

The Voice of 1199C

Fighting for Quality Healthcare for All



September 2010

Volume 16 Issue 2



Join Us for the
**One Nation March on Washington
for Jobs, Justice and Peace**

**Saturday, October 2, 2010. Buses Leave Union Hall 6 a.m.
Call 215-735-1300 to Reserve Your Seat!**

The Voice of 1199C

District 1199C National Union of Hospital and Health Care Employees
AFSCME, AFL-CIO

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The President's Perspective *March on Washington: Reserve Your Seat on the Bus Now!*

I urge all of you to support the Saturday, October 2 One Nation March on Washington for Jobs, Justice and Peace. We leave from the union hall at 6 a.m.

The situation is critical; more than 10 percent of all American workers are unemployed. The AFL-CIO has endorsed this demonstration and rightly so. The labor movement must be in the forefront of this struggle to put the American people back to work. And everyone needs to heed the call to join this demonstration and demand government action.

If you think unemployment doesn't affect you just because you have a job, you are wrong. Every American family has been touched by the nation's economic state and this situation touches you and yours. That is why I am calling for everyone to get involved with this march because whether you know it or not, you already are involved. Already we are feeling the pressure of the economic situation at the bargaining table. All our employers: nursing homes, hospitals and childcare facilities depend on state and federal money. How our legislators handle the recession and needed public funds will impact our ongoing and upcoming negotiations.

Unless we confront this problem, it will continue to get worse before it gets better.

The labor movement and its allies are stuck in neutral; organized labor remains divided and its political forces aren't sure which way to proceed. We need to put our thinking in "DRIVE" because staying in neutral – not taking action – is the same as moving in reverse. This One Nation March on Washington for Jobs, Justice and Peace is a step in the movement forward. So join us as we march to show our leaders that we are prepared to push-back against those who choose to deny our children's future and deny good jobs for American families.

Join us when we march on Saturday, October 2 and remember to vote on Tuesday, November 2!

We welcome our newest members

Organizing Victories Help our Union Grow

AristaCare at Meadow Springs, 845 Germantown Pike, Plymouth Meeting
Registered Nurses and Licensed Practical Nurses join the support staff who are already members.

Kearsley Long Term Care, 2100 N. 49th Street, Philadelphia
Licensed Practical Nurses join the support staff who are already our members.

Towne Manor East, 2004 Old Arch Road, Norristown
Support staff: Certified Nursing Assistants, Dietary, Housekeeping, Maintenance staff; Activities Aides and Receptionists

Willow Terrace, 1 Penn Boulevard (Old Germantown Hospital site), Philadelphia
Support staff: Certified Nursing Assistants, Housekeeping, Unit clerks; Activities Aides and Recreation Aides

Caring for Families, Friends and Ourselves Is the Priority at Annual 1199C Health Fair

Critical health tests — blood pressure, HIV-status and more were combined with treats, giveaways, massages and fun at the second annual Health Fair on April 10 at the union hall.

Information on heart health, cleanliness, breast cancer, Pilates, insurance and other subjects was offered for free to union members and the public.



Dan Onorato: He's our Choice for Governor



Flanked by President Henry Nicholas (left), Dan Onorato, Democratic candidate for Pennsylvania governor, shakes hands following a July 21 speech at The Training and Upgrading Fund. On behalf of the union, President Nicholas formally endorsed Onorato, a Pittsburgh native, who served on City Council and was elected Allegheny County Executive in 2003. Onorato, who is running against Republican Tom Corbett, vowed to make “Jobs, jobs, jobs,” his priority and pledged his support for improving workforce training and education in Pennsylvania.

Remember to vote on Tuesday, November 2



1199C members again had the opportunity to send their children to The Benefit Fund-sponsored summer camp this year. Parents and children who came to the union hall to register are pictured here.

Graduates, Union Members, Families and Friends Filled the Kimmel Center

Training and Upgrading Fund 2010 Graduation Ceremony





Should you be in this picture?

Union & Training Fund Hold Clerical Conference



More than a hundred union members took the first step toward upgrading their skills by attending a clerical conference at the Training and Upgrading Fund in April. Speakers included U.S. Congresswoman Allyson Schwartz (left) and Executive Vice President Michele Mills.



