



UNION MEMBER HANDBOOK



IMPORTANT UNION CONTACTS

Steward: _____

Phone number: _____

Email: _____

Member Action Center:
(312) 787-5868
mac@seiu73.org

Call your union office:
Chicago (312) 787-5868
Springfield (217) 522-1182
Urbana (217) 328-7509

Email your union office:
info@SEIU73.org





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WE ARE THE UNION, SEIU LOCAL 73

As a member of SEIU Local 73 you are united with more than 29,000 workers in Illinois and Indiana. We do vital work in the fields of education, health care, public safety, and other public services.

We are a proud union family. In 1921, immigrant janitors from Eastern Europe, Africa, Turkey, Spain, and Ireland came together in Chicago to form what would become our Service Employees International Union (SEIU). Today, SEIU is built by 2 million workers across the United States, Canada, and Puerto Rico.

As a union we bargain for better health insurance, we have won guaranteed pensions, we have rights and protections, and we use our collective power to win. Billionaires, CEOs, Corporations, and anti-worker politicians want more power and money for themselves. They create organizations to try and take away the wages, job security, and benefits that we have fought for. They know it is Union members like us who stand in their way.

By joining Local 73, you are committing to the dignity and worth of all workers. By being an active member you are building our power to win the wages, benefits, and working conditions that we deserve. Our power to win on all issues that matter to working people is only as strong as our union. And our union is only as strong as our members.

In solidarity,

Dian Palmer
President



UNION LEADERSHIP

Elected Full-Time Officers



Dian Palmer
President



Joseph Richert
Secretary-Treasurer



Jeffrey Howard
Executive Vice President



Science Meles
Executive Vice President

Elected Member Vice Presidents



Robert Bisbee
Vice President



Roy Chavadiyil
Vice President



Cathleen Jensen
Vice President



Camille Redman
Vice President



Alfred Rodriguez
Vice President

UNION LEADERSHIP

Elected Executive Board Members



Kim Akins
 Ramona T
 Bonilla-Anaiel
 Karen Bynum
 Cynthia Cobbs
 Veronica Heard
 Jonathan Williams
 Darlene Winston



Marilyn Avent
 Lester Coney
 Regina Russell
 Mike Wilkes



Anita Johnson
 James Phipps
 Ericka White



Laura Bryson
 Alan Jones



Regis Banks
 Willie Tines
 Venus Valino



Aurelius Cole
 Joy Driskill



James "Shawn"
 Magee



James Gahagan



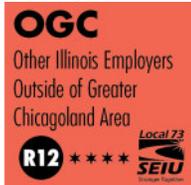
Rick Pratl



Diane Avila
 Denise Daniels
 Mark Yates



Justus Fortado



Rebecca Mock



Erin Findley-Sykes

MISSION

SEIU Local 73 believes in the dignity and worth of all workers. We have dedicated ourselves to improving the lives of workers and their families and to creating a more just and humane society. We are committed to pursuing justice for all, and in particular to bringing economic and social justice to those most exploited in our community.



VISION

We are public workers and professional workers. We believe in and will fight for a just society where all workers are valued and people respected, where all families and communities thrive, and where we leave a better and more equal world for generations to come.

We want a union and a society:

- Where all workers are valued and all people are respected.
- Where all families and communities thrive.
- Where work is fulfilling and fairly rewarded and workers have a meaningful voice in decisions that affect them and have the opportunity to grow.
- Where we leave a better and more equal world for generations to come.

THE UNION DIFFERENCE

With a Union:

- We bargain for better health insurance, 79% of union members have insurance.
- We have won guaranteed pensions, 76% of union members have pensions.
- We have rights and protections guaranteed by our contracts.
- We use our collective power to win for our families and communities.

Without a Union:

- Less than half of non-union workers have quality health insurance.
- Only 16% of non-union workers have pensions.
- Non-union workers are at-will employees with few rights and can get fired for no reason.
- Non-union workers stand alone.

REPRESENTATION AND LEADERSHIP

Local 73 members elect co-workers at their worksites to be their **union stewards**. Your union steward is the first person you should talk with if you have a question about your union contract or if you have a problem at work.

Local 73 has **organizers** who help members build power to address problems at work and in the larger community. If you don't have a steward or don't know who your steward is, contact the Member Action Center by calling 312 787 5868 or emailing mac@seiu73.org.

MEMBER ACTION CENTER

The Member Action Center or MAC connects you with a well-trained, professional union representative, who can provide advice and assistance to union members for work site issues, contract questions, or grievances.

CALL

(312) 787-5868

EMAIL

mac@seiu73.org

MAC is the place where members take action to win in the workplace!

MAC representatives are available Monday through Thursday from 9:00am-5:00pm and Friday from 9:00am-4:00pm, except for major holidays.

Stewards

Are you interested in being a leader at your workplace?

Do you want to help your coworkers see the benefits of union membership?

Consider becoming a union steward by signing up for the training workshops. Contact the MAC for complete details.

MAC HAS YOUR BACK!

Member Action Center

LOCAL 73

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CALL US!
312-787-5868
MAC representatives are available M-F from 9am-5pm.

EMAIL US!
mac@seiu73.org

GO ONLINE!
seiu73.org/mac

MAC has your back!

SEIU Local 73 Officers: Dian Palmer (President), Joseph Richert (Secretary-Treasurer), Jeffrey Howard (Executive Vice President), Science Meles (Executive Vice President), Robert Bisbee (Vice President), Roy Chavadyil (Vice President), Cathleen Jensen (Vice President), Camille Redman (Vice President), Alfred Rodriguez (Vice President).

