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News

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*Rapides Parish School Employees Join Local 100*

**IMPORTANT!**

Dues Increase  
Voting Notice

**Pages 5, 6 & 7**

**ARKANSAS**

Living Wage  
Ordinance

on the Map in

Little Rock

**Page 3**

**TEXAS**

school employees in Rapides Parish de-cided this spring to organize as Local 100. Just three weeks before the end of the 1999-2000 school year, school board employees decided that they needed a union to fight for better pay for support workers in Alexandria, Pineville, Tioga,

influencing current discussions on a pay raise that the school board may go into effect as early as October 2000. The school board finance committee has approved a 5% across-the-board pay raise, to be

voted on by the school board on September 5.

The problem with a 5% across-the-board raise is that the employees who already make the most money, like the superin

*(continued on page 19)*

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**Massive Drive Underway to Organize  
3,300 City Workers in New Orleans**

Local 100  
Member Irene  
Ford Tours with  
the

"Texas Truth  
Squad"

**Page 8**

Head Start  
Teacher Dorothy  
Turner Receives  
\$17,500 in Back  
Pay

**Page 8**

San Antonio City

Workers  
Organizing with  
Local 100

**Page 10**

and the surrounding employees for the  
area. city

Led primarily by bus drivers,  
frustrated with the rising cost of diesel  
fuel, member-organizers signed  
up more than 100 members before the  
school year ended. And they have  
vowed to keep on going until they  
have reached

majority status so that they can have  
the power to win every battle they  
fight.

Leading the drive have been bus  
drivers Margaret Halbert, Johnnie  
Ray Johnson, Alex

the parks department to the analysts in the  
finance department, employees from  
around the city want a voice in their  
workplace. While pay and favoritism  
are the daily issues that come to mind  
most easily, there is a discussion among  
New Orleans City

*(continued on page  
16)*

LOUISIANA

Nurses at IHS  
Nursing Home Go  
on Strike in  
Shreveport

**Page 12**

Baton Rouge  
Union Members  
Pay Rises Another  
1.5%

**Page 12**

The Case for  
Labor Peace in  
New Orleans

**Page 15**

Hall, Linward and  
Sharron McCan,  
Bennie Nargo,  
Mike Odom, and  
Larry O'Neil.

An expanded  
committee, with  
members in all  
parts of the system,  
has decided to  
focus on

**Garbage workers, already organized  
under Local 100, will soon be joined by  
thousands of other city workers.**

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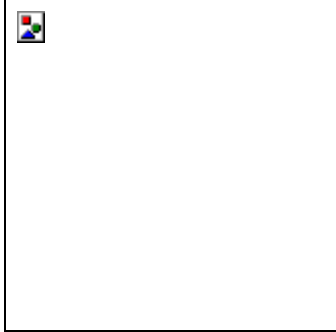
*By Wade Rathke*

***Three Strikes for Strength!***

There are opportunities and challenges  
everywhere we

We know the Bushes. We  
the results of a Bush Admi  
already in Texas. We have  
there and done that. We ha

look within Local 100 right now. We are on the eve of important elections: New Orleans City Workers (December), President of the United States (November), and our own dues increase vote (October-November). These kinds of elections as different as they all are determine the future of the local. The outcome decides what kind of growth we can achieve, the environment in which we work and the rights and wages of workers, and importantly, the resources we have to organize new units and service existing members. There's no question anymore: we are stretched too thin! Our members are increasingly in the bunker zones with hostile business and company interests all around us putting us under siege. We are in the bunker because we are still an organized island in an unorganized ocean in Arkansas, Texas and Louisiana. The International under President Andy Stern's leadership has committed to making the unionization of the South a major hallmark and commitment of his administration. We have to lead these drives by our example, our work, and our success. We all will have to dig deeper now in order to live better later. The choice is that simple. Need-less to say on this dues increase I need you to vote Yes!

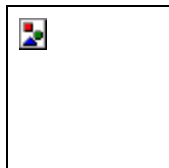


improvements in education not seen better wages and conditions for education w our own members. We hav anything compassionate at W's conservatism. We need and vote and we need to v Gore to have a chance to r as working and union fami 21st Century.

We have been working wit unions to organize 5000 ci workers in New Orleans th year. We have a majority, l get the job done, we need things: vote for labor frien committed candidates for t council races and then get in a certification election th Mayor will call, hopefully i December.

This is a big season for us, deeply and hard, then cast 1-2-3 and let's all do the ri together!

**Calendar Note:** The SEIU Conference meeting will be famous Broadwater Resort Mississippi, on April 27-29 your calendars now!



