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SERVICE EMPLOYEES LOCAL 150
8021 W TOWER AVE
MILWAUKEE WI 53223-3215

Welcome To

SEIU Healthcare Local 150 WI



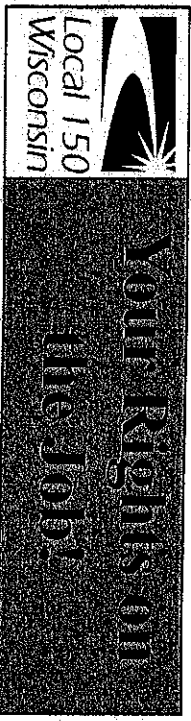
Local 150
Wisconsin

SEIUHealthcare®
United for Quality Care

New Member Information Booklet

Service Employees International Union Healthcare
Local 150 Wisconsin
8021 W. Tower Ave.
Milwaukee, WI 53223
1-800-474-0820

Michael Thomas
President



Everyone wants smooth working relationships on the job. But problems arise in every workplace. As an SEIU member, you have the right to Union protection and representation—rights guaranteed by your contract.

When Problems Arise - Talk to Your Work Site Leader

Contract Violations
 If you think that management has violated your rights, or you have questions about work, talk with your Work Site Leader. You have the right to file a formal complaint when one of your contractual rights has been violated. The complaint is called a "grievance" and the system used to process it is referred to as the "grievance procedure." Read your contract to find out what the exact procedure and timelines are for your workplace.

If you and your Work Site Leader determine that a contract violation has occurred, together you will fill out a "grievance form." If management refuses to settle the grievance, SEIU Local 150 may argue your case before an impartial arbitrator who will make the final ruling. Arbitrators have the power to give a binding order to an employer to correct the situation.

Remember, grievance procedures have strict time limits. File promptly.

Grievance Tips:

- The best way to solve problems and win grievances at work is for you and your Work Site Leader to involve your co-workers in the issue and deal with the problem as a group.
- Not all workplace complaints are contract grievances. Winning a grievance depends on the facts and evidence the Union can collect. Working closely with your Work Site Leader will improve your chances of success. If the contract does not cover the problem, then organize your co-workers to work together to get the issue resolved.
- The key question that decides grievances involving discipline is: "Did management have "just cause" for imposing the discipline?"

When in Trouble - Demand Union Representation!

You have the right to representation by your Work Site Leader or Administrative Organizer during conversations with your boss which could potentially lead to discipline or termination—a protection enjoyed only by Union members. If you think the conversation is disciplinary in nature, follow these important steps—sometimes referred to as your ...

Management Rights

Management has the right to hire, assign, transfer, promote, demote, discipline, suspend, discharge, and terminate employees. Management also has the right to set work rules, standards, and procedures. Management has the right to assign work to employees and to change the duties of employees. Management has the right to assign work to employees and to change the duties of employees. Management has the right to assign work to employees and to change the duties of employees.

• **Right to Representation:** You have the right to be represented by your Work Site Leader or Administrative Organizer during any conversation with your boss that could result in discipline or termination. This right is guaranteed by your contract.

• **Right to Fair Treatment:** You have the right to be treated fairly and to be given a fair hearing before any disciplinary action is taken against you. This right is guaranteed by your contract.

• **Right to Grievance:** If you believe that your rights have been violated, you have the right to file a grievance. This right is guaranteed by your contract.

SEIU Local 150 Website

For more information, visit our website at www.seiu150.org. You can also contact us at (414) 224-1500 or by email at info@seiu150.org.

www.seiu150.org

SEIU Local 150 Wisconsin Council

Organizing : The Key to Union Strength

As SEIU members, our goal is to win better wages, benefits, and working conditions. Organizing is crucial to our success.

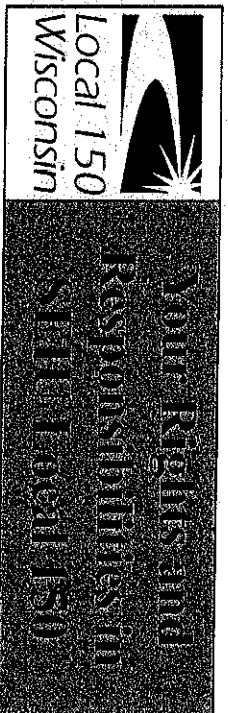
Here's why:

Organizing

As long as an employer down the street pays lower wages, your job and your salary are not safe. Organizing other workers in our industry who don't have the benefit of union jobs - and raising their standard of living - is an important way we can improve and secure our own jobs, while helping other workers. We need to build industry power to maximize our ability to get good contracts.

That's why many SEIU members work to organize other workers. We can make a better life for our families - better healthcare, better pay, better pensions and job security—if we stand together and organize for strength in our industries.

