

# SEIU Local 73

union member handbook





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# welcome letter from the president

dian palmer



As a member of SEIU Local 73, you are united with more than 31,000 workers in Illinois and Indiana. We do essential work in the fields of education, health care, public safety, and other vital public services. Our union has a lot of history. 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 home to more than two million workers across the United States, Canada, and Puerto Rico.

Our collective strength has given us the power to bargain for better health coverage, guaranteed pay raises, and pensions for retirement. Most importantly, our union gives us a voice in the workplace.

All too often we have seen employers and politicians try to balance their budgets on our backs. Billionaires and corporations funnel money into efforts to strip us of our legal rights. Rights the labor movement fought and often died defending.

By joining Local 73, you are joining your sisters and brothers in the fight for all working families. 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.

Thank you for adding your strength to Local 73.

In Solidarity,

Dian Palmer, President

# your union leadership



dian palmer, president



joseph richert, secretary-treasurer

elected full-time officers



jeffrey howard, executive vice president



stacia scott, executive vice president



vee steward



alan jones

elected member vice presidents



venus roman

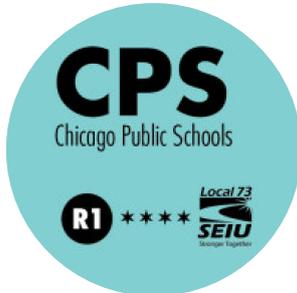


roy chavadiyil



alfred rodriguez

# elected executive board



kim akins  
ramona bonilla-anaiel  
tracy brown  
cynthia cobbs  
veronica heard  
aaron jemison  
gregory lee  
darlene winston



alicia uwumarogie  
kim featherston  
regina russell  
tawanda vaughn



james phipps  
martha webb  
ericka white



marketta paylor  
georgina poole  
pamela muertz



joann baker  
regis banks  
sean ortiz



aurelius cole



shea marshall  
james magee  
paige warren



andrea bandy



david castanon



orlando vasquez  
mark "otto" yates  
gina rocco-jasinski



dena gary



rebecca mock



eula woods



joy driskill

## our 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.

## our vision

Uniting members and the communities we serve, SEIU Local 73 inspires and wins social and economic justice by igniting and exercising our power so workers, families, and our communities are respected and thrive now and for generations to come.

### Guiding Principles:

- Where all workers and their families live and work in dignity.
- Where work is fulfilling and fairly rewarded.
- Where workers have a meaningful voice in decisions that affect them and have the opportunity to develop their talents and skills
- Where the collective voice and power of workers is realized in democratic, equitable and progressive unions.
- Where union solidarity stands firm against the forces of discrimination and hate, against, structural racism, and against the unfair employment practices of exploitative employers.
- Where working people can live in safe and healthy communities.
- Where government plays an active role in improving the lives of working people.

# the union difference

## WITH A UNION

- We bargain for better health insurance, 97% of union members have insurance.
- We have won guaranteed pensions, 68% 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

- 85% non-union workers have quality health insurance.
- Only 14% 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](mailto: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](mailto: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

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



EMAIL US!  
[mac@seiu73.org](mailto:mac@seiu73.org)



EMAIL US!  
[bit.ly/SEIU73MAC](http://bit.ly/SEIU73MAC)

**MAC**  
HAS YOUR BACK!



# 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 the 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 a government that 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.

- Passed Non-instruction School Staff Unemployment Legislation: this gave our CPS SECAs unemployment insurance for the summer.
- Elected School Legislation: In partnership with CTU, we assisted passing this concession school board bill that sustains mayoral control for 6 more years but creates a path for a fully elected school board in 2027.
- 2021 Chicago Budget: no layoffs, vacancy removals, and mayoral commitment for a 35-million-dollar investment in Chicago Park redevelopment and broadband expansion.
- Passed HB 2521: Makes it unlawful to be permanently replace workers engaging in a "lawful" strike.
- Passed HB 2778: Provides education administrative leave for school employees that test positive for COVID-19 & adds paycheck protection for non-instructional school staff in case of school closure.
- Passed most comprehensive clean energy bill in the county.
- Passed a constitutional amendment guaranteeing workers in Illinois the right to unionize.
- Elected over 90% of our endorsed candidates.

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

Making your contribution to COPE is easy. You can contribute online!