President -  
Sedric Crawford,  
Geismar, LA

Vice Pres. -  
Stephano Randle,  
Houston

Secretary -

Linda Adkins -  
Vidor, TX

Veron Bolden,  
Baton Rouge, LA

Martha Harris -  
Shreveport, LA

Hattie Taylor -  
Little Rock, AR

Jeff Turner - Baton  
Rouge, LA

Jeraldine  
Willoughby -  
Dallas, TX

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N.O.

Treasurer -  
Mildred  
Edmond, N.O.

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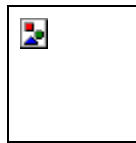
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## ARKANSAS

### Local 100 Members Push for Insurance from Tobacco Settlement Funds



Local 100 mem-

ber Rosetta Gore Wilkins and a group of other members and allies from ACORN held a news conference in February, to call on

collected hundreds of postcards in support of using the tobacco settlement funds to leverage three times that number in Federal money to establish affordable health insurance coverage

for working

people. Many members took postcards and got more support at church

**Local 100 members and families lobbying legislators.**

the Governor and the state legislature to set aside enough of the billions of dollars the state will get from the tobacco settlement to provide working Arkansans with health insurance coverage.

In March, 50 members and allies came from across the state for a Speak Out with candidates for the state legislature. Francis Chambers from Marianna spoke about how she was unable to get her arm - hurt when keeping a patient from falling taken care of in a timely way. Other members testified about the high price of medical care, and their need for health insurance coverage. They talked about how Local 100 members who work as personal care aides, as well as many who work at Crestpark of Marianna Nursing Home, need insurance coverage. We then moved into the streets members knocked on doors and

and in their communities.

The following week, the Governor called a special session. Thirty members and allies moved to the capitol, and lobbied legislators in support of expanding coverage. The Governor, with a weaker proposal (only funded people up to 65% of the poverty level), and Speaker Johnson (with a stronger proposal providing for coverage for people up to 100%) deadlocked. The Governor's forces have put it on the ballot.

The Governor's supporters plan

calls for providing coverage up to 100% of the poverty level-but doesn't fund it. Local 100 members and allies are working to force the state to spend more. If you live in Arkansas and are uninsured, call the union to get an AR HEALTH NOW form. At the point the insurance program is established, we will use these to ensure that all our members who need coverage get the proper applications. We'll use these to show that people above 65% of the poverty level need insurance coverage. With your help, we can win this one.

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*Ordinance would raise salaries for city employees and contract workers to \$8 per hour*

**Living Wage Ordinance On the Map in Little Rock**

tired of having tax money spent

to pay poverty level wages, Local 100 members have pulled together with ACORN and the Central Arkansas Labor Council to move a Little Rock Living Wage ordinance. The ordinance would ensure that city employees, and those who contract with the city, be paid at least \$8.20 per hour- with an additional \$1 per hour for those who do not have health insurance coverage. The bill has provisions which move workers to referral agencies.

Early in the year, Local 100 members Felicia Cummins and Thereta Jackson testified in the Little Rock City Hall chambers before a panel of city directors, pastors and labor leaders, in support of a Little Rock Living Wage Ordinance. This law would raise starting salaries for city employees and contract workers to \$8/hour the federal poverty level for a family of four. The event was sponsored by the Central Arkansas Labor Council-ACORN partnership

Thereta Jackson, a personal care aide testified that she was trying to support two grandchildren, working 65 hours a week at two jobs to get by. "It's almost impossible," she said. Felicia Cummins, a member at the State Health Department, testified about how hard it was to work two jobs - one at the Health Department, and keep up her 4.0 college average while taking care of four children. Later that day, Channel 11 came to her home, and interviewed her and

*(continued on page 5)*

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## ARKANSAS

***Local 100 Releases Study, Announces "Arkansas Needs A Raise" Campaign***



Around 20 state employee and

Personal Care Aide members kicked off the Arkansas Needs A Raise payraise fight with a news conference at the Local 100 office recently, and to release a study that was prepared by the union. Rosetta Gore ran the news conference.

The study used data from the Office of Personnel Management and Health Department to show that there are 7,144 Arkansas families 6,251 state employees and 1,893 Personal Care Aides who earn less than a living wage.

It also showed that 2,906 families 1,512 state employees and 1,394 Personal Care Aides make below the federal poverty level. The study also laid out inequities like percentage raises, and other unfair practices. Local 100 announced that they would be holding Speak Outs across the state to gather legislative support for the following items:

- raising salaries for low wage workers by providing upgrades to at least \$8.20 an hour
- raising personal care aide salaries to match this increase in

state employee ]

- upgrade those who were unfairly in by special entry
- provide support for the cost of living raise for those earning below \$20,000
- use tobacco settlement funds to leverage Medicaid funds to provide adult health insurance coverage
- establish a commission on Pay and Grant Restructuring to reform the system

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*Local 100 PAC Members Hit the Streets for Pro-Labor Candidate Joyce Elliott*

Leading a 35-car

caravan, Local

100 member Mary Anne Thomas rode in the front seat of a cherry red Cadillac convertible decorated with Joyce Elliot for state representative signs. The candidate stood in the back seat, waving to onlookers. The caravan snaked its way through the district, each car beeping it's horn to make sure that everyone remembered to vote that next Tuesday.