SEIU Local 150 has a very active Member Organizing program. Many members get involved in organizing campaigns to help out their fellow sisters and brothers who don't yet have the benefit of a union. If you are interested in becoming a Member Organizer and in the process learning more about your union, contact your Representative.



Rights of SEIU Local 150 Members

- The right to have opinions heard and respected, to be informed of union activity, to be educated in union values and union skills.
- The right to choose the leaders of the union in a fair and democratic manner.
- The right to a full accounting of union dues and the proper stewardship over union resources.
- The right to participate in the union's bargaining efforts and to approve union contracts.
- The right to have members' concerns resolved in a fair and efficient manner.

Responsibilities of SEIU Local 150 Members

- The responsibility to help build a strong and more effective labor movement, to support the organizing of not-yet-union workers, to help build a political voice for working people, and to stand up for one's co-workers and all workers.
- The responsibility to be informed about the internal governance of the union and to participate in the conduct of the union's affairs.
- The responsibility to treat all workers and members fairly.
- The responsibility to offer constructive criticism of the union.
- The responsibility to contribute to the support of the union.

SEIU Local 150 is an important part of
the broader national labor movement.
Here's how we fit in.

Your Local Union

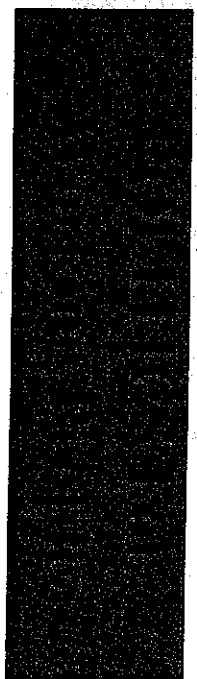
SEIU is made up of about 280 Local Unions. You belong to SEIU Local 150, which is headquartered in Wisconsin. SEIU Local 150 represents 10,000 workers in health care and public services.

Service Employees International Union

Headquartered in Washington, DC, the 1.6 million-member Service Employees International Union represents workers throughout the United States, Canada and Puerto Rico. The International office provides resources to Local Unions, lobbies on federal legislation affecting workers, as well as helping local unions in their organizing of unorganized workers.

The SEIU International President is:

Andrew J. Stern

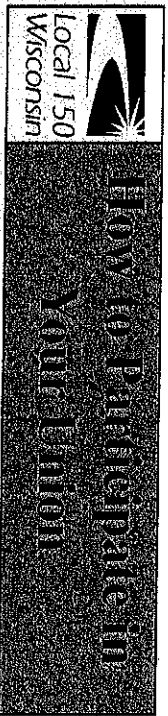


Politics is a very important part of our union's work. Our political program must defend laws and advance legislation that protects the rights of workers and advances the interests of working families. Without the political strength of the labor movement, we would not have *Social Security, Medicare, free public education, laws protecting our pensions, OSHA, minimum wage and overtime*, as well as a host of other local, state and federal legislation that protects workers and their families.

Our approach for politics is two fold: One way is our members in the streets - knocking on doors, staffing phone banks, leafleting, and other activities to help a candidate get elected who has proven to be a friend of working families.

The other aspect of a strong political program is to help finance campaigns to elect candidates that support our issues and to have the finances to contribute to politicians who have proven their support for legislation and policies that help working people. To help raise that money, we have a program called **COPE** (which stands for Committee On Political Education). We are prohibited by federal law from using dues money for political campaign contributions. Because of this law, all money raised for our COPE program is through voluntary contributions and is used exclusively for our political program.

Politics affect our lives everyday, and a strong union has political power. Political activism and political contributions EQUAL political power. Please get involved in our political campaign - ask your Work Site Leader or Administrative Organizer for more information or contact your Representative.



Here are ways to participate in your union:

Work Site Leaders

are SEIU's primary representatives in the workplace. Work Site Leaders help other members by providing information and assistance on grievances, contract questions, and other issues. If you would like to become a Work Site Leader, talk to your Local Union Administrative Organizer about the resources and training that are available. All SEIU Local 150 Work Site Leaders must attend a Work Site Leader training program prior to acting as a Work Site Leader.

Member Organizers

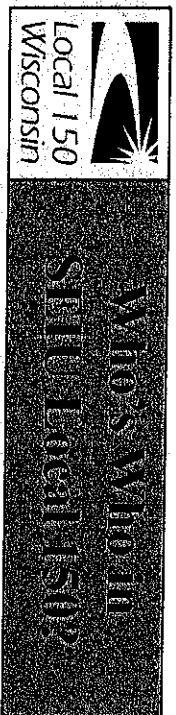
are active SEIU Local 150 members who help organize not-yet-union workers into SEIU Local 150. Member Organizers learn communication and organizing skills, and work closely with SEIU Local 150 staff organizers. You will be talking to potential new members and showing them the benefits of belonging to SEIU.

