

SEIU Iowa-Local 199

Annual Report

This report highlights the work and accomplishments of SEIU Iowa - Local 199 Members in 2010.



2010 QUICK VIEW:

Winter 2010

- **SEIU members welcome President Obama to Iowa City in early March to show support for passage of the Affordable Care Act. This law now ensures that all Americans have access to quality, affordable health care! The new law prohibits anyone from being denied coverage if they have pre-existing conditions. It allows for children up to the age of 26 to be covered under their parents insurance. It protects and enhances Medicare and it guarantees that 32 million people who currently can't afford or have health insurance will now be covered, ultimately lowering costs for all of us. This historic step forward passed into law on March 23, 2010 and SEIU Iowa members made it possible every step of the way.**

Spring 2010

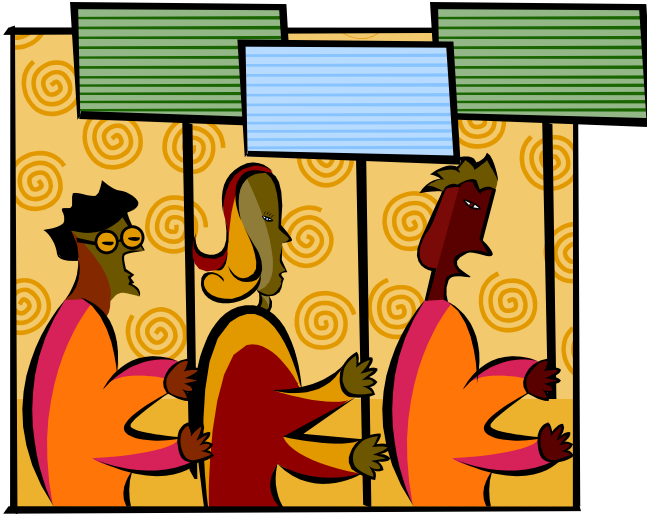
- **Mary Kay Henry elected first woman as SEIU International President upon retirement of former President Andy Stern.**
- **SEIU Iowa says goodbye to Staff member Bradley Van Waus**

Summer 2010

- **Over 500 Health Care employees at Broadlawns Medical Center in Des Moines look to organize with SEIU Iowa.**
- **SEIU Iowa – Local 199 lights up our new sign over our offices at 2000 James Street!**

Fall 2010

- **2nd Annual Council of Presidents meeting held in Des Moines over 20 leaders from around the state convene.**
- **SEIU says goodbye to long time political director/staff member Sarah Swisher and welcomes Dana Quartana as new UIHC representative.**
- **SEIU invites both gubernatorial candidates to meet with our members and leaders. Then candidate Branstad takes up our offer and meets with SEIU health care and education members in Iowa City and Davenport.**
- **November midterm elections result in significant change in Des Moines and Washington, DC.**
- **SEIU RN member from Broadlawns Hospital, Mary Krieg, elected to Broadlawns Board of Trustees!!**
- **SEIU launches a new strategy to promote creation of good jobs with good benefits, this new plan is called the “FIGHT for a FAIR ECONOMY”**
- **Chapters begin preparations for bargaining contracts**
- **SEIU Iowa welcomes Roger Daniel to our staff and serves as our first Organizing Director. This shows our renewed commitment to strengthening our union to better serve our members, their families and our communities.**



MEMBER STRENGTH and MEMBER GROWTH 2010:

Our vision is more members leading and organizing and becoming politically active in our union than ever before.

In 2010, we continued to focus on Members and Growth. Below are a few highlights of the challenges and the accomplishments related to Member Strength and Growth:

- Our “Purple Points” program has been a big hit. This program allows members who participate in Union activities and meetings to receive points towards the purchase of SEIU Purple items. At year’s end 5,768 purple points awarded to 427 SEIU Local 199 Members!
- Developing Leaders in 2010: The goal of this initiative is to build an even stronger membership, increase participation in union activities, as well as encourage members to serve in leadership roles. A perfect example of this is in October and November, SEIU helped elect RN member, Mary Krieg to the Board of Trustees at Broadlawns Medical Center. We also have an RN leader, Mary Burke from UIHC who now serves as the chair of our national Nurse Alliance Health Information Technology committee. UIHC member Vicki Siefers serves as a leader promoting fair and humane immigration policy by working with the Iowa City Sanctuary City group. Not to mention the many union leaders who lead in their Chapters and serve on bargaining teams across Iowa!