Joyce Elliot, a member of the Pulaski County Federation of Teachers and a long time member of the Central Arkansas Labor Council, is a strong supporter of living wages for state employees and PCAs, and will work to get the public sector bargaining bill passed, and spoke in favor of our position on using more of the tobacco settlement to provide health insurance coverage to working adults at our news conference in April.

to pledge their support to Joyce. It also had a volunteer checklist on the bottom- voters could agree to put up yard signs, help with phone calls, agree to go door to door for the candidate, make a campaign contribution, give rides to the polls, work the polls or make calls on election day.

According to Mary Ann, who works as a personal care aide in North Little Rock, Arkansas, "We had so much fun. We collected 50 Count on Me's, then had a picnic. I came in the next day, and helped with phone calls. I also went to the office that evening and stayed for the victory party when we got the final results. Now we have to make

sure Joyce- and other candidate: support living w and fair treatme elected."

Members of SE Local 100 and c unions will be c together with ot from the New P ACORN for a s training session: how to get pro l candidates elect We'll all be pulli together to do r grassroots work combined effort Howard Gordon Paul Kelly to Li Rock City coun and to move Joy Lendall, Mike Creekmore, and Montgomery in state house.

Please call us to for the next wo

**Tired of**

**Low/Moder**

**Bad or N**

*ACORN's housing prog  
dreams of homeow.*

Members of Local  
100, other unions,  
ACORN and the  
Little Rock New  
Party joined Joyce's  
campaign workers for  
this  
caravan/doorknocking  
day. We got out of  
our cars and knocked  
on doors with  
literature and a Count  
on Me form. People  
were asked to sign the  
form

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TEXAS: (713) 863-9  
LOUISIANA: (504) 943  
(337) 436-0245  
ARKANSAS: (501) 37

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## REGIONAL

Local 100 Dues Increase Proposed; Voting Dates and Locations Set

in the wake of the  
recent SEIU

International  
Convention in  
Pittsburgh, the Local

the leadership and soon

in 2005) not

Pittsburgh, the Local 100 General Executive Board has met repeatedly to attempt to craft a dues program that will be in compliance with the voted mandates of the Convention.

There is no doubt that the Local needs a dues increase in order to better serve our existing members and programs, as well as to continue to drive an aggressive organizing program in our jurisdiction. Local 100 has not had a dues increase for almost a decade, while costs and expenses and membership needs and demands have continued to rise.

The harder problem faced by

by the membership is that even with the proposed increase for fall balloting, we will hardly be able to keep up with our internal needs, much less the new increases mandated by the International. Over the five years of mandated increases, the proposal being put to the membership would not quite be a breakeven proposition for our local union. We will still need to request waivers from the International President for the Unity Fund (\$1.00 per month in 2000 and rising to \$5.00 per month in 2005) because it will still be past our means, and the mandated local dues amounts are (an additional \$5.00 per month in 2000 and rising to an additional \$20.00 per month

*There is no doubt that the members are getting good value for their dues, but at the same time the local union can not build sufficient power to win the contracts, rights, and wages deserved by the members without sufficient resources.*

discussion in  
In a survey of unions with 5 shockingly L was 2nd from bottom in the amount of av paid by our n The average member is on about \$15.00 on our existin When one co current \$6.80 we pay to the International capita taxes, the per capita local central state federati course our ov Southern Coi more than 50 dues is going the local in p payments! Le \$7.00 a mont average is lef

## ARKANSAS

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Little Rock Living Wage Ordinance

continued from page 3

the children.

Panel member and city director Genevieve Stewart said, "The city gives these companies huge tax breaks -

*(continued on page 6)*

thousands of dollars - and they should be paying a livable wage." Stewart said requiring living wages of companies that do business with the city could be an important first step, perhaps stimulating the state legislature to consider broader reforms.

Hundreds of union members and supporters held a news conference on Labor Day to announce the introduction of the Little Rock Living Wage Ordinance before the city directors.

Want your tax dollars to pay living wages? Believe that people at the airport who serve food, clean or take tolls should be paid enough to make ends meet. Local 100 members who live in or around Little Rock are urged to participate in this campaign. If you haven't heard from us, please call 501-376-0255 and get involved.

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### **Dues Audit Looks at Effects of Dues Increase**

in the process of deliberation the Local 100 General Executive Board commis-

sioned a dues audit of all chapters within the union. Before proposing any increase the Board wanted to see what the impact would be on each chapter and determine the overall results of what any increase might yield.

