

## Around Local 221: News Briefs

### Layoff notices announced by County Management

Forty-seven employees were given notice that their jobs were in jeopardy in the second wave of what is expected to be more layoff notices. For over a year, the county has been paring down its staff by closing positions as staff retire or leave for other employment. The availability of open positions is becoming limited as the county continues to contract out and eliminate jobs. Local 221 members Lourdes Munoz and Renee Silva spoke against the layoffs at the Board of Supervisors meeting where the layoff decision was made. Interim President Eric Banks also spoke against the cuts and told the board they should use some of their \$707 million reserve fund to save jobs and services.



SEIU Local 221 Interim President Eric Banks spoke against the layoffs at the Board of Supervisors meeting.

*See Around Local 221 continued...*

## County Chapter Provisional Leadership Council

Kelly Monge, President  
Renee Keester-Wellman, Vice President  
B. J. Glouden, Secretary  
Robert Insuza, Treasurer

Laura Carter, RN Seat  
Steve Croft, CM Seat  
Roberta Grant, FS Seat  
Sharon O'Brien, HS Seat  
Tracey Carter, CL Seat  
Karen Hockensmith, SS Seat  
Wanda Ramsey, MM Seat  
Karen Jasinski, PS Seat  
Kathleen Rosario, PR  
Linda Correa, SW

To contact the County Chapter leadership, email: [countychapter@seiu221.org](mailto:countychapter@seiu221.org).

## Hour of Power

By Kelly Monge, Provisional Chapter President

*The "Hour of Power" is how the County Chapter hopes to empower employees. The County Chapter is asking every county employee to give one hour of their time to help with the organizing effort.*

### General Membership Meeting

On April 17, 2010 Local 221 members came together for our first annual General Membership meeting.

During the meeting two resolutions were proposed by members. After an extensive debate in which members discussed both sides of both issues, the resolutions were defeated by a majority vote.

"This was the first union activity that I have participated in and it was worth coming to get all the information. I recommend that everyone try to come to events like this to gain knowledge," Ivonne Hart, a long-time county member, said.

### Primary Endorsement Meeting

On May 6, 2010 Local 221, held an endorsement interview

meeting for candidates running for the 4th and 5th District County Board of Supervisors. Members were given the opportunity to ask questions and listen to each candidate's position on various issues.

Members voted to endorse Stephen Whitburn and Shelia Jackson in the 4th District and Steve Gronke in the 5th District.

"This is an opportunity for county employees to have a say in who they want to run this county. It allows members to participate in a fundamental activity of unionism," Interim President Eric Banks said.

The final step for the endorsement process took place when the Local 221 Executive Board adopted the endorsement recommendations.



SEIU International Vice-President Eliseo Medina spoke to Local 221 members at the General Membership Meeting.

## ***Bargaining Begins With Me***

The kick off for the 2011 county contract negotiations took place with the announcement of a timeline and the first Contract Action Team (CAT Team) training. The new County Chapter, with the support of Local 221, outlined



**Kelly Monge,  
Provisional  
Chapter  
President**

a comprehensive plan that utilized the newly formed chapter's path towards ratification as a tool to assist with organizing and educating the county membership. There will be opportunities to get involved in many different aspects of chapter formation such as member recruitment, the chapter election, and the chapter bylaws ratification. Members are also needed for the CAT team and the Bargaining Team.

Kelly Monge has been named County Chapter Provisional President and other leaders have been appointed to fill officer positions and Leadership Council seats. They will be taking on the challenging task of organizing the individual county bargaining units and the County Chapter as a whole. Some of the bargaining units, such as Clerical and Social Welfare,

are very large and will need more than one leader to step up and help educate and identify the needs of their members.

The new Provisional President has the task of unifying the very diverse groups of people that make up the county membership.

"We are one big fish now, not many little guppies," Provisional President Monge said.

She further indicated that it is time to put the past behind us and find common ground to begin building a new union.

"There is room for everyone. It is our diversity, not only in who we are, but in our beliefs and ideas that make us strong," she said.

## ***Around Local 221: Continued***

### ***HHSA Executive Board Seat Resigns***

Richard Lovett, Steward, announced his resignation from the Executive Board during the General Membership meeting in April. Mr. Lovett had served as a provisional Executive Board Member prior to being elected in July of 2009 to the HHSA County Seat.

### ***New election for the Executive Board***

As a result of a voluntary agreement with the Department of Labor, a new election will be run for the Executive Board. By now, you should have received your Nomination/Election Notice.

### ***New President for the SEIU International***

Mary Kay Henry has been elected as the new SEIU International President. She replaced Andy Stern, who resigned from the position several weeks ago. In her inaugural address via a conference call in May, Mary Kay spoke of a new direction for SEIU, one based on a grass root approach and focusing more on the individual locals.



## ***Union 101 Part 1***

By Julayne Gath, County Member

Labor unions are responsible for many of the privileges and protections American workers enjoy today - whether or not they are union members. Unions enabled workers to band together to provide leverage against management in the face appalling working conditions after the Industrial Revolution.

Labor unions lobbied for an eight-hour workday and ultimately achieved their goal when the Fair Labor Standards Act became law in 1938. The Fair Labor Standards Act created a minimum wage for workers. Labor unions were integral in pressing for the Occupational Health and Safety Act in 1970. The Occupational Health and Safety Administration (OSHA) now sets safety standards and conducts inspections in the workplace. Organized labor was also a key proponent of FDR's New Deal, which included the creation of Unemployment Insurance and Social Security.

People often ask why I'm a Union member. I came from private industry and nothing in the county seemed fair to the worker. Around 1987, SEIU became the voice of county workers in San Diego. The winds of change began to blow almost immediately. I know that SEIU holds the county accountable. I've seen it.

In worksites, SEIU stewards protect workers rights daily. Stewards know the Memorandum of Agreement (MOA) and enforce it along with Civil Service rules. SEIU stewards hold managers accountable when they violate the protections of our MOA. Soon, our union will be electing a Bargaining Team to negotiate a new contract with our employer. This will be a monumental task given the current economy. Our employer clearly wants concessions from us on retirement, healthcare, and salary. Again, we must unite to hold county accountable now.

The motto of our Union is "Stronger Together" and that is why I am a union member. I believe it.