WELCOME

FROM YOUR FELLOW MEMBERS OF SEIU LOCAL 49
On behalf of more than 13,000 union members in SEIU 49, we would like to welcome you as new member of our union. Our union gives us all a way to protect quality care, services, and jobs in our communities.

- Executive Board, SEIU Local 49
GOOD WAGES AND BENEFITS INCLUDING: Guaranteed pay increases, health coverage, paid time off and other benefits. These benefits are spelled out in the union contracts that members of SEIU 49 negotiate with management. Union workers receive higher wages and are more likely to have employer-provided health insurance, pensions and paid sick leave than non-union workers.

On average, Union members earn $4.95 more per hour - which equates to a yearly difference of $10,300.

A WAY TO IMPROVE THE COMMUNITY. Through SEIU, thousands of working people hold elected public officials and big corporations accountable, making sure they promote good jobs for working families.

A VOICE AT WORK. You can join with your union steward and other coworkers to resolve worksite issues and have a real say at your workplace.

A DEMOCRATIC ORGANIZATION. The members of SEIU 49 elect leaders and decide our union’s policies.
SEIU 49 IS PART OF SEIU (SERVICE EMPLOYEES INTERNATIONAL UNION):
The fastest growing union in North America with more than 2 million members in the United States, Canada and Puerto Rico. SEIU Local 49 represents more than 13,000 property service and hospital employees in Oregon and Southwest Washington.
SEIU 49 members negotiate with management to improve the service we provide to our patients and our communities. **We make sure all are treated fairly and get the resources we need to provide services we can be proud of.**
Your contract is the cornerstone of union membership and it was negotiated with management by coworkers elected by our membership. Every member has a right to have a say in what should be in the contract and to vote on the final agreement.

To win a good contract, members must be united. Support from other unions, community groups, public officials, patients and other organizations is also important to winning a strong union contract.

The rights and benefits in the contract are guaranteed.

Management cannot make any changes without negotiating with our union.

You can download your contract at www.seiu49.org.
As an SEIU 49 member, you are covered by a union contract with your employer. The contract spells out your rights and benefits; some elements may include:

- Paid time off for vacations and holidays
- Retirement benefits
- Rules that ensure fair treatment on the job

In today’s uncertain economy our guaranteed rights, pay and benefits in our contract are vital.

- J.R. Weekes, Patient Services, Legacy Emanuel
Local 49 members work together to hold public officials of all political parties accountable to working families on such issues as...

Access to secure, affordable health care for all.

Security for working families through Social Security, FMLA, Medicare, unemployment compensation and other essential protections.

Public services everyone can rely on, so that public funds are used to promote good jobs, education and other basic priorities.

Fair tax policies that ensure corporations and the rich pay their fair share.

Basic freedoms for working people, including the freedom to have a voice at work without employer interference, to work in a safe and healthful place and to be protected from discrimination of any kind.
The more active union members, the stronger our union. Members have the right to...

- Elect local union officers and stewards
- Attend local union meetings and make decisions.
- Vote on your contracts and elect bargaining teams
- Get involved
- Access union member benefits
HOW YOU CAN GET INVOLVED

STAY INFORMED. Ask your steward and local leaders for information on union activities. Read local union publications and visit us on our website www.seiu49.org.

PARTICIPATE IN UNION ACTIVITIES. Take an active part in union meetings. Vote in union elections. Become familiar with your union contract.

VOLUNTEER YOUR TIME. SEIU members are smart and full of great ideas. Let’s hear yours and work to make them a reality. Your involvement makes our union stronger.
RAISING INDUSTRY STANDARDS

WORKSITE SOLUTIONS:
Together we work to solve problems like short staffing; gain a voice on the job; improve pay and benefits; and stand up for quality patient care and service.

IMPROVING THE WORKPLACE:
Working together we propose and implement solutions to issues at work. Our voice allows us to improve a wide variety of workplace concerns including issues of disrespect, equality, scheduling, and workload, to name a few.

ENGAGING THE COMMUNITY:
We work to educate and involve non-union workers, policymakers and the larger community on labor issues of all types and at all levels. In doing this, we empower individuals to make their communities and workplaces better.
My involvement with SEIU has given me the opportunity to hold our political leaders and big corporations accountable to what working families need.

- Juanita Kamhoot, Certified Nurse Assistant, Kaiser
OUR MISSION is to win better wages and benefits, improved working conditions, and respect and dignity for our members and working families.

“SEIU 49 works not only in the best interest of one employee, but of every member and all working families.”

- Adelaida Maza, Custodian, ABM
Your SEIU 49 steward is the worksite leader who can help guide you and work with you to win improvements for yourself, your family and the people we serve.