Prepare for Change, Take Action, Spread the Word

By Lorraine Wise-Kirven, Director of Education

I am sure many of us remember a time when there was “job security.” Workers who came to work on time, did a good job and stayed out of trouble could pretty much rest-assured that their jobs were safe; and they did not focus on career mobility unless they were ready for a change. During that era, many workers secured a job right out of high school and that was the only job they had until they retired.

Wow, how things have changed! The 21st Century workplace is an extremely different arena. As employers’ needs change and technology evolves, workers have to be prepared for the changes as well. District 1199C and the District 1199C Training & Upgrading Fund staff are committed to providing the resources and support needed to assist the members of this union to being prepared for whatever changes that may happen.

The Training Fund offers a myriad of educational and career services for our union members. These services include, but are not limited to, academic counseling, career counseling, academic assessments, refresher courses, computer courses – basic through advanced, college courses, vocational programs, certification programs, preparatory courses, scholarships, tuition reimbursement, workshops, tutoring services, as well as free tax preparation.

Essentially, whatever your goals are as it relates to academic or career advancement, there are services available through the Training Fund to assist you in reaching those goals.

Training Fund faculty and staff understand that many of our members have been out of school for quite some time. No Problem.

You have little-to-no computer skills?

No Problem.

Your reading, writing and math skills are rusty?

No Problem.

Whatever the need, we are ready, willing and able to help. Training Fund offices are open to members seven days per week, two shifts—mornings and evenings. We also are able to hold classes on-site at your workplace. We pride ourselves in making the educational process as seamless as possible. Feel free to stop by and check us out, give us a call, and visit our website www.1199Ctraining.org.

Do not forget to tell 10 co-workers about all of the great educational and career services that are available for District 1199C members.

There is no time like the present. There is no reason to be afraid.

Get started today!

Training and Upgrading Fund Fall Schedule

The Training Fund's Breslin Learning Center will continue to offer a range of academic, vocational and collegiate programs. The Training Fund's Breslin Center, 100 S. Broad St., is open seven days a week. On weekdays, the center opens at 7:30 AM and closes at 10 PM. The following ongoing programs and new courses are scheduled for this fall:

Nursing

- PRACTICAL NURSING A 20-month, part-time program with evening and weekend classes. A Prep Class to prepare students for the LPN program admissions tests is to be offered in October. The tests will be offered from January 2011 through May 2011. Practical Nursing Program Classes will begin in November 2011.
- NURSE AIDE A 152-hour, part time program that qualifies graduates to sit for the state examination.
- (NEW) ENHANCED NURSE AIDE The Enhanced Nurse Aide Program is a program designed for individuals who currently have passed the nurse aide state examination and aspire to learn additional skills. Instruction includes learning how to administer an EKG, fingersticks, and Pulse Oximetry.

Technicians

- PHARMACY TECHNICIAN
This part time course prepares students to assist the pharmacist in filling prescriptions in a variety of settings including hospitals, community, home infusion and mail order pharmacies. This course includes 71 hours of instruction, 300 hours of clinical experience and prepares students for the pharmacy technician certification examination.
- TELEMETRY TECHNICIAN
This 60-hour, part-time course provides students with basic theory and knowledge of cardiac rhythms. Students develop the skills necessary to analyze and interpret normal and abnormal cardiac rhythms in a clinical telemetry setting.
- PRE-RADIOLOGY
This 72-hour, part-time course is designed to give students the academic foundation to prepare for a career in the radiology field. Reading comprehension, mathematics, anatomy and physiology and an introduction to physics will be covered.
- (NEW) AALAS (American Association for Laboratory Animal Science)
This 14-hour review course provides currently employed animal laboratory workers with basic theory and knowledge to prepare to take certification tests offered through the American Association for Laboratory Animal Science (AALAS).
- (NEW) ServSafe
This is a 16-hour nationally recognized course that prepares the student to take the ServSafe examination from the National Restaurant Association. Upon passing the certification test, students will qualify to receive a nationwide certification which is valid for five years.
- BEHAVIORAL HEALTH TECHNICIAN
A 375-hour part-time program prepares students already working in the field to work in mental health, developmental disabilities and drug and alcohol settings. Completion of this program satisfies the first level of the Behavioral Health Certificate and Associate's Degree Program.

