Meet the 1199SEIU Delegates at Union Hospital

Professional
Pat Bernier, OR, 781-477-3368
Gail Glover, OR, 781-477-3368
Lois Calounces, PACU, 781-477-3920
Debra Lou Stevens, South 1 Telemetry, 781-477-3416
Nadine White, ICU, 781-477-3222
Louise Bucchiere, West 1, 781-477-3233
Joy McNaughton, West Ground, 781-477-3122
Anne Tan, Lab, 781-411-3456
Elizabeth Albanese, Lab, 781-477-3456
Cathy Humphries, Case Management, 781-477-3568

Unified
Jacqueline Heuston, Lab, 781-477-3456
Mary Parga, Dietary, 781-477-4071
Joanne Doherty, South 1, 781-477-3415
Marie Propheete, West 1, 781-477-3333
Flor Cedano, West Ground, 781-477-3122
Franklin Mora, Dietary, 857-389-2594
Rufino Matos, Gen Psych, 781-477-3399
Eulogio Portes, Interpreter Services, 781-477-3913

Meet Your New Administrative Organizer:
Nicholas Smith
My Name is Nicholas Smith and I am pleased to be your new administrative organizer. I have been a member of our union for nearly 13 years. I have been an activist, a delegate, and for the last five years I’ve been a political organizer advocating for hospital funding, legislation that protects health care workers and our communities, and helping to elect the leaders that will support health care workers and working families across the state. I am committed to empowering our membership and protecting the bargaining rights of the 1199SEIU members at Union Hospital.

These ever-changing times call for more unity amongst workers. We must work together across departments and sectors. It is extremely important for patient care that health care workers are unified and working to give the best care possible. As healthcare changes and job responsibilities evolve, it is important to communicate the changes in your duties so that we can understand and prepare for these and future changes. The success of Union Hospital, the care we provide, and the quality of our jobs is largely dependent upon your voice and your activism within 1199SEIU.

1199SEIU Caucuses and Councils

The mission of the SEIU Massachusetts Latino Caucus is to organize, educate and develop the Latino family to achieve power, respect, and social justice for the working class. The SEIU Massachusetts Latino Caucus is made up of chapters which are representative of the state’s congressional districts.

Charts of the Latino Caucus consist of all SEIU locals and consist of SEIU members and staff and meet for the purpose of furthering the mission of the SEIU International/Massachusetts Latino Caucus.

Purple Gold: Purple Gold is an 1199SEIU caucus of young union members that engages its younger membership through educational workshops, new technology, and social events. The mission of Purple Gold is to play a pivotal role in the enhancement of young working people’s quality of life within and beyond 1199SEIU. The goal of Purple Gold is to educate, through educational workshops, new technology, and social events. The mission of Purple Gold is to play a pivotal role in the creation of the structures that will enhance 1199’s long-term ability to attract and retain these workers as active union members.

For more information on the 1199SEIU Caucuses and Councils, please call 877-409-1199.

Interpreter Department to be Restructured

The interpreter services department at NSMC Union Hospital has recently experienced a reduction in force. The hospital is no longer doing business with outside physician groups which has resulted in the need of fewer interpreters. There will no longer be an on-call translator and the use of phone translation will increase in cases of emergencies and when translators are assisting other patients. 1199SEIU members at Union Hospital are committed to monitoring the work flow of the remaining interpreters, phone translation usages, and the needs of patients in an attempt to restore lost jobs.

1199SEIU Boston Office • 150 Mt. Vernon St. • Suite 300 • Dorchester, MA 02125 • 877-409-1199
1199SEIU Cape Cod Office • 29 Bassett Lane • Hyannis, MA 02601 • 877-409-1199 (x100)
1199SEIU Western Mass Office • 20 Maple Street • Springfield, MA 01103 • 877-409-1199 (x106)

Receive 1199SEIU action updates on your mobile phone! Text “SEIU” to 30644 (standard text messaging rates apply).
1199SEIU.org/mass • facebook.com/1199SEIUmass • twitter.com/1199SEIU • youtTube.com/1199SEIU
The 1199SEIU Training & Upgrading Fund for Union Hospital

Step 1: Contact your TUF field coordinator, Eileen Haggerty, to discuss your plans, including which college you plan to attend and what program you intend to pursue. Eileen will send an application packet and checklist of requirements to you. Eileen will inform your school that you are a Union Hospital (Room TBA) union member and will go on a college visit with the class. The first two sessions will be held at Union Hospital. The dates for the college visit and the final wrap-up will be scheduled with the instructor. All four sessions will happen by early December.

