

Statewide Executive Board Meeting June 8, 2013

APPROVAL OF MINUTES

The Statewide Executive Board (SWEB) voted to approve the minutes from the March 9, 2013 meeting.

COMMITTEE LISTS AND APPOINTMENTS

SWEB voted to approve committee appointments per the committee list dated June 7, 2013. For a complete list of committee members, please visit our website at www.seiu668.org.

BUDGET /FINANCE COMMITTEE

SWEB voted to approve the recommendation of the Budget/Finance Committee and approve the SEIU 668 officers benefits report (most that have been historically in place and which are documented on the report).

EXPENSE AND RELATED POLICIES

The Budget/Finance Committee completed a review of the Expense and Related Policies. The policies were updated and provided to SWEB for review and approval. An in-house review continues on all current policies to assure these policies are updated as needed. In accordance, SWEB voted to approve the updated Expense and Related Policies dated June 8, 2013.

OFFICERS' LEAVE OF ABSENCE RESOLUTION

When the Budget/Finance Committee reviewed the Officers' benefits, a question arose as to how a temporary vacancy due to a leave of absence of an officer would be filled. It was agreed to add a resolution to the bylaws for SWEB approval, that covers this situation if it were to occur. SWEB voted to approve the following resolution:

If the SEIU 668 president is on a temporary leave of absence (with the exception of Civil Leave) for

more than 30 consecutive calendar days, the current secretary-treasurer will assume the duties of the president until the president returns. If the SEIU 668 secretary-treasurer is on a temporary leave of absence (with the exception of Civil Leave) for more than 30 consecutive calendar days, the position shall be filled from within the Statewide Executive Board by a majority vote of SWEB until the secretary-treasurer returns.

HERSHEY ARREST

President Jellison reported that on May 29, 2013, she was assigned to the ARD (Accelerated Rehabilitative Disposition) program. As such, President Jellison has been ordered to perform 40 hours of community service and pay legal costs of \$1,082.20 in addition to \$8 per month to do a monthly check-in with her probation officer for a period of 12 months. Both PA AFL-CIO President Rick Bloomingdale and Health Care PA President Neal Bisno and President Jellison are asking their respective union boards to cover these legal costs. President Jellison will perform her community service as well as pay the \$8 per month to do her on-line check in.

Accordingly, SWEB voted that SEIU 668 will pay for certain costs associated with President Jellison's legal defense of criminal charges arising out of the peaceful demonstration that took place in Hershey to protest the unjust working conditions for student guest workers here under the J-1 program. Those costs which amount to \$1,082.20 represent court costs and program costs associated with the Accelerated Rehabilitative Disposition program in Dauphin County.

President Jellison remains proud of her arrest and believes that because of the actions of union leaders, not only did Hershey have to pay over \$500,000 in fines, but other students are coming forward (like the McDonald student workers in Philly) to stand up to injustice and inhumane treatment.

SS SUMMARY

June 26, 2013

Dear Steward Leaders (Sisters and Brothers),

Let me start by thanking you for all the work that you do every day on the front lines with our members. Your volunteerism and your dedication are unmatched in the labor movement. You hold the most difficult job in the union and I understand that with the cuts to funds for public services and the push to continue to do more and more with less and less that it only adds to the stress of being a steward and a leader.

Enclosed you will find some information on the key issues affecting our local and what you can do and encourage every one of our members to do. Call, email, write or visit your legislators and spread the message that this budget is about WORKING FAMILY ISSUES and WE ARE ALL IN THIS FIGHT TOGETHER!! It is NOT about more tax breaks to Big Business, it is about educating our children. It is not about privatization, it is about creating family-sustaining jobs that will keep our kids in Pennsylvania. And it is not about pensions, it is about a fair and decent retirement for each and every citizen of this commonwealth.

I also want to thank those of you who attended our Leadership Training and the awesome rally at the Rotunda to make sure our issues were heard. 80 new leaders stepped up to be engaged and educated and to make a difference for working families. Secretary-Treasurer Roni Green and I were able to deliver the HUGE postcard to the Governor (along with 4 members) to reinforce our issues. We could hear our 350+ members chanting all the way to the Governor's office and back. What a tremendous feeling of POWER! The Governor's crack security team was tied up at a reception in the waiting room and so we walked right into the Governor's outer office. It took only seconds before we were surrounded by state troopers. We politely delivered the postcard and returned to the rally.

I have heard several instances in the shops for steward recalls and general personality issues with member pitted against member. This is unfortunate and really hurts our membership in general. With tensions high, it is easy to understand but not always easy to deflect. Please know that your Business Agent cannot get involved in internal member political issues, but that you have your Chapter structure to help you. Contact your Chapter Chair with any internal political issues and he/she will be happy to provide direction and help. Our constitution guides the recall process and outlines the role of Chapter Chair, steward and all other offices. It will not help to contact the officers directly as they will have to follow your issue back down through the Chapter Chair. These folks were elected to help you. Please use them for questions and internal issues. Constitutionally, no member shall injure the interest of another member by undermining him/her in any act or deed, direct or indirect, which would wrongfully jeopardize

a member's standing. We have enough issues with management, PLEASE try to respect and listen to each other and use the proper channels to do so.

No member can espouse or aid in a rival labor organization or be a party to any action or activity to secure the disestablishment of this local union as the collective bargaining agent for any employee. The Officers certainly understand your frustration and sometimes the lack of movement of issues and/or grievances. To threaten to leave the union only weakens the chain, link by link. Again, with the employer trying to take away collective bargaining at every turn, we don't need to help them do it or to bring harm to our contracts and fellow workers. Again, if there are unresolved issues in your shop, contact your Chapter Chair. Don't ever think or believe that your employer cares about your benefits or for one minute they would not take away all you have bargained for if given the chance. Imagine your job with raises only when and if the employer wants to give them to you, no sick, vacation or personal leave, no healthcare and no just cause. Imagine being fired for the way you look or just because the boss doesn't like you.

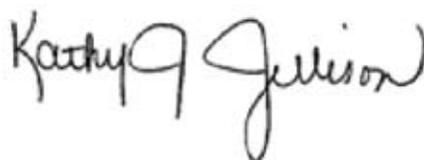
It is important that every member know and understand the constitution. Steward trainings are imperative for new and tenured stewards alike. We need to mentor and educate new stewards to meet with management and to fully represent our membership. EVERY steward needs this training. And every steward should be having regular membership meetings in your shop and regular meet and discuss with management to discuss shop issues. If this is not happening in your shop, you should ask why.

For contractual issues, you should always start with your steward, then the Chief Steward and then the Business Agent. These are your lifelines for filing grievances, filing charges or any other contractual issues. Internal personal fights are not the same as contractual issues and should not be treated the same.

These are very tough times for leaders and those willing to stand up for what is good and right. I want to thank each of you from the very bottom of my SEIU purple heart!

I plan to do these little tutorials with every shop steward report, please let me know if there is an issue you want me to cover in my next correspondence.

In Solidarity,



Kathy Jellison, President
SEIU Local 668