Philadelphia University College Credit Classes

Classes for students who are matriculating at Philadelphia University and those who are not but may wish to enroll later at Philadelphia University or have college courses accepted by another institution.

Writing

Information Technology

Communications

Introduction to the Electronic Health Record Program – This is an intensive, 30-week program resulting in a Training Fund certificate. The course includes the following follow-up classes and entrance is limited to the start of a cycle.

- Communication and Customer Service – 30 hours (5 weeks, 6 hours per week) – an in-depth look at those essential skills needed to communicate with all audiences in a healthcare setting.
- Medical Terminology – 30 hours (5 weeks, 6 hours per week) – This course provides a basic understanding of the medical vocabulary needed for daily interaction in careers in health information, nursing, and allied health.
- Health Information/Informatics – 30 hours (5 weeks, 6 hours per week) – This course provides an overview of health information issues such as the privacy and security of health records as well as the components of the electronic record and a discussion of the personal health record.
- International Computer Drivers License

International Computer Drivers License (ICDL) – This 15-week, part-time training program provides students with basic computer skills training and validation/certification testing. The training program is designed to help prepare individuals to reach a level of proficiency in seven key areas. The following two levels of certification are available:

Level I

File Management, Word Processing, Living Online

Level II

File Management, Concepts of IT, Presentations, Word Processing, Spreadsheets, Living Online, Databases

Computer Basics

Students with little or no computer experience receive an introduction to computer applications in this 12-week, part-time introductory course.

Keyboarding

This part-time, 30-hour class is designed for clerical workers to increase their keyboarding speed to the level needed to meet the new industry demands for speed and accuracy in data input.

PROFESSIONAL DEVELOPMENT COURSES

- Spanish for Healthcare Workers
- Sign Language for Healthcare Workers
- CPR & First Aid Certification
- Customer Service Skills
- Effective Communication Skills
- Personal Financial Management

FOUNDATION PROGRAMS

(NEW) FAST-TRACK GED

This open entry class is geared for adult students who are preparing to take the GED Examination and need help with test-taking skills, study skills and GED subject matter.

INTENSIVE REFRESHER

Adult students receive a review of basic skills in reading, writing, and mathematics during a 12-week, part-time course.

PRE-NURSING/PRE-ALLIED HEALTH

A 12-week course designed for students who have achieved basic skill proficiency and have a GED or high school diploma. This program includes higher level skill development in reading, writing, mathematics and science to prepare for entering post secondary, technical and college programs. The curriculum includes pre-nursing and pre-allied health related skills for students pursuing an education in health occupations.

ENGLISH AS A SECOND LANGUAGE

The program is geared for students who are not native English speakers and want to improve their reading, writing, and speaking skills in preparation for employment and/or training in health occupations.

SERVICES

ASSESSMENT

• Academic Assessment

Students interested in programs at District 1199C Training & Upgrading Fund should first participate in academic Assessment during which you will receive information about our programs and an academic diagnostic to determine your current skills level. Academic assessment is offered every Wednesday at 3:30 PM and Fridays at 8:30 AM.

CAREER PLANNING WORKSHOPS

•Career Exploration for Adults

This workshop will help you examine health care careers and understand the educational requirements to enter a variety of nursing and allied health occupations.

•Developing a Career and Educational Plan

Students work with a Career Counselor to create a career and education plan. Based on an individual's career interests and academic needs, students will be assisted in identifying each step on their career and educational pathway. This process will help you, whether you are new in the health care field or you have been in the field for many years.

•Resume Writing & Interviewing Techniques

Students learn the latest information on how to write a solid, attention-grabbing resume and preparing for an interview, including responding to the most challenging questions.

•Building a Professional Network

This workshop will teach you the best way to develop a professional network; to build and maintain relationships with colleagues; and, to get introduced to professionals that can connect you with potential employers.

The Importance of Using Your Training Fund Benefits

By Stephen Ridley, Educational Counselor

If you are reading this periodical, you may be fortunate enough to be eligible for Training and Upgrading Benefits. If you are, it is because your employer pays 1.5% of gross payroll into the Training Fund. It is important to use those benefits because they can provide you with a path to a better position, a higher salary, a more gratifying work experience and the tools to perform job functions more effectively.