Member Political Organizers

are members who are interested in and willing to organize co-workers around political activities that will improve life for working families. Activities range from lobbying elected officials at the state or local level, to signing petitions, to writing letters to the editor. The Committee on Political Education (COPE) raises voluntary contributions from SEIU members to help identify and support legislators who are sensitive to our issues.

Want to get involved?

Call the SEIU Local 150 office at (414) 355-5150 about getting involved in your Union.



Here is the structure of your Union and your Local Union leaders:

Work Site Leader

Your first and major source of information and assistance is your Work Site Leader. She or he is familiar with your specific workplace and contract and can help you resolve most problems.

SEIU Local 150 Administrative Organizer

Administrative Organizers are union staff members who are there to coordinate your work site and to provide Work Site Leaders with the information, tools, resources and backup necessary to handle grievances and other problems, as well as coordinate work site actions as needed. Your Administrative Organizer makes on-site visits and, along with your Work Site Leader, will approach you from time to time to ask for your participation in union activities.

SEIU Local 150 Officers And Executive Board

SEIU Local 150 is run day-to-day by the President and his/her leadership team. Once a month, or more often if needed, the president and his/her officers meet with the Executive Board, which is elected by the members. The President of SEIU Local 150 is:

Michael Thomas

SEIU Local 150 Membership Meetings

SEIU Local 150 holds membership meetings run by your Work Site Leaders to discuss current issues affecting the membership and to get member input. To find out about meeting times, check your Union Bulletin Board at work or ask your Work Site Leader.

SEIU Local 150 is Committed to Continuing Training and Education

The foundation of SEIU Local 150's strength and success is its Work Site Leaders. SEIU Local 150 Work Site Leaders are trained to enforce our contracts and to organize our members. SEIU Local 150 provides comprehensive Work Site Leader training, as well as opportunities for advanced Work Site Leader training, Political Organizer training, and Member Organizer training. Work Site Leaders also receive training at SEIU Local 150's annual Leadership Conference.

STAY IN TOUCH!

Main Office:

8021 W. Tower Avenue
Milwaukee, WI 53223
ph: (414) 355-5150
fax: (414) 355-6176
toll free: (800) 474-0820

Madison Area:

148 E. Wilson Street
Madison, WI 53703
ph: (608) 255-5211
fax: (608) 255-6068

La Crosse/Wausau Area:

1920 Ward Avenue, Suite 1
La Crosse, WI 54601
ph: (608) 787-8835
fax: (608) 787-8836
toll free: (877) 787-8835



1) Discount Vision Plan

A discount plan covering 20% of fees for eye exams, contact lenses, frames, and eyeglass lenses is available to all members through Wisconsin Vision, Inc. whose stores are located throughout southeastern Wisconsin. Call 414-778-5364 in Milwaukee, 608-277-9393 in Madison, or 1-800-705-7011 to inquire about other stores in your area. Or visit them on the web at www.wisconsinvision.com.

2) Reduced Fees for Legal Counseling

All SEIU Local 150 members have access to the Union's law firm, including free phone and office consultations. The law firm also has standard rates available for all union members. Call 1-800-841-5232 for more information.

3) Hit Home Program

SEIU Local 150 members in the Milwaukee metro area can benefit from this home ownership assistance program which provides closing cost credits for free appraisals and credit reports, flexible payment schedules through the Working Family Mortgage, homebuyer education, and free interest rate protection. Call Jennifer Weinhold at 414-224-8460 for more information.

4) SEIU EDGE Program

An extensive program that provides discounts in various areas including personal loans, accidental death and life insurance, home mortgages, legal services, dental care, mail-order prescriptions, scholarships for members and their children, hotels rates, car rentals, flower deliveries, as well as many, many others. Some restrictions apply. Call 1-800-448-7348 for more information or visit www.unionplus.org for an up-to-date list of deals and full details.

5) Free Union Plus Mastercard

SEIU members are eligible to get a Union Plus Mastercard with a competitive interest rate, no annual fee, and other benefits including strike protection. Call 1-800-522-4000 for more information or log on to www.unionpluscard.com.

6) SEIU International Scholarship Programs

SEIU offers various yearly scholarships for members as well as the sons and daughters of members attending accredited two- or four-year colleges, or in some cases for students at community college, trade, or technical schools. All applications are available Nov. 1 and the postmark deadline is March 1. For more information call (615) 320-3149.

7) Immigration Legal Service

This service connects members in need of immigration legal services with local attorneys that specialize in immigration law and offer free initial consultations and discounts of 30% off their regular hourly rates and flat fees. Call 1-888-993-8886 (English and Spanish) or go to www.unionplus.org/immigration.

