



SEIU  
LOCAL  
73

ILLINOIS AND  
NORTHWEST  
INDIANA

# UNION MEMBER

## HANDBOOK



# STRONGER TOGETHER



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## Dian Palmer

*President*

As a member of SEIU Local 73, you are united with more than 36,000 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,

A handwritten signature in black ink, appearing to read 'Dian Palmer'.

Dian Palmer, President

# WELCOME LETTER

# UNION LEADERSHIP



Dian Palmer, President



Joseph Richert, Secretary-Treasurer

## ELECTED FULL-TIME OFFICERS



Jeffrey Howard, Executive VP



Stacia Scott Kennedy, Executive VP

Roy Chavadiyl



Sean Ortiz



Marketta Paylor



Alfred Rodriguez



Vee Steward



## ELECTED MEMBER VPS

**CPS**

Chicago Public Schools

**R1**



Kim Akins  
Lorie Alexander  
Ramona T. Bonilla-Anaiei  
Tracy Brown  
Cynthia Cobbs  
Joy Driskill  
Veronica Heard  
Aaron Jemison  
Timmy Simmons  
Citlali Soto  
Lois Wilson  
Darlene Winston

**UIC**

University of Illinois  
Chicago

**R2**



Carolyn Brown  
Daniel Culliver-Dodd  
Latoia Gatewood  
Marcia Hargrove

**CC**

Cook County

**R3**



Michael Nunnally  
James Phipps  
Ericka White

**SoS**

Secretary of State

**R4**



Michelle Barnhart  
Kari Dicianni  
Antonette Slater

**CPD**

Chicago Park District

**R5**



Elesabeth Bacherta  
Melaney Baird  
Robert Craig  
Vanessa Perez

**CoC**

City of Chicago

**R6**



Aurelius Cole

**OECC**

Other Employers in the  
City of Chicago

**R7**



James "Shon" Magee  
Matthew Shea Marshall  
Trumaine Reeves  
Alyson Paige Warren

**NS**

Northern Suburbs

**R8**



Andrea Bandy

**SS**

Southern Suburbs

**R9**



David Castanon

**WST**

Western Suburbs

**R10**



Chris Fron  
Orlando Velasquez  
Mark "Otto" Yates

**UCD**

Urbana-Champaign-Decatur

**R11**



Vacant

**OGC**

Other Illinois Employers  
Outside Greater Chicago

**R12**



Rebecca Mock

**IN**

Northwest Indiana

**R13**



Eula Woods

# ELECTED EXECUTIVE BOARD



## 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

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 your union representative.



# 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 individual grievances or disciplinary/investigatory meetings.



**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.

## MAC HAS YOUR BACK

### MEMBER ACTION CENTER

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from 9 a.m. - 5 p.m.



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mac@seiu73.org



**VIEW MORE**  
bit.ly/SEIU73MAC

**MAC**  
HAS YOUR BACK!

# LOCAL 73 RETIREES



Are you ready to retire? Do you want to stay active in your union? Join SEIU Local 73's Retired Members Group!

The Retired Members Group consists of retired members who get together monthly for fellowship and social activities, supporting our members and worksites, and supporting SEIU's fight for social and economic justice. Some examples of the activities we do include:

- Host meetings to share information geared toward retirees, seniors, and our union
- Group boat cruise on the Spirit of Chicago, Navy Pier
- Phone banking for SEIU-endorsed political candidates
- Annual Holiday party
- Hear updates from our Union Officers and Political Director
- Remember birthdays, good and welfare of our group members who are sick or have a death in the family
- Attend rallies and political events
- Trip to Four Winds Casino
- And More!

For more information, please contact the membership chairs:

Carol O'Neil  
oneilcaroll@gmail.com  
(773) 512-4823

Sirlena Perry  
sirlenaperry@yahoo.com  
(773) 450-9855

# WHAT MY DUES PAY FOR



Your dues pay for a wide range of resources, staff, services and supplies that all exist for one reason: to help members improve their pay, benefits and working conditions. The following are just some of the services your dues pay for.

- Expert negotiators to help you bargain a strong contract
- Professional staff representatives to help you solve on-the-job problems
- Lawyers and legal researchers for work-related legal matters, from contract language to grievance proceedings.
- Communications professionals who will help communicate your issues to the media, and keep you informed of other workplace struggles throughout the state.
- Budget experts who can analyze your employer's budget and find hidden and wasted funds to pay for your raises and other benefits.
- Educators to train your local union leaders in how to provide you with strong, effective representation

**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!

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**

[HTTPS://BIT.LY/L73COPE](https://bit.ly/L73COPE)



**Investing in our political power pays off. Our recent wins:**



- Increased Funding for Direct Support Personnel
  - Local 73 worked with SEIU HCII and AFSCME Council 31 to pass SB3399 which creates a comprehensive approach to supporting individuals with intellectual and developmental disabilities. This bill includes provisions for increased funding and resources for developmental disability services and addresses workforce shortages in this sector by offering incentives and support for direct support professionals (DSPs).
- Sustained the Removal of Police from Chicago Public Schools
  - Local 73 prevented legislation which would have undermined the CPS School Security Officers we represent. As part of a coalition of labor and community organizations, we were able to stop HB5008 which aimed to amend the Chicago Public School district article of the school code, allowing local school councils to contract with the Chicago Police Department for police officers or school resource officers on school grounds.
- Passed the Illinois Worker Freedom of Speech Act
  - Unions across Illinois worked together to pass the Illinois Worker Freedom of Speech Act (SB3649), to protect employees from unwanted political and religious speech in the workplace.
- Balanced Budget for the Fifth Straight Year
  - As part of the Responsible Budget Coalition (RBC), SEIU Local 73 supported the revenue adjustments Governor Pritzker proposed to achieve a balanced budget which includes significant investments in K-12 education, infrastructure projects, and human services, while also addressing the state's bill backlog and meeting pension obligations.
- Protected Higher Education Workers' Rights
  - Local 73 passed HB5079 which amended the State Universities Civil Service Act to ensure that nothing in the Act or any rules adopted under the Act prevents the parties to a collective bargaining agreement subject to the Illinois Educational Labor Relations Act from agreeing to a provision that enhances employee rights.
- Improved Resolution of Unfair Labor Practice Charges HB 5324
  - Local 73 worked with other unions to pass HB5324 which mandates that the ILRB and IELRB report the number of unfair labor practice charge cases pending before it, at the end of the fiscal year.

# 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.

**CUT THESE  
CARDS OUT  
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 respectfully request that my union representative be present."

# KNOW YOUR RIGHTS

## BEST PRACTICES

**SEIU LOCAL 73 MEMBER ACTION CENTER**



**CONTACT THE MAC**  
**(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

## Member Action Center

Provides advice and assistance to union members for individual grievances or disciplinary/investigatory meetings.

**(312) 787-5868**

**mac@seiu73.org**



## Visit us:

### MAIN OFFICE

300 S. Ashland Ave. FL 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

**STRONGER  
TOGETHER**

REPRESENTING  
36,000+ WORKERS



SEIU73.ORG

FOLLOW US ON SOCIAL MEDIA



@SEIULOCAL73

# NOTICE TO MEMBERS

You are receiving this notice because we have received a SEIU Local 73 membership application for you.

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.