To register for all of the Training Fund classes, contact Eileen Haggerty, 617-284-1124 or eileen.haggerty@1199funds.org.

Step 2: Apply for financial aid (FAFSA).
Step 3: Go to the college, meet with your advisor and register for your classes. Ask for a copy of your bill and class schedule.

Step 4: Submit all required tuition voucher application documents by the deadline.

Step 5: Attend classes! If you cannot attend, be sure to drop your classes before the add/drop period to avoid unwanted charges. TUF will not pay for withdrawn classes.

Step 6: A voucher document will be mailed to your home address listing the courses for which you are getting a voucher and the amount TUF will pay the college on your behalf. Sign the voucher agreement and return it to TUF.

Step 7: Upon completion of your classes, you must submit a copy of your grades to TUF. You must pass with a “C” or better. If you receive a grade of “C-” or below, including “W” (or other withdraw grade), you will be required to reimburse the TUF before you are eligible for additional benefits.

**1199SEIU Training Fund Announcements**

**Computer Classes**

Get ready for a successful transition into college!

**Wednesday, October 2 and October 9**

5:30pm — 7:30 pm

At Union Hospital (Room TBA)

Sign up for a four-session series that will help you get into gear for college. With this course you will explore college options and the college programs you need to get into place: learn how to prepare for the college placement test (Accuplacer); find out about college expectations; develop strategies for success in college classes; and go on a college visit with the class. The first two sessions will be held at Union Hospital. The dates for the college visit and the final wrap-up will be scheduled with the instructor. All four sessions will happen by early December.

**Union Hospital Learning Representatives**

Flor Cedano
781-477-3122
fcristina87@hontmail.com

Elizabeth Kerrigan
781-477-3261
ekerrigan1@partners.org

**1199SEIU Training Fund Announcements**

**FAMILY MEDICAL LEAVE ACT**

You are eligible for FMLA if:

- You have worked for Union Hospital for at least one year;
- You have worked at least 1,250 hours over the prior 12 months
- You may take up to 12 work weeks of unpaid FMLA leave in each 12-month period for a serious health condition (known as “medical leave”) to:
  - Care for a seriously ill child, spouse or parent;
  - Have a child or to care for a newborn child up to age one;
  - For the placement of a child with you for adoption or foster care

The right to care for a loved one or yourself under the guidelines specified above is guaranteed to you by federal law. You can find out more information about the FMLA by visiting the Department of Labor website at http://www.dol.gov/whd/fmla/. Also, you may contact your administrative organizer, Nick Smith.

**What You Should Know**

**Small Necessities Leave Act (SNLA).**

The SNLA allows employees to take up to 24 hours of unpaid leave during any 12-month period. The 24 hours covered by SNLA is in addition to the 12 weeks available under the FMLA.

You can request time off from work to participate in a child’s educational activities (for example, a parent-teacher conference, special education meeting or interviewing a new school), to accompany your child or elderly relative to routine medical or dental appointments, or to interview a nursing home.

Your “child” includes a biological, adopted, foster or step child as well as any other child you are legally responsible for. An “elderly” relative is considered to be a person over the age of 60 who is related to you by blood or marriage.

The employer can require seven days advance notice if you know ahead of time that you will need the leave. If your need for leave is sudden, it is not “foreseeable.” Notify your employer as soon as possible. It is best to ask for the time in writing. The time you take is measured in hours. The employer can require you to take time off at least one hour at a time.

**The Union Difference**

**WEINGARTEN RIGHTS:** If you are ever called into an investigatory meeting with your supervisor or manager so they can ask questions about a situation which might result in discipline, you have specific representational rights (see list below). These are called Weingarten Rights. This statement could save your job. “If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my delegate be present at the meeting. Without representation present, I choose not to respond to any questions or statements.”

