



3545 Chain Bridge Road, #106  
Fairfax, Virginia 22030

## MINUTES OF THE REGULAR MEETING OF THE FAIRFAX COUNTY GOVERNMENT EMPLOYEES UNION, SEIU VIRGINIA 512

December 9, 2020 Meeting Minutes

On December 9, 2020, the members of the Fairfax County Government Employees Union (FCGEU), a chapter of Service Employees International Union (SEIU) Virginia 512 met via teleconference due to the coronavirus pandemic.

### 1. Call to Order

Tammie Wondong called the meeting to order at 12:03 pm.

Fairfax Executive Board Members present at the meeting were:

Tammie Wondong, President	Norman Hall, Director
Natalie Nguyen-Woodruff, VP	Ricky Brown, Director
Jennifer Parker, Secretary	Tamica Wells, Director
Brenda Butler, Director	

Also present at the meeting were the following union staff and leadership: Tricia Cowell, Member Services; Jessica Brown, Senior Organizer; Kevin Jones, Senior Organizer; Marti Murphy, Organizing Coordinator; Karen Conchar, SEIU Virginia 512 Secretary/Treasurer; and David Broder, SEIU Virginia 512 President.

### 2. Approval of November Meeting Minutes

Motion to accept the November 2020 meeting minutes was made by Norm Hall. The motion was seconded by Ricky Brown. Motion carried; minutes approved.

### 3. New Member Induction

Norm Hall read the names of the new members this month. Jennifer Parker motioned to accept the new members. Karen Conchar seconded the motion, which was unanimously approved.

### 4. FY'2022 Budget and State of the Economy (Kevin Jones)

- The state of Virginia is recovering quickly from the economic crisis brought on by the pandemic. The state budget looks better than expected because Virginia

froze its budget at the beginning of the budget cycle. As well, additional federal funds are expected to help in 2021.

- The County of Fairfax is recovering quickly from the economic stressors of the pandemic. We need to stand with our co-workers to minimize economic disparity in our workforce. We want to make sure budget cuts (pay, benefits, services) aren't made on the backs of working people. What are your ideas?
  - Put your ideas in the "chat" or send them in e-mail
  - Hazard pay
  - Access to overtime
  - \$15 minimum wage/living wage now
  - Compensation (longevity/merit raises) protection
  - Access to vaccine
  - Weekend shift differential
  - Do not contract out services
  - Size and scope reduction
  - Make telework permanent
  - Pass collective bargaining
  - Banish "non-merit"
  - Why are nurses getting signing bonuses if the County doesn't have enough money to pay for signing bonuses?
  - Why is the County contracting out pandemic response jobs when all of our employees are not yet fully employed?

## **5. Member Services Update (Tricia Cowell)**

Tricia Cowell reported that the professional Member Services staff continue to be busy.

Issue: Paid Family Leave – some workers are being discouraged from taking Paid Family Leave. New leave benefits have been established in the last year. Members report that there is confusion on part of management and HR.

Call Member Services with questions:

- Have COVID-19 or have been exposed on the job?

- We will help you choose which type of leave is best for you.
- There is a chart on the union website ([www.seiu512.org](http://www.seiu512.org)) that tells how to use leave benefits.
- Paid Family Leave – Members report that some departments are trying to dissuade employees from using this. This is your benefit to use.

Please call SEIU VA 512, **Member Services at 571-432-0209** if you have any questions regarding the any of the above or pandemic, management, or disciplinary issues.

## **6. Collective Bargaining Meeting Updates (Marti)**

- Without collective bargaining, there is no contract in place between employees and Fairfax County Government.
- Collective Bargaining will allow workers to negotiate a budget as equals. We will have a say in such issues as how the County budget is funded, employee raises, and services provided.
- We have elected worker-friendly elected officials (including the Board of Supervisors in Fairfax County) and they want to work with us in the best interest of Fairfax County employees and families.
- To achieve Collective Bargaining we must:
  - Grow the Union
  - Pass the Ordinance
  - Vote for union representation
- A program for engaging new union members is being developed and will be implemented soon.

David discussed national updates:

- On Saturday, SEIU members are hosting a national “How to Win Federal Funding” Zoom for all public service members. Please see the link in the chat to register for this engaging, free virtual gathering.
- We are stronger together. United in our union, we can hold Congress accountable to supporting working people.

## **7. Exclusive Savings for Union Members (Kevin)**

- Remember to use the “Benefits Hub” throughout the year for all types of savings!

### **8. Member Questions, Ideas, Discussion**

- Many temporary workers are having trouble getting hired at the Merrifield Center.
- Staff are being pressured into categorizing themselves as “low” risk on the COVID-19 Risk Assessment Tool

### **9. Next FCGEU Membership Meeting**

The next FCGEU meeting will be held on January 13, 2020. Time: 12 noon – 1 pm via Zoom and telephone, due to the coronavirus pandemic.

### **9. Adjourn**

The meeting was adjourned at 1:02pm.

Minutes submitted by: Jennifer Parker