerical employees.

Most of the other Westmoreland County employees from the Area Agency on Aging, Courthouse, 911/DPS, District Justice Offices, Juvenile Detention Facility, Prison, and Public Works (including the Parks, Roads & Bridges, and Weights & Measures), make up the 557 members of SEIU Local 668 (PSSU).

These combined union members make up the Joint Bargaining Committee of Westmoreland County SEIU.

Negotiation Timeline: Our SEIU contracts expired at midnight following the 31st of December, 2005. We are continuing to work under the terms and conditions of the previous contracts, pending their replacements.

We had Joint membership meetings about the contract status on Wed., 21 December. Thank you to all who came to the meeting to get your questions answered and to share insights & input with all of us.

The team members really appreciated your to-the-point questions & the intensity of your feelings about Health Care & all of the other items we discussed. We are so thankful to you for your understanding and supporting your negotiation teams in the campaign to reach solid agreements, and to win good contracts.

It's hoped that you all came away from the meeting satisfied with the information, and we are sorry that we do not, as yet have a document that we can bring to you for a vote. As it was explained, we've just about finished with the appetizers, are now eyeing the meat & potatoes of the negotiations.

The Joint Bargaining Team have scheduled sessions again on Monday, 9 January & will continue negotiations throughout the month. These sessions are in the evening, and SEIU members may attend to observe the bargaining. Please let a team member know if you plan on coming.

The Court-Related/Court Appointed Team is negotiating also & will continue their separate sessions as can be arranged.

These negotiations will continue until we have tentative contract proposals for the members to vote upon.

Discipline: If you disagree with any disciplinary action, you have the right to file a grievance. Disciplines for attendance should be removed from your file after 18 months.

Quote of the Month

"People have a perception that government officials are dishonest. Change that perception. Be honest."

- Gene Delia,
SEIU Westmoreland JBT member

STEWARDS NEEDED ! - Manor evening & night shifts need stewards/delegates. If interested, talk to Doris Hardy, Co-Chief Steward/Nursing.

What's Your Story ?

We are now in the middle stages of the contract campaign. The public has been offered a skewed version of our work & lives by some political meanderings which have made it to the pages of local publications.

This creates a warped perception that our members are making similar wages and benefits as some elected officials & executives.

Our employees each have a story to tell about what their job is & what its' rewards & pitfalls are, how they balance work life with family life, what else they do outside of work, what other things are important to them. How can we reach the public?

SEIU wishes to be honest about things. We'd like to get your stories out during this campaign to show the general public our true face. It can even be done with pamphleteering; door-to-door or otherwise.

Do you have a story you'd like to share? Business agent Jim Boyd would like to hear from you. He can take your story and not misquote you.

Important Notice!

It is very important to remember that when you take a job bid in another unit, you may be changing your local.

If you transfer from the Manor to another job with the County, or vice-versa, you should notify the Union & Payroll. Dues deductions are also different.

Please sign a new Union application to retain your right to Union benefits & the right to vote on your next contract. ###

**The next
SEIU
Joint Membership
Meeting**

**Wed., 25 Jan.
Westmoreland Manor
8:30 A.M.
St Bruno's Church Hall
2:00 P.M. & 4:30 P.M.**

Local 668 (PSSU) Leadership*Kathy Jellison, Pres., PSSU**John Terpko, Chapter 4 Chair**Keith Saunders, Vice Chair**Pete Lorenzo, 2nd Vice Chair**Bea Abril, Acting Secretary**Kim Steadman, Co-Chair Steward Council**Bea Abril, Co-Chair Steward Council**Jim Boyd— Union Rep. (temp)**See union bulletin board for steward list.***"WEINGARTEN" RIGHTS:**

The U.S. Supreme Court has ruled, in a 1975 case, [*NLRB v. Weingarten, Inc. 420 US 251*] that unionized employees have certain 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 can:

(1) stop questioning until the "rep" arrives.

(2) call off the interview; or

(3) tell you that it will call off the interview unless you *voluntarily give up your rights* to a union representative (an option you should always refuse).

If 2 or more stewards are available, it is your right - not the employer's - to decide who you want to represent you; but if there is only one, that's who you get.

SEIU Benefits

Because you are a member or retiree of SEIU, you have access to a variety of services and discounts through Union Plus. With these SEIU-Union Plus benefits, you can save on life insurance, health savings, mortgages, legal services, and more.

You may also buy union-made fashions & items through the union store.

Get the Facts! Check it out on your union webpage & related links.

> Our 2006 UNION HOLIDAYS are : New Year's Day (1/1) [5-day ops got Mon., 2nd Jan. off]; Martin Luther King Jr. Day (1/16); President's Day (2/20); Good Friday (4/14); Memorial Day (5/29); Flag Day (6/14); Independence Day (7/4); Labor Day (9/4); Columbus Day (10/9); Veterans Day (11/11); Thanksgiving Day (11/23) & day after (11/24); Christmas Day (12/25); and your Personal Days.

Negotiation Team Members**SEIU 1199P Residual units:**

1. Debbie Christner—LPN
2. Gene Delia—Laundry
3. Carrie Morris—Housekeeping
4. Doris Hardy—CNA
5. Chris Bureau—Admissions
6. Dee Nasri—RN
7. B.J. Montini—CNA
8. Jack Matlock—Housekeeping
9. Bette Elliott—CNA (12-8)
10. Jeff Elliott—Manor Maint.

SEIU 668 Residual / Row / I.B.**Units:**

1. Kim Steadman—Parks
 2. Natalie Keys—Parks
 3. Bud Santimyer—Tax Asmt.
 4. Rachel Deckard—911
 5. Tim O'Donnell—911
 6. Michael Kalp—911
 7. Sue Crouse—AAA
 8. Frank (Spike) Globosky—Parks
 9. John Lauffer—AAA
 10. Lou Patrick—Roads
- Alt. Pat Stefanon—Crthse Maint.

SEIU 668 Court Related /**Appointed :**

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.

District 1199P Leadership*Thomas DeBruin, Pres., District 1199P**Margie Butler, Executive Board Member**Doris Hardy, Co-Chief Steward /Nursing**Ed Urbaniak, Co-Chief Steward / Nursing**Jack Matlock, Chief Steward /Ancillary**Martilynne Middleton, Union Rep.**Kevin Hefty, Union Rep.***Fulfill Your College Goals with an SEIU Scholarship !**

Unions help working families fulfill dreams in many different ways. At SEIU, this includes yearly college scholarship opportunities.

Through four different scholarship programs, SEIU awards 51 scholarships that enable SEIU members and their children pursue their educational goals at accredited colleges, universities, and teaching schools.

The deadline for all 2006-2007 applications is 1 March, 2006. SEIU's scholarships are open to SEIU members or their children. The John Geagan Scholarship is open to local union staff. Membership must be for three continuous years as of September 1, 2006. All awards must be for the academic year(s) awarded. Graduate students are not eligible.

Please visit www.seiu.org and click on "Resources" & "Scholarship Programs" for more information.

Get the Facts !

**Visit www.seiu.org ;
www.seiu668.org ; &
www.seiu1199P.org**

S.E.I.U. NEWS is put together by Union people for the benefit of the members of S.E.I.U. Joint Bargaining Committee of Westmoreland County and has been published most months since January, 1995. Submit articles for print to : seiuwc@zoominternet.net , or mail to :

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