Statewide Executive Board Meeting
March 9, 2013

APPROVAL OF MINUTES

The Statewide Executive Board (SWEB) voted to approve the minutes from the December 8, 2012 meeting.

COMMITTEE LISTS AND APPOINTMENTS

SWEB voted to approve committee appointments per the committee list dated March 8, 2013.

UNITED MINE WORKERS (UMW) OF AMERICA

SWEB voted to support the UMW’s efforts to maintain the benefits promised by Patriot, Peabody and Arch by approving their proposed resolution and signing on to the letter that will be sent from the Pennsylvania AFL-CIO from all supporting unions.

BUDGET SUMMIT

Randy Albright, Executive Director, Democratic Senate Appropriations Committee and Jeff Huntsicker, Legislative Director, SEIU PA State Council, gave presentations on the legislative and policy perspective of budget and strategy. The presenters spoke to the fiscal state of the Commonwealth and laid out the budget numbers. They also spoke about the Governor’s pension proposal and how it won’t fix the state’s unfunded liability.

Rebecca McNichol, Executive Director, CLEAR and Mike Brunell, Executive Director, SEIU PA State Council, presented the actions and plans for the budget and pension reform fights. Over the past year and a half, SEIU PA State Council and the local unions have worked in conjunction with key partners to educate our members on issues and how they will be impacted by the governor’s agenda. Our goal is to continue that fight along with PSEA and NEA.

SEIU is gathering support from our local, SEIU State Council, and SEIU Public Division to stand strong and fight back cuts to jobs and services for every Pennsylvania citizen.

Accordingly, SWEB voted that SEIU 668 will support this effort through the Human Services Campaign to educate the public on the true impact of cuts to public services.

CHAPTER MEMBER ENGAGEMENT

Participants at SWEB met amongst chapters to build a member engagement plan for each chapter. The chapters discussed ideas and came up with the following suggestions for activities: letters/phone calls to legislators, purple/button days, legislative forums (dinners, breakfast, etc.), leaflets/handouts on pensions for shops and shop steward training, lunch breakouts, COPE fundraising, food deliveries to Head Starts, rallies and oversized postcards about promises not kept signed by as many members as possible.

Chapters were asked to submit plans to Secretary-Treasurer Roni Green with an outline of what kind of logistical support, materials, etc. would be needed statewide. Chapter Chairs will provide information to members on the activities they are planning.

SEIU 668 BAN ON OVERTIME FOR COMPENSATORY (COMP TIME)

A discussion was held on the SEIU 668 ban on comp time vs. overtime pay. The reasons for the ban are many, including:

1. Comp time does not show up on overtime records so it “appears” that work can get done without overtime. This is problematic as workers will be expected to do more with less.

2. We will never get more staff this way. Also, we will never get more staff if members work through breaks and lunch, come in early or stay late. By law, if the employer makes you work through your lunch or break, assigns you work or assigns a client to keep you at work before or beyond your regular shift, you are entitled to overtime and need
to talk to your steward or business agent. Again, this makes it look as if you can get the work done without more staff. You should work diligently and accurately and complete what you can in your daily shift. Do not rush and make errors. Ask management to prioritize your tasks if you are demanded to do more than can humanly be done. You cannot be disciplined if the expectation of work cannot be completed in your schedule. If you are disciplined in any way, please contact your steward or business agent. If management calls you in for a meeting you believe could lead to discipline, call your steward immediately so you have union representation. Stop the meeting if you must, as this is your right.

3. For every one hour of overtime worked for comp time, you get one and one half hours off. Think about it. This means you will be at work less and get even less work done overall. If you are paid for the overtime, it is counted and recorded as time needed to accomplish work. It is an argument to hire more staff and gives you regular hours at work.

4. In our contract, Page 50, Article 21, Overtime, Section 4, states that... by mutual agreement between the employer, the employee and the appropriate union official, compensatory time may be granted in lieu of overtime pay. The appropriate union official is your business agent. All business agents have been directed to deny comp time in lieu of overtime. If management disagrees, direct them to your business agent.

We will never get more staff for our incredibly overwhelming work unless we draw this line in the sand and stand together in solidarity. This is difficult because we are professionals and our clients come first. However, it is not worth the stress, illness or mental and physical fatigue that many of you are experiencing from doing more with less. If we don't make a stand for our rights, we can't complain when we lose them.

UNION BUSINESS LEAVE FOR STATE EMPLOYEES

Contractually, the Harrisburg office must notify the commonwealth at least 7 days prior to the use of Union Business (UB) leave. The commonwealth has been more than generous in trying to accommodate the union. However, we must have at least 7 days notice going forward for approval of UB leave or the employer has the right to deny it. If you have any questions, please contact Kathy Stine in the Harrisburg office at kathy.stine@seiu668.org.

REGISTER NOW FOR 2013 LEADERSHIP TRAINING

If ever there were a time to join together and make some noise, that time has come! The current issues we face as a union: the budget, closures, privatization, cuts to vital services and pensions will require us to mobilize like never before. A challenge of this magnitude will need confident, trained and engaged leaders.

We are excited to invite you and your fellow members to SEIU 668’s 2013 Leadership Training, which will take place Saturday, June 8th through Monday, June 10th at the Harrisburg Holiday Inn East. This year’s Leadership Training is shaping up to be an exciting and beneficial opportunity for all union leaders. To be clear, the training is not exclusive. Therefore, all dues paying union members who see themselves as leaders or potential leaders are encouraged to sign up. As a shop steward, it is your role to help recruit potential leaders from your shop to attend the training.

Member leaders are the gears that keep our union machine in operation. It is important to identify, develop and cultivate our union’s most important assets, which are our member leaders!

The 2013 Leadership Training will focus on “Leaders in Action,” giving leaders the tools and resources needed to lead in our shops, communities and union as a whole. The training will inform and educate participants of pertinent issues to the labor movement and give you the opportunity to meet other leaders from across the state. Participants should be prepared to partake in all the activities of the training. Our goal is to energize our membership, nurture our leaders and grow our union. Are you up for the challenge?

You can find the registration form for the 2013 Leadership Training online, www.seiu668.org, as well as important information and childcare registration form. Space for this exciting training will be limited and registration will be processed on a first come, first serve basis.

To download a registration packet, please visit: http://www.seiu668.org/2013/03/04/2013-leadership-training/