- The Local 199 website is ALIVE and continues to keep members up-to-date on what's happening in our union both right here in Iowa as well as with SEIU members across the country. Visit www.seiu199.org, and let us know what you think.
- In 2010 we launched our own FACEBOOK PAGE!! So if you are on Facebook, please check us out at SEIU Local 199 and join the group.
- SEIU Local 199 elected leaders and staff began formalized training on Ethical standards. This program provides formal training to elected leaders and staff of the Union on best practices as it relates to ethics in our work. The goal is to set the highest ethical standards/practices in our Union so members can feel their union is honest, open and transparent in all our work.
- Member Education continued to be a top priority in 2010. The Local offered 8 free trainings for members. The trainings focused on Bargaining, Organizing and Work Site Leader (stewards) development. Members and staff attended UI Labor Center programs and trainings on subjects such as the Americans with Disabilities Act, FMLA and Workers Compensation to name a few.
- SEIU Local 199 held our second annual "Council of Presidents" conference in October. Leaders from each chapter of the local were invited to attend and those who did attend began working on developing their own plans to build strength in each of their individual chapters.
- SEIU Local 199 retiree program is moving slower than hoped. We want to know who our retired members are and capture their past experiences and include them in our future programs and work. So if you know of a member you worked with who has retired or a current coworker who plans to retire in the near future, please contact the office at 341-0112 and talk to any of our staff who will follow up.
- 2010 was a year of challenges and accordingly our member growth was stable. Reasons for the tough year include a full focus on Broadlawns Medical Center organizing campaign, change in Local 199 staff representatives, as well as workers' concerns over the economy and jobs.
- Local 199 put a great deal of energy toward helping over 500 health care workers organize their workplace. The Employer put up a fierce and ugly anti-union campaign and hired a high profile anti-union law firm from Des Moines. We continue to work with these workers to gain a voice on the job, so stay tuned.



- Recognizing the challenges related to growth, your leadership on the SEIU Executive Board overwhelmingly approved the hiring of a new Organizing Director to oversee a new day in growth at SEIU Iowa. At the end of 2010, we welcomed Roger Daniel as our new Director of Organizing. Roger knows Iowa because he grew up here and attended college here. He's been an organizer for SEIU both in Nevada and California.

We feel fortunate to have Roger back home in Iowa working with the already great staff in our offices to build an even better Union for our members, their families and our communities.

FINANCIAL SUMMARY FOR 2010:

2010 was a year where our focus remained on member programs, political work and representational work. All guided by our Local Union's four year Strategic Plan.

In 2010, as in years past, the Local 199 elected leadership acted responsibly with your money. In 2010, Local 199 experienced another positive year of overall revenue. No small task given the many challenges we faced. Members recognize the good work that our union does each and everyday as we fight for improved working conditions, wages and benefits. We remain committed to providing the highest level of leadership and support to our members through improved programs for our members.

The bulk of our resources in 2010 as always, were used to maintain our office and qualified staff who are able to assist members with contract enforcement, bargaining and organizing new members into our union. We want to develop a culture in our union of transparency, accountability and honesty at every level and in every aspect of our work. As your President, I along with the elected leadership am committed to ensuring Local 199 adheres to the strongest ethical practices and guidelines.

That's why Local 199 leaders undergo annual evaluations and trainings to ensure we meet those standards. Local 199 has an Ethics Liaison position held by chief of staff, Jim Jacobson. Jim has been trained and serves as the first line of contact for anyone in SEIU who has concerns around issues that may raise ethical concerns.



REPRESENTATION:

SEIU Local 199 members work in Public Education, Public Services, Acute and Long Term Health Care, Early Childhood Education, and Private Sector Property Services. We are a diverse Local with many diverse needs and interests. Our greatest asset, and sometimes our greatest challenge, is our diverse background and history. One thing is for certain, SEIU members faced challenges at the bargaining table at some point. 2010 was a year of continued economic challenges overall.