The Board was shocked to find that one of the reasons our average dues was so low, was that in many of our chapters there had evolved very little resemblance between what employers were deducting - and therefore what our members were paying - and the dues rate that is required by our constitution and bylaws. In some cases this was clearly a situation where employers were in violation of our contracts and had failed, sometimes despite repeated requests, to implement correct deduction procedures or remit dues in a timely fashion. These recalcitrant employers obviously have to be straightened out.

The process of getting them right though will be noticed by many of you though. If for some reason you have been inadvertently paying an incorrect amount of dues frequently a dues rate much lower than appropriate you will find that you will be paying the correct dues. Some of you may experience this as an increase even though it is not. What really happened is that some members got a break on their dues and in most situations it is impractical for the union to collect back dues in these

*(continued on page 8)*

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REGIONAL

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**Dues Increase Promises A Stronger Union**

continued from page 5

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to run the local, service      Given all of this, the

our members, bargain contracts, handle arbitrations, hearings, and grievances, and organize new units. It can not be done! Increasingly, we can not keep up with regular payments in our offices for basic needs or compensate our staff and pay their work costs in a timely manner. The leadership in making this proposal is also committed to working within the International to attempt to move the per capita system to a percentage system along the lines of our dues which would be more equitable for all locals than the current system which puts an unfair burden upon locals like our own in paying a flat rate per capita payment.

There is no doubt that the members are getting good value for their dues, but at the same time the local union can not build sufficient power to win the contracts, rights, and wages deserved by the members without sufficient resources. Our local works in a difficult, but critical environment for unions. We are in the right-to-work South where in many situations our members do not even have the right to bargain collectively. Our victories are

leadership recognizes that we have no choice but to increase dues, and to do so without delay. At the same time as you will see below, the leadership is proposing a fair and equitable program so that the impact on any individual member will be modest and proportionate to all other Local 100 members. The following table details the proposed increase:

	<u>Calendar</u>	<u>%</u>	<u>Rate</u>	<u>Minimums</u>	<u>Caps</u>
Now	1.5%	\$12	and \$13	\$25-	35.00*
1/1/2001	1.6%	\$14	\$35		
1/1/2002	1.75%	\$15	\$50		
1/1/2003	Add \$1.00	per month	for Organizing & Protection Fund	for all	Members

The examples in the sidebar article indicate that for most of our members the increase will mean another \$1.00 to \$1.50 per month in dues payments. We understand

that every dollar counts, but for the vast majority of our members another dollar or two represents a very

*What will this mean for a Local 100 member? Here are some examples, so that you can determine the impact.*

Case #1: A member making \$6.00 per hour and working full-time (2080 hours per year) would make \$12,480 per year. Currently this sister member would pay \$187.20 in dues per year or \$15.60 per month. Under the new proposal in 2001, she would pay \$199.68 in dues per year or \$16.64 per month.

Case #2: A member is \$8.00 per hour and \$1376.00 in gross wages per month. Currently this brother member at 1.5% would be paying \$20.64 per month. Under this proposal in 2001, he would pay \$22.02 per month.

Case #3: A member is paid \$10.00 per hour \$1720.00 in gross wages per month. Currently, this system member at 1.5% would have calculated \$25.80 in dues per month, but with the existing cap would have paid \$25.00 per month.

*(continued on next  
page)*

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Election Dates and Locations

October 28 Houston 10:00 AM 704 E.11th Street

October 28 Shreveport 11:00 AM 5000 Greenwood  
Ave.

November 4 Beaumont 12:00 Noon Golden Corral  
4145 College

November 5 New Orleans 4:00 PM 1024 Elysian  
Fields Ave.

November 11 Little Rock 10:00 AM 2101 South  
Main Street

November 11 Baton Rouge 10:00 AM 5177  
Greenwell Springs Rd.

November 16 San Antonio 7:00 PM 303 El Paso  
#204

November 18 Corpus Christi 12:00 Noon 2301  
Saratoga Boulevard

November 18 West Helena 11:00 AM Union  
Planters, 5th & Plaza Streets

November 18 Dallas 10:00 AM MLK Center, 2922  
MLK Blvd

November 18 Lake Charles 11:00 AM 149 W. 18th  
St.

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## REGIONAL

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### *Fairness, Equity Key Features of Dues Increase*

continued from previous page

observers, where we have increased average wages over the last 10 years from the \$6-7.00 per hour level to double and triple that level - not counting health & welfare and other benefits. Others are in our head start units where we have also seen significant wage increases from new contracts: Corpus Christi where workers now have won summer unemployment through

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*The leadership is united in recommending the dues increase proposal to the members. We have seen the Local 100 grow over the last 20 years to be one of the largest local unions in the South and a leader in many areas of organizing, bargaining, and service to members.*

dues increase and to ballot such an increase. Given the complicated nature of a dues increase, the leadership believed that special meetings allowed for more discussion and debate on a proposal of this significance.