**Contribute to COPE today!**  
**[bit.ly/L73COPE](https://bit.ly/L73COPE)**



# member benefits

A benefit program exclusively for SEIU members!

Take advantage of all the benefit programs on our website:

[www.SEIUmb.com](http://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](http://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 them, an explanation of the employer’s evidence, and an opportunity to present their 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 them 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



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



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## What's the best way to protect myself?

Read and understand your contract and know who your union 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 afterward. 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.

# 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  
Indiana (312) 588-7521

## Visit us:

MAIN OFFICE  
300 S. Ashland Ave. Suite 400  
Chicago, IL 60607  
SPRINGFIELD  
600 S. Fourth St.  
Springfield, IL 62703  
CHAMPAIGN/URBANA  
202 S. Broadway Ave, Room 224,  
Urbana IL 61801  
INDIANA  
2646 Highway Ave. Suite 207,  
Highland, IN 46322

## Email Us:

[info@seiu73.org](mailto:info@seiu73.org)

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



[SEIU73.org](http://SEIU73.org)



[SEIULocal73](https://www.facebook.com/SEIULocal73)



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



[seiulocal73](https://www.instagram.com/seiulocal73)

## Your Member Action Center

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

(312) 787-5868

[mac@seiu73.org](mailto:mac@seiu73.org)

# notice to members

You are receiving this notice because we have received a SEIU Local 73 membership application for you. If you believe there has been a mistake and you received this message in error, or if any of your contact information you submitted on your application is incorrect please let us know as soon as possible by contacting the Member Action Center at (312) 787-5868. If you have changed your mind about authorizing dues and you let us know that within 30 days of when you signed the payroll deduction authorization, Local 73 will stop the payroll deductions even though you agreed to authorize payroll deductions for a longer period of time. To do so, contact the Member Action Center. However, please note that paying dues is an obligation to remain a member in good standing with SEIU Local 73 and failure to pay dues may result in the loss of membership.

Below you will find the authorization language for membership, dues and COPE (optional) that you agreed to on your membership application:

**Membership Authorization:** I request and voluntarily accept membership in SEIU Local 73. This means I will receive the benefits and abide by the obligations of membership set forth in the Constitution and Bylaws of both SEIU Local 73 and the Service Employees International Union (SEIU). I authorize SEIU Local 73 to act as my representative in collective bargaining over wages, benefits, and other terms and conditions of employment with my employer, and as my exclusive representative where authorized by law. I know that membership in the union is voluntary and is not a condition of my employment, and that I can decline to join without reprisal.

**Payroll Deduction Authorization:** By checking the box below, I request and voluntarily authorize my employer to deduct from my earnings and pay over to SEIU Local SEIU Local 73. This authorization shall remain in effect unless I revoke it by sending signed, written notice via U.S. mail to SEIU Local 73 during the periods not less than thirty (30) days and not more than forty-five (45) days before either (1) the annual anniversary date of this agreement, or (2) the date of termination of the applicable collective bargaining agreement between the employer and SEIU Local 73. This authorization shall be automatically renewed from year to year unless I revoke it in writing during any window period, even if I have resigned my membership in SEIU Local 73. SEIU Local 73 is authorized to deposit this authorization with my current Employer(s) and with any other Employer(s) under contract with SEIU in the event I change Employers or obtain additional employment. This authorization will remain effective if my employment with the Employer is terminated and I am later re-employed by the Employer. This authorization is voluntary and is not a condition of my employment, and I can decline to agree to it without reprisal. I understand that all members benefit from everyone's commitments because they help to build a strong union that is able to plan for the future.

**COPE Authorization:** (only for those who completed this Optional section) This authorization is made voluntarily based on my specific understanding that: 1) I am not required to sign this form or make COPE contributions as a condition of my employment by my employer or membership in the union; 2) I may refuse to contribute without any reprisal; 3) Only union members and executive/administrative staff who are U.S. citizens or lawful permanent residents are eligible to contribute to SEIU COPE; 4) the amounts on this form are merely a suggestion, and I may contribute more or less by this or some other means without fear of favor or disadvantage from the union or my employer; 5) SEIU COPE uses the money it receives for political purposes, including, but not limited to, addressing political issues of public importance and contributing to and spending money in connection with federal, state, and local elections. This COPE authorization shall remain in effect until revoked in writing by me.

