



Service Employees International Union, District 1109P & Local 668 PSSU  
 Joint Bargaining Committee of Westmoreland County SEIU

Volume 12/02

Wednesday,  
 8 Feb.,  
 2006

# SEIU News

## UPDATE

### 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., 25 January. Thank you to all who came to the meeting to get your questions answered and to share insights & input with all of us.

Many language demands & proposals have been tentatively agreed to, pending a final membership vote.

We let you know that the County's negotiator has indicated he wants the negotiations to move faster. As of our 30 January session, he has yet to present the County proposals for Pay Grades, Health Care & Wages.

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.

The Joint Bargaining Team have scheduled sessions again in February & will continue negotiations throughout the month. These sessions are mostly Monday evenings in the Commissioners Meeting Rooms 1 through 3, at the Courthouse; and SEIU members are welcome to 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.

### SEIU 668 (PSSU):

We had our regular Chapter 4 meeting on Thursday, 26 January; during which we elected sister **Natalie Keys** as our new Vice-Chair. Natalie has been a Steward at Twin Lakes Park for a number of years, and has been active in many union actions. Sister **Bea Abril**, from AAA, was elected as Secretary. Brother **Jim Boyd** was awarded the bid for our Business Agent position. Congratulations, Natalie, Bea & Jim!

The budget was approved and several votes were taken to allocate funds for various functions & actions.

Chapter Chair, Brother **John Terpko** also announced SEIU webmail available to interested Chapter 4 members. If you are interested in signing up for this free service, please contact your Steward.

### Discipline:

If you disagree with any disciplinary . . . *continued next column*

**UPDATE (cont.)** . . . action, you have the right to file a grievance.

Disciplines for attendance should be removed from your file after 18 months.

### **STEWARDS NEEDED !** -

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

### Quote of the Month

*"Information that needs to be known will be known on a need-to-know basis, and if it's need-to-know, the people who need to know will know it."*

-White House spokesman Ari Fleisher,  
 Oct. 10, 2001

### What's Your Story ?

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 (724-832-1856 & 877-275-1885) 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. ###

**Local 668 (PSSU) Leadership***Kathy Jellison, Pres., PSSU**Roni Hamiel, Secretary Treasurer**John Terpko, Chapter 4 Chair**Natalie Keys, Vice Chair**Bea Abril, Secretary**Kim Steadman, Co-Chair Steward Council**Bea Abril, Co-Chair Steward Council**Jim Boyd—Union Rep.**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.

**Since Sliced Bread**

Between 5 Oct. and 5 Dec., 2005, ordinary Americans submitted more than 22,000 ideas to SinceSlicedBread.com—and launched an unprecedented national conversation about how to strengthen the economy and improve life for working men and women, and their families.

Judges announced 21 finalists. See the winners & read their ideas online at <http://www.SinceSlicedBread.com>.

> 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**—Parl ;
  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.

Your team needs you!

**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](http://www.seiu.org) and click on "Resources" & "Scholarship Programs" for more information.

**Get the Facts !**

**Visit [www.seiu.org](http://www.seiu.org) ;  
[www.seiu668.org](http://www.seiu668.org) ; &  
[www.seiu1199P.org](http://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](mailto:seiuwc@zoominternet.net) , or mail to :

SEIUNews,

c/o Bud Santimyer, editor,  
608 S. Broadway St., Scottdale, PA.  
15683.