Meetings for all members will be held at the dates, times, and locations listed in the sidebar on the previous page.

the union and Houston where the increases were thousands of dollars per year! In our public units of maintenance and other workers at our near the caps, it is here that we have beaten privatization frequently and also won steady increases. Regardless, a percentage system is the fairness system and the caps actually give our better-paid members a break. Every member pays equally according to their ability to support the union from their wages. The caps simply allow members at the top end to not pay a too disproportionate share compared to others even though it is equi

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### **The Special Dollar?**

The leadership proposal includes a \$1.00

per month increase

table. We need more Local 100 members at the cap. Unfortunately, we have not pushed enough to the top yet, and the leadership continues to be committed to doing so!

As allowed by the Local 100 Constitution and Bylaws, the Executive Board has elected to vote this new dues proposal through secret ballots at called meetings of the membership in all the localities where we maintain Local 100 offices. This will constitute the notice to all members of this special meeting to consider a

page.

The leadership is united in recommending the dues increase proposal to the members. We have appreciated the support of the membership in the programs that we have developed which have seen the Local 100 grow over the last 20 years to be one of the largest local unions in the South and a leader in many areas of organizing, bargaining, and service to members. We cannot continue to stretch every penny to cover a dollar worth of costs. We need this modest increase in order to maintain what we have and push our continued progress and growth. We appreciate your opinion, your questions and comments, and we hope your support.

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When Would the Dues Increase Be Implemented?

for all members effective 1/1/2003 for a segregated Local 100 Organizing and Protection Fund.

The leadership believes that we need to figure out a way to provide special support for our critical, award winning, and highly praised organizing program and is concerned that unless we segregate a special fund that in the face of other mandates on our local and the budget squeezes that we may face, we could be left without needed additional funds for the local's growth in new and innovative areas where the risk and rewards are higher. This would not alter the current commitment and practice of Local 100 to spend 50% of our resources on our external and internal organizing program.

Local 100 also does not have a special defense or strike fund, and the leadership intends to also use these resources, if approved by membership to create such a program, so that we have the resources, when and if they are needed, to go the last

The leadership proposal carries an implementation date of January 1, 2001, but many members will not see any immediate impact from the dues increase for sometime nor will Local 100 receive any increase from many members for some period of time. Why is this and how does it all work?

If the majority of members approve the pending increase, Local 100 will notify all employers to implement the increase effective for dues collected in January 2001. Given the nimbleness of various employers, the new deductions might not show up for some private sector members until February or March at the earliest.

Many public sector Local 100 units though have only one or two times per year in which they allow any changes to be made in the dues system. Particularly in our school units, this tends to mean that any dues increases approved by the members will not be implemented until September 2001, rather than January 2001. In Houston, Baton Rouge, Dallas, and other school units, the union will be making adjustments during the allowable "window" periods, which come at various times between May and August of each year.

In short even when you vote "yes" to approve the increase, do not be surprised if the first "new" dollar for the increase for many Local 100 members does not come for 6 or 9 months after the effective date of the increase!

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TEXAS

**Houston Local 100 Member Irene Ford**

**Joins AFL-CIO's "Texas Truth Squad"**

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*A veteran HISD food service worker, Ford is traveling the country speaking the truth about how George Bush has been bad for working people in Texas*

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starting in June,

Irene Ford, Local 100 member and HISD Food

Last week Irene was in New York City speaking at a Union convention in support of Vice President Gore and Mrs. Clinton. Mrs.

**Irene Ford, center, with AFL-CIO Vice President Trumka on right.**

Service Worker for 28 years, joined the Texas Truth Squad of the AFL-CIO that is visiting all of the battle ground states for the upcoming Presidential election. In the last two months, she has been to Philadelphia, Louisville, Atlanta, Cleveland, Cincinnati, Albuquerque, Hartford, Las Vegas, Chicago and New York.

During her visits, she speaks to large crowds of Union members about how George Bush has been bad for working people in Texas. Her main subject is Social Security and how Mr. Bush wants to gamble its future away. She speaks from first hand knowledge, being she is now retired and is living

Ford stated, "I stood in the same space that Mrs. Clinton stood and talked to the same people she spoke to when I gave my speech. I have been all across this country

talking about how bad Mr. Bush has

been for workers in Texas and I pray

that everyone is sure to vote on November 7th for the Democratic ticket."

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#### Head Start Teacher Dorothy Turner Receives \$17,500 in Back Pay

Dorothy Turner, a Head Start

Teacher for the Gulf Coast Community Services Association in Houston, was recently put back to work and received a back pay settlement of \$17,500. She was only

able to win her arbitration because eight of her co-workers testified for her at the hearing. Dorothy was accused by a five-year-old child of administering corporal punishment. Dorothy was fired on the spot. Fortunately, the Union

now retired and is living  
on Social Security.

contract re-

quires the Agency to  
prove the reason

for termination to an  
arbitrator.