These benefits are extremely important to you, your family, and your employer and society-at-large. They can help you to feel better about yourself and your career path. Education and training can help you see advancement in your future. Advancement and higher pay can provide opportunities for you and your family. Education and training also provide opportunities for your employer, such as a pool of trained people to promote and a decreased need to hire new workers. Our society needs trained workers to fill vacancies and newly created positions in the health care industry.

Some of you might have reasons why you believe that now is not the time for you to return to an educational program. Unfortunately, you might find that other things have come up that you believe are more important. If you succumb to this type of thinking, you will find that a constant barrage of things can come up that will prevent you from taking advantage of a great opportunity. If you have other responsibilities such as parenting, you should explore your resources and seek help to accomplish your goals and assistance with those responsibilities. Remember to include your children among those resources. I'm not advocating the use of your children for parenting siblings, but you can appeal to them to monitor smaller children's behavior and to work with you to accomplish your goals which will benefit the entire family.

Finally, you must also get rid of any baggage that might stand in your way. You might find that you are receiving self-defeating messages from yourself and others. If you tell yourself you cannot complete an educational program, you probably will not. If others tell you cannot, please detach yourself from such detractors. Remember, your use of these benefits will in turn be of benefit to yourself, your family, your employer and society-at-large.

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SCENES FROM THE 2010 AFSCME CONVENTION



11 Busloads Head for 1199C Family Day at Dorney Park



News You Can Use

PA Sen. Bob Casey: Wages and Overtime for Home-care

U.S. Senator Robert Casey of Pennsylvania has introduced legislation that would provide the federal minimum wage and overtime coverage to in-home direct care workers who are employed more than 20 hours a week. The measure, the proposed Direct Care Workforce Empowerment Act (S.3696) was introduced August 3; a companion bill (H.R. 5902) was introduced last year in the House of Representatives last by Congresswoman Linda Sanchez of California.

The proposed legislation would amend current law that exempts babysitters and companions working “on a casual basis in domestic service” from minimum wage and overtime provisions of the Fair Labor Standards Act. Casey’s legislation seeks to redefine “casual basis” to state that “employment is not on a casual basis, whether performed for one or more family or household employers, if such employment for all such employers exceeds 20 hours per week”

Direct-care workers help their clients with daily tasks including bathing, dressing and eating. The U.S. Bureau of Labor Statistics includes nurses’ aides, home health aides and personal and home care aides under the classification of direct care occupations.

Message to Unions: Think Family, Think Young

Concentrate on the needs of female and young workers – that’s what a new report has told labor unions they must do if they wish to grow.

According to the report conducted by the Labor Project for Working Families, Cornell University and the University of California at Berkeley Labor Center and issued in July, the most significant change in the workforce in the past 50 years has been the presence of women and they soon will outnumber men among those who work outside the home.

In terms of younger workers – more than 70 percent of those ages 16 to 34 are part of the civilian labor force, but only 8.2 percent belong to unions.

The report entitled, *New Approaches to Organizing Women and Young Workers: Social Media and Work Family Issues*, suggests as its title indicates, that union should highlight family/women’s issues and young people’s concerns and communication methods and promote leadership among those groups.

Reuniting and It Feels So Good

The Laborers International Union – one of seven unions that formed Change to Win and left the AFL-CIO in 2005 is reportedly set to return to the AFL-CIO by October 1. Although AFL-CIO President Richard Trumka would not formally confirm reports of the return, a prominent labor publication reported he issued the following statement:

“We are very excited that the labor movement is headed toward becoming more unified just as we need it the most. As LIUNA (the Laborers Union) finishes their conversations with their local and state leaders, we’re looking forward to working even harder to fight together for good jobs, a middle class economy and leaders who support it.”

During the separation, LIUNA continued to work closely with the AFL-CIO’s political efforts.



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I pledge to faithfully carry out the obligations of my office . . . On this pledge, I stake my good name, my honor and my conscience.



Photo by Steve Robinson

Re-elected Executive Vice Presidents Peter Gould and Michele Mills, Vice President Gwendolyn Johnson, President Henry Nicholas and Secretary-Treasurer Marguerite Stanford take their oath of office on May 6 along with new and returning Executive Board and Delegates Assembly members following a reception at the Sheraton City Center.