**JOB ISSUES?** Need some help? Talk with your worksite steward. To find your steward or for general information:

- **VISIT:** www.seiu49.org
- **CALL:** 800.955.3352
- **EMAIL:** info@seiu49.org
- **FACEBOOK:** /seiu49
- **TWITTER:** @seiu49

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“Welcome to our union. Welcome to SEIU 49.”

- Lisa Beasley, Shop Steward, Nutrition Services, Legacy Emanuel
WHICH UNION DO I BELONG TO?
You are now a member of the more than 2 million-member Service Employees International Union [SEIU], the largest and fastest-growing union in North America, and the largest union of health care workers in the country. SEIU Local 49 represents more than 13,000 workers in Oregon and Southwest Washington. Local 49 members work primarily in health care and building service jobs. Our mission is to win better wages and benefits, improved working conditions, and respect and dignity for our members.

WHAT EXACTLY IS A UNION? HOW WILL I BENEFIT AS A UNION MEMBER?
People found out long ago that they don’t have enough strength by themselves to have a voice at work. But if we work together as a group, we have strength.

We negotiate issues we care about into our union contract - a legally binding agreement that management can’t just change whenever it wants.

Workers form and join unions because when we speak with one unified voice, we are heard. By working together as a group, rather than as isolated individuals, we can address key issues and concerns in our workplaces.

Union members earn more money, have better benefits, are more productive, and have better job security than non-union workers. When there's a problem on the job, employees and management can work together as equals to solve it.

WHAT IS A UNION CONTRACT?
A contract is a legally binding agreement that you and your coworkers negotiate collectively with your employer. Our union contract spells out all agreements between workers and our employer, including [but not limited to]:

- Wages, benefits, and pension
- Holidays/sick leave/vacation/personal time
- Any scheduling and staffing agreements
- A fair system for resolving problems at work

All employees have a voice in deciding our priorities for contract negotiations. We elect a group of coworkers to serve on the bargaining team to represent us, we vote on our contract proposals, and vote to accept or reject the tentative agreement that our bargaining team negotiates. Contract negotiations are open to all employees.

WHO MAKES DECISIONS IN OUR UNION?
Our union is a democratic organization. Members elect union leaders, vote on our union contracts, and vote on dues structures and other important decisions. A union is guided by the priorities that members choose. There are many other ways to have a voice in our union, including becoming a steward or working to build our workplace strength, industry strength, and political and community strength.
STEWARDS
Stewards are the foundation of our union and our first line of response in defending the hard-won rights in our union contract. Please find and introduce yourself to your steward. Your steward will be an invaluable resource at your new job, and can help you learn more about your new union! Stewards are workers like you, who have been elected by co-workers and volunteer as stewards.

ISSUES AT THE WORKSITE OR UNION CONTRACT
Contact your union steward or call the Kaiser hotline: 503.236.4949 extension 220

QUESTIONS ABOUT DUES
Contact our dues administrator at SEIU Local 49: 503.236.4949, extension 208 or dues@seiu49.org

NEW ADDRESS OR PHONE NUMBER?
Please call the SEIU Local 49 office. When you move, you also need to re-register to vote. Contact the union office for a voter registration card. You need to re-register to vote when you move, change your address, change your name [married, divorced, etc.], or change political parties.

MEMBER BENEFITS
Gain access to exclusive union member benefits and discounts at seiumb.com.

UNEMPLOYMENT
If you have become unemployed or are on a leave of absence, please contact the union office immediately. If you are on a leave of absence, your dues will be adjusted to non-work dues of $10 per month. You can notify our union by emailing dues@seiu49.org.

PROPERTY SERVICES
MEMBER RESOURCE CENTER
Property Service members can contact our Member Resource Center with questions about rights, contract, or benefits.

EMAIL: members@seiu49.org
CALL: 503.964.5311
TOLL FREE: 1.800.955.3352, extension 213
HOW OUR DUES ARE SPENT

70% WORKSITE STRENGTH

Resources to build a strong member voice in our workplaces through representation, leadership development, internal organizing and negotiations to improve our pay, benefits, and working conditions.

20% INDUSTRY STRENGTH

Resources to bring more workers into our union so we can improve working conditions and raise industry standards for wages, benefits and the quality of the care and services we provide.

10% COMMUNITY AND POLITICAL STRENGTH

Resources for a strong member voice in the political and community decisions that affect our work and our lives.

COPE funds are separate and used for political purposes including, but not limited to, addressing political issues important to working families and contributing to and spending money in connection with elections.