Dorothy had been a  
child care worker for  
over 20 years and these  
accusations were  
devastating. They were  
also untruthful. During  
the Union investigation,  
it was found that the  
child that accused  
Dorothy was never  
interviewed, and of the  
two that were, one  
wasn't even in  
Dorothy's class. The  
arbitrator ruled in  
Dorothy's favor because  
he believed her co-  
workers and because  
the State Agency that  
investigated did a very  
bad job.

"Without the Union, I  
wouldn't have a job, my  
good name in the  
community would be  
gone and I could never  
work in child care  
again," said Dorothy.

"The Union saved my  
life. I would like to take  
this chance to thank the  
courageous co-workers  
that stood by me and  
told the truth."

The eight co-workers  
were all members of  
SEIU Local 100.

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## REGIONAL

### Audit Looks at Effects of Dues Increase Phase-In

continued from page 5  
situations, so instead we will be getting the dues rate right. We have been sorting these problems out with Lewis Janitorial Services, the National Hansen's Disease Center, Allied Healthcare and other units.

In other cases, particularly with some of our public employers we had not been systematic enough and timely enough to recalculate the impact of wage increases with our percentage dues system. In these instances we will be catching up as soon as practicable. A good example of this process has been the reconciliation recently in the dues rates in the Dallas schools unit.

In yet other cases where units have come into Local 100 with unique and

varying histories either through merger or affiliation, the employers have not adapted as readily to the Local 100 dues system. In some cases the process of reconciling the dues rates has been determined by the Board to be a multi-year phase-in to allow smooth transition for the members. This has been particularly the case in city and county units in San Antonio, as well as the East Baton Rouge City/Parish workers.

If you have questions as we move all members to our uniform dues system, please call the Local 100 office nearest you for assistance in determining your correct dues rate, if you feel a mistake has been made.

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TEXAS

*HCCS Workers Want Commitment for 75% Full-Time Positions in Three Years*

during the summer,  
HCCS/

SEIU Local 100 members have been meeting with various members of the Board of Trustees of HCCS. Their major issues have been the need of the College to move away from a 75% part-time employee rate, that historically has been the policy of the College, to a three-year commitment to have

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"For too long this College has been successful on the backs of part-time employees with no health care benefits. We want the part-time employee to have the first shot at the full-time position before any outside applicant is considered."  
Victor Trevino,

Computer Professor

before any outside applicant is considered."

The members also want to have input into the selection of the new Chancellor and will not support any nominee that doesn't support the three-year expansion of full-time positions.

With new Trustees taking a more active role in the affairs of the College this semester, it



75% of the staff be full-time employees.

Our position is that the students deserve the commitment that a full-time professor can give each student. The full-time status would also allow employees to have full health benefits.

Victor Trevino, Computer Professor stated, "For too long this College has been successful on the backs of part-time employees with

no health care benefits. When the policy changes to provide full-time position, we want the part-time employee to have the first shot at the full-time position

is a prime time for HCCS staff to join Local 100 and become part of the movement of making HCCS the best Community College system in Texas.

Like Mr. Trevino said, "With Trustees now listening to us about our concerns, it's time for all employees to join Local 100 and let our voices be heard." Call Local 100 at 713-863-0988.

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### **Crosby ISD Drive in Houston Suburb Nets 35 New Local 100 Members in Just Two Weeks**

*Realizing the importance of their political strength, 100% of the new members have joined the PAC*

In two short weeks in Crosby ISD, a suburban District northeast of Houston, SEIU members started an organizing drive of custodian, food service and maintenance workers. The District has one high school, two middle schools and four elementary schools with just over 150 support workers.

some elections have only 400 people vote, \$1000 can go a long way in making a candidate a winner. "If you are not part of the solution, then you are part of the problem," said J.D. Oliver. "Here in Crosby our

goal is to have 100% of the support workers in our Union and in our PAC. Then to elect some School Board that will treat us fair and require management to take some sensitivity training."

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Local 100 Members Protest ARAMARK's Harrassment of HISD Worker May Walker

Led by Custodian J.D. Oliver, the drive netted 35 new members in the first two weeks and all have joined the Political Action Committee.

Being employees of a school district these new members all realize that if you want real change you not only need to be a Union member, but you must also be active in politics. When politicians come around there are two things they always want: your vote and your donation. In Crosby with 50 members giving \$1 a paycheck to PAC in one short year they can raise over \$1200.

In a small school district where

HISD Food Service Manager May Walker was harrassed by her principal because she spoke the truth about the reduction of staff in her kitchen and all the kitchens in HISD. During the month of May, HISD management laid off all the Food Service substitutes, thus when employees called in sick there were no replacements and the workers in the kitchens had to, in the words of one top manager, "make do." May had over 700 children to feed with only three helpers to prepare the food and serve it.