1. You have the right to have a union delegate (steward) present.
2. If you want a delegate there, you must ask for him or her.
3. If you do not know why your manager wants to meet with you, ask him/her if it is a meeting that could result in a discipline.
4. If your manager refuses to allow you to bring a delegate, repeat your request in front of a witness. Do not refuse to attend the meeting, but do not answer any questions either. Take notes. Once the meeting is over, call your delegate at once.
5. You have the right to speak privately with your delegate before the meeting and during the meeting.
6. Your delegate has the right to play an active role in the meeting. She or he is not just a witness.

**THE POLITICAL ACTION FUND: 1199SEIU has a Political Action Fund.**

This fund allows union members to engage in such political activities as Advocacy Day, meetings with legislators, political mailings to members and our communities, and supporting the candidates the membership has endorsed during electoral seasons. A large portion of the funding that comes into our hospital comes from the state.

It is extremely important that we have a substantial political fund so that we may advocate for the funding Union Hospital needs.

The Political Action Fund gives us the power to meet with our elected officials and advocate for our needs as healthcare workers.

To contribute to the Political Action Fund, speak to your delegate or administrative organizer, Nick Smith, at 877-409-1199 (ext. 110) or call the Political Action Department at 877-409-1199 (ext. 146).

**DUES:** Union dues are set at two percent; this rate can be taken out per pay period is $4.65 and the maximum is $17.31. Dues are a percentage of base wages, not to include overtime and can never exceed $75/month.

**Small Necessities Leave Act**

Any employer/employee covered under the Family Medical Leave Act (FMLA) is also covered under the Massachusetts Small Necessities Leave Act (SNLA).

The SNLA allows employees to take up to 24 hours of unpaid leave during any 12-month period. The 24 hours covered by SNLA is in addition to the 12 weeks available under the FMLA.

You can request time off from work to participate in a child’s educational activities (for example, a parent-teacher conference, special education meeting or interviewing a new school), to accompany your child or elderly relative to routine medical or dental appointments, or to interview a nursing home.

Your “child” includes a biological, adopted, foster or step child as well as any other child you are legally responsible for. An “elderly” relative is considered to be a person over the age of 60 who is related to you by blood or marriage.

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**What You Should Know**

**1199SEIU Training & Upgrading Fund for Union Hospital**

The 1199SEIU Training & Upgrading Fund is an educational benefit earned by 1199SEIU members at Union Hospital. Due to the rapid changes that are occurring in the healthcare field, union members need to be prepared for the healthcare jobs of the future. The TUF program allows union members to gain the skills they need to advance in their field while also sharpening their skill set so that they can continue to provide quality care. Through TUF, a Union Hospital 1199SEIU member can go back to school and advance in his/her field. There are two ways that the training fund helps pay for your education. First, there is a voucher program. If you would like to attend a state-funded college or university to attend classes, you can receive a voucher from the Training Fund that will allow you to pay for up to six credits per semester (see article below for more information).

The second method, reimbursement, allows a union member to attend a private college or university and be reimbursed for his/her tuition for up to six credit hours upon successful completion of the semester. For information on the Training Fund, speak to your learning representatives (see below).

For information about the Training Fund, to get tuition assistance applications or to register for courses, please contact Eileen Haggerty at 617-284-1124 or eileen.haggerty@1199funds.org.

Announcements

1199SEIU Training Fund Announcements

**Get ready for a successful transition into college!**

Wednesdays, September 18 — December 18

1:15pm — 2:45pm; 3:15 pm — 4:45pm

At Union Hospital (Room TBA)

The course will be taught in blocks, from introduction to intermediate levels. Learn Windows basics from mouse control to maintaining a healthy computer.

Then, expand your knowledge of Word by learning storage and templates to shortcuts to maximize your productivity. All students will be assessed at the first class.

To register for all of the Training Fund classes, contact Eileen Haggerty, 617-284-1124 or Eileen.haggerty@1199funds.org.

Step 6: Submit all required tuition voucher application documents by the deadline.