How did all our Representational work in 2010 translate into improving our members' lives at work? Let's take a look at some of the victories gained at the bargaining table:

- Linn –Mar School District SEIU members won raises based on longevity of anywhere from 20-80- cents an hour.
- Mahaska County Road Workers in SEIU won a 3 year contract guaranteeing raises each year of 20-cents/36- cents/45- cent an hour respectively.
- Iowa City Schools Food Service SEIU members won a 24- cent per hour increase with 5- cent per hour longevity pay.
- Iowa City Schools SEIU Secretaries improved their wages 29-cents per hour.
- Aase Haugen Nursing Home SEIU members won a 3% across the board increase in their pay for 3 years.
- SEIU Head start members won a 1.16% bonus payment and increases in pay from 24 -cents to 33- cents an hour depending on classification.
- Cedar Rapids Schools Secretaries successfully negotiated a 4- cent per hour increase in pay and won improve language around transfer of 5 days of personal sick leave into family illness leave.
- Maquoketa Schools SEIU Bus Drivers won wage increases of 20- cents per hour year one and 25- cents per hour in year 2. Maquoketa Custodians negotiated a 15- cent per hour increase.
- Bettendorf Schools won a 22-cent per hour increase in their wage re-opener.
- North Scott SEIU Bus Drivers won 20-cents per hour over 2 years and more for a grandfathered special group of drivers who do extra driving for events.
- SEIU Clinton Bus Drivers won a two- year agreement adding a total of 2 new holidays over the life of the agreement.
- North Scott Schools mixed Chapter won a 5-cent per hour increase for next year.

POLITICAL WORK IN 2010:

National:

- On the national level, 2010 will go down in the history books as the year for passing comprehensive health reform law. It was SEIU members' and leaders' constant vigilance that made it all possible. Thanks to you WE DID IT!! It doesn't fix all issues affecting health care but we believe it's one we can continue to ask Congress to improve upon over the years.



- November 2010 also was an election year which revealed the frustrations of millions of Americans over jobs and the economy. Many newly elected officials tried to use the passage of Health Insurance reform as a bad thing, however, adding millions who will have health insurance and coverage that can't be denied IS A GOOD THING from SEIU's perspective.

State:

- 2010 in the Iowa State Legislature did not yield any new legislation that improved our lives as workers in public schools, hospitals and Head start classrooms. The leadership of SEIU Local 199 made the decision to take a step back in again in 2010 to refocus and re-evaluate our political commitment and work at the State level.
- One decision we made in 2010 was not to endorse in the Governor's race. SEIU leaders felt that our members should have the opportunity to meet both gubernatorial candidates and make their own decisions who they should vote for. Both the Democratic incumbent and the Republican challenger were invited to meet members at certain events before the November elections. In early November, Iowa voters elected former Governor Terry Branstad. SEIU Local 199 wants to work with any elected official to educate them on our work and offer our creative solutions for cutting costs, not people!



Electoral:

- We couldn't be more proud of the fact that our own SEIU RN member and leader, Mary Krieg, won a seat on the Broadlawns Hospital Board of Directors. Mary's experience as an RN at BMC will provide her with the expertise needed to ensure the patients and health care workers voices are heard. We wish Mary all the best and will miss her as a member of SEIU as she must step down from her RN position in order to serve as a member on the board.

CONCLUSION:

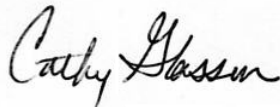
This report is merely a snapshot of our efforts this past year. It would be impossible, in a few short pages, to highlight the amazing amount of work our members, leaders and staff did in 2010 to make this a better and stronger Union. Please contact any of the Officers if you would like to discuss any aspect of this report in greater detail. We look forward to an even more impressive effort in 2011 as we Begin our Fight for a Fair Economy (FFE).

**Thanks for all you do each and everyday
to care for our communities,
our children, our schools and roads,
our patients and our workplaces!**

I also want to recognize the amazing staff at Local 199, without their hard work and dedication, we wouldn't be able to accomplish all the great things we have this past year.

Jim Jacobson – Chief of Staff
Roger Daniel – Organizing Director
Marsha Rech – Office Manager
Devin Mehaffey – Union Representative/Organizer
Audie Schmidt – Union Representative/Organizer
Dana Quartana – Union Representative/Organizer

In unity and appreciation,



Cathy Glasson, President
SEIU Iowa - Local 199