ARAMARK management had lost more than 1 million dollars during the school year

and cooked up this plan to try to save \$500,000 during the last month of school so that the ending balance would look better. This is what happens when profits are more important than our children. May's only crime was telling the truth, and the principal's only interest was keeping the truth from the public.

Over 35 Food Service workers joined a protest in front of the Food Service District office demanding May be treated fairly. The end result has been Mrs. Walker keeping her dignity and respect and keeping the right to speak the truth.

## San Antonio City Workers: We're

### Organizing One Strong Union

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during the last four months,

SEIU Local 100 has started an intense organizing drive for employees of the City of San Antonio. As our organizers visit different work sites there is a never ending list of issues that have been problems for many years. From low pay to job rules that make no sense. Our organizers have left each work site with a message that is strong and clear. In a work environment that is controlled at the top by elected officials the only thing they understand is power in numbers. Politicians respond to organizations that can help them get re-elected or elected to a higher office.

There are three things elected officials are looking for when speaking to a group: 1) Find out what their problems are and if there is anything they can do to help you, 2) Money, and 3) Votes. Many times without 2 and 3 you don't get 1.

*There are thousands of City employees in San Antonio with thousands of problems but none of the problems can be solved until we ask each employee we work with to join the Union and make sure they all join the PAC.*

So it's clear what we need to do in San Antonio if we have problems and want the City managers to help us, we have to get their attention. First, we need a large membership, without it we have nothing. Second, we need every member to join the Political Action Committee, this is the committee that decides who we endorse for election and any donation we may give to candidates. Membership in the PAC cost \$1 per pay check.

There are thousands of City employees in San Antonio with thousands of problems but none of the problems can be solved until we have all done our home work. The homework is asking each employee we work with to join the Union and make sure they all join the PAC. Also each work site needs to have a Steward elected by their co-workers to represent them with management when problems occur. That Steward needs to come to the monthly meeting to be informed about the ongoing programs of the Local and to be able to tell his co-workers what the Local's programs are. This homework is not easy but with a little work on the front end a lot of the problems we all face in the work place can go away. We first must get organized and then demand what we want. If the elected officials at the city will not give us what we want then we will have the ability to replace them with ones that will.

## **Garland ISD Custodians Work for Improvements**

custodians in the Garland ISD have become tired of the way they are being treated by the school district and are getting together to do something about it. They are tired of pay raises which are more of an insult than a raise. They are tired of people being hired in off the street for supervisory jobs, thus robbing GISD custodians of their chance for advancement. They are tired of getting comp time instead of overtime, and then never getting to take their comp time.

On August 5, GISD custodians held their first organizing committee meeting in a neighborhood church. They made a list of issues to work on and

a list of their fellow employees to sign up for the union. The custodians decided on a set of regular meetings which will move their campaigns forward and make sure that the district starts treating them better. There is a clear idea in the GISD as to what needs to be done: organize, build power and mobilize. Join us!

### **COPE Matters**

The September DISD Food Service meeting took place shortly after the execution of Gary Graham by the state of Texas. Mr. Graham was an African-American man convicted based on dubious evidence. This execution brought home the importance of political action.

The same morning of the meeting, the Dallas Morning News carried an interview

with US House of Representatives member Eddie Bernice Johnson. She was asked about the execution and stated "If you are poor or black there is no justice." The current governor of Texas, George W. Bush, was quoted as strongly disagreeing with her statement.

The Local 100 members discussing all of this came to the conclusion that increased COPE contributions would be the way to defeat Bush and support those in Congress who fight for us. The Local 100 DISD Food Service members voted to conduct a yard sale and raffle off a \$50 gift certificate from Minyard Food Stores.

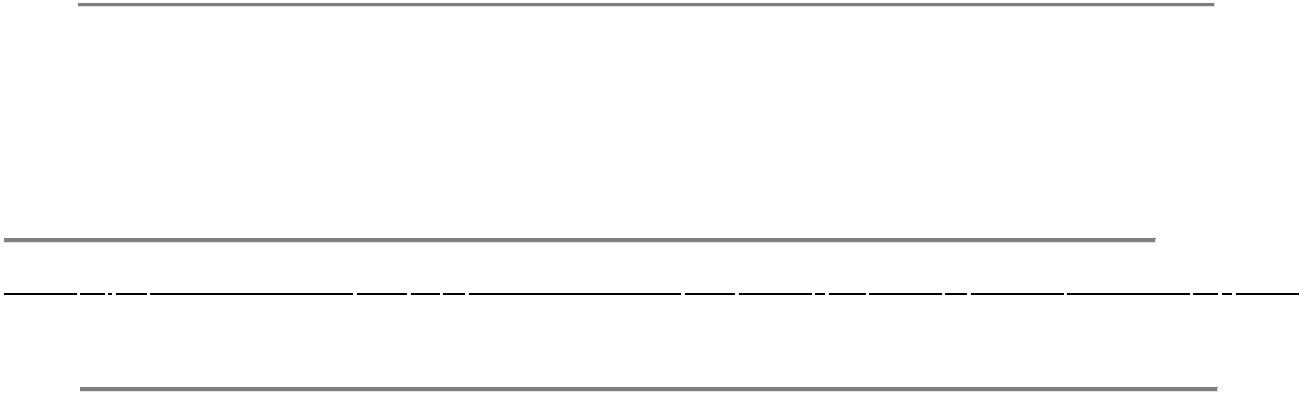
The yard sale happened on August 12, 2000. The sale raised \$250! The raffle tickets are selling well. Thanks to Jeraldine Willoughby, Melba