SEIU Stronger Together



WHAT DO MY DUES PAY FOR?

Unions are essential for workers to have power. Our employers and the corporations, politicians, and CEOs who oppose working people use their money and resources to their advantage against us. The only resources that our union has are the dues that we pay and what we voluntarily contribute to COPE, our political fund.

Your dues make sure that our union has tools, resources, and staff needed to bargain, enforce our contracts, represent workers, defend our benefits and pensions, and bring workers together to fight for justice. The more members that are in our union and contributing their dues – the greater is our union power which we use to:

- Bargain for better health insurance.
- Defend our guaranteed pensions.
- Enforce the rights and protections in our contracts and demand respect and dignity on the job.
- Win for our families and communities.

Union dues provide resources to stand up for good jobs and benefits, improved working conditions and a better future for our families.



COPE (Committee on Political Education)

COPE is our Union's voluntary bi-partisan Political Action Committee used for political and legislative activities. We created the fund so working people can hold politicians accountable at every level of government.

In order to rebuild the American Dream in Illinois and Indiana, we must build our political power and both support and hold accountable elected officials who will advocate in support of the issues that are important to members.

COPE is HOPE! Join thousands of other SEIU Local 73 members to fight for government which protects our rights and meets the needs of the communities in which we live.

Make your recurring contribution to COPE today.

Investing in our political power pays off.

- The new Illinois Governor J.B. Pritzker and Democratic supermajorities in both chambers:
 - passed a \$15 minimum wage.
 - legalized recreational marijuana with expungement.
 - passed a Fair Income Tax.
 - expanded collective bargaining rights for thousands of Illinois public university graduate student workers.
 - balanced the budget with bipartisan compromise.
 - passed the first major capital bill for roads, bridges, rail, and schools in a decade.
 - paid the full pension payment.
- We beat back Republican attempts to repeal the Affordable Care Act.
- Raised wages for Direct Care workers by \$0.75 cents an hour in the 2018 Illinois Budget and got another agency rate increase in 2019.

- We passed the Affordable Care Act.
- We defeated unconstitutional attempts to reduce our pensions.

The corporations and the wealthy spend billions to keep workers down. It is up to us to fight back.

Contribute now. All you need to do is fill out the bottom half of the membership card. Contact your representative to get a membership card. We are stronger together!



MEMBER BENEFITS

A benefit program exclusively for SEIU members!

Take advantage of all the benefit programs on our website:
www.SEIUmb.com

Our benefit program offers everything from insurance and credit cards to discounts on travel, movie tickets, and everyday items.

There is no additional cost to you and your family. The assortment of great benefits are available to you simply for being an SEIU Local 73 member.

SEIU Member Benefits leverages the buying power of millions of members to help you and your family:

- Take advantage of affordable higher education.
- Manage finances better with competitive rates on everything from credit cards to personal loans.
- Protect your family through group rates on a growing portfolio of insurance products.
- Cut your cost of living thanks to special discounts at thousands of stores and favorite merchants.
- Travel for less using specially negotiated rates and travel programs.

There's no cost or obligation.

Get started today by registering online at: www.SEIUmb.com

Keep logging in to see the new benefits being added.



KNOW YOUR RIGHTS

Everyone wants a smooth working relationship on the job, but problems can arise in the workplace. As an SEIU Local 73 member, you have Union protection and rights guaranteed by your contract and also several Supreme Court decisions.

TEAR OUT THESE CARDS AND KEEP THEM IN A SAFE PLACE AT WORK.

LOUDERMILL RIGHTS (PUBLIC SECTOR ONLY)

Loudermill Rights apply to incidents of involuntary termination. Prior to being terminated, "the employee is entitled to oral or written notice of the charges against her or him, an explanation of the employer's evidence, and an opportunity to present her or his side of the story."

GARRITY RIGHTS (PUBLIC SECTOR ONLY)

Once a public employer (1) orders an employee to answer a question (2) under threat of discipline, including termination, the employee has Garrity immunity. This means that though the employee's statements can be used against her or him administratively (discipline or termination), the statements cannot be used criminally by a prosecutor or other agency.

WEINGARTEN RIGHTS

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. To invoke your right say, "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my steward or Union representative be present at the meeting. Without representation, I choose not to answer any questions."



KNOW YOUR RIGHTS

What's the best way to protect myself?

Read and understand your contract and know who your Stewards are. The contract governs terms and conditions of your employment.

What if I think my contractual rights are being violated?

Remember, obey a supervisory order and then grieve it afterwards. You have the right to file a grievance when management violates a contractual right.

Talk to your Steward immediately.

There are strict timelines that apply, so work closely with your Steward. If management refuses to settle the grievance, the Union may argue your case before an impartial arbitrator who makes the final ruling.



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mac@seiu73.org

CONTACT US

The SEIU Local 73 offices are places where members can visit, call or email to request assistance with accessing information and documents.

Call us:

Chicago (312) 787-5868
Springfield (217) 522-1182
Urbana (217) 328-7509

Visit us:

Main Office
300 S. Ashland Ave. Suite 400
Chicago, IL 60607

Springfield
600 S. Fourth St.
Springfield, IL 62703

Champaign/Urbana
1606 Willow View Road
Urbana, IL 61802

Email us

at info@SEIU73.org

You will find the latest news about what is happening in your Union, resources, and updates on upcoming events by visiting our site and following our social media:

www.SEIU73.org



facebook.com/SEIULocal73



[@SEIU73](https://twitter.com/SEIU73)

Your Member Action Center

provides advice and assistance for work site issues, contract questions, or grievances.

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mac@seiu73.org