went on to create

Cherry, Diane Long,  
Lillian Colbert, Ruby  
Dabney, and Mary  
Stretcher for making the  
sale such a success. Call  
the Local 100 office in

Dallas 214-823-2001 to  
get your tickets now.

*(continued on next  
page)*



TEXAS

continued from previous  
page

**Dallas Food Service**

## **Members Fight to Get Paid Holidays**

we're tired of not having any paid

holidays" was the general cry last spring from the kitchen workers in DISD. Every time there is a break in the school schedule we are expected to take the day off without pay and then come right back and do our work with a short paycheck. The members of Local 100 got petitions signed, went to meetings and got this issue to the highest level in the school district.

During the pay increase discussion for this year, paid holidays were put on the back burner compared to getting the same average wage as the school teachers, WHICH WE WON at \$1300/worker plus a step increase. This year we are continuing this fight by taking our work to the Support Coordinating Organization and elsewhere. The district is looking at restructuring the pay scale and we will be pushing for paid holidays!

## **Dallas County Bus Driver Gets Job Back**

Long-term Dallas County Bus driver

and local 100 member

his rehire letter at the end of the last school year. Mr. Cobbs thought that a good employee like himself should be able to solve such a problem, but he got frustrated when his personal efforts led nowhere. Mr. Cobbs then contacted Local 100, and steward Elnora Brantley got involved to get the problem solved. Ms. Brantley went with Mr. Cobbs down to the administration office. They asked for a copy of Mr. Cobbs personnel file. This led to a discussion about Mr. Cobbs and everyone at administration acted all surprised that he hadn't gotten a rehire letter. So, by the end of the same day Mr. Cobbs, Ms. Brantley and Local 100 were victorious and Mr. Cobbs had his job back.

## **Dallas County Bus Drivers Win Water on**

### **the Lisbon Bus**

Lot Bus drivers and monitors on the

Lisbon lot were tired of the bad conditions. The only place they had to wait which was sheltered and out of the rain and cold and heat had been taken away. There wasn't even any kind of water or drinking fountain provided and we know in Dallas where at the

real problem. Local 100 members brought up these issues at the regular monthly meeting held on the 2nd Saturday of the month. It was decided at the meeting to take this problem directly to the administration office. The members and leaders met with Mr. Penn and Mr. Williams and insisted something be done. Local 100 members walked out of the meeting with an agreement to get water back on the lot right away and make provisions for shelter until the time that the new lot location is ready.

## **Dallas County Drivers and Seniority**

AS part of the work that the Local 100

bus drivers did over the summer, the Dallas County schools agreed to post and respect seniority rights on the bus lots and in the assigning of routes. In specific, the school district will post the seniority list which will help all of us make sure that they are respecting our seniority rights. This is a big change over previous years. Good work to all the members and stewards who kept the pressure on. If you feel that your seniority wasn't taken into

Remember

to

3

Vote

*November 7th*

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## LOUISIANA

### **Nurses at IHS Nursing Home in Shreveport Strike over Unfair Labor Practices, Firing, Patient Care**

Union nurses  
at

the IHS of  
Shreveport  
nursing home  
went on strike

against the home. The  
nurses chanted, passed  
out petitions, had cars  
honking, braved police  
visits and bogus claims  
of disturbing the peace,  
waved signs and gave

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over the company's unfair labor practices at 9 a.m. Thursday, Aug. 10.

The nurses have been bargaining with the home's out-of-state owners,

an interview with a local TV station before deciding to return to work. After a successful collective action, all union nurses joined the strike.

The company had filed charges against the union claiming the strike was illegal because it started before a full 10 days had elapsed in the notice

"IHS has waged a systematic war against us. This company has decided if we dare ask for dignity and respect, it will make every attempt to defame, harrass and fire the nurses. Striking is the only method we have to express this great idea: that America was founded upon freedom."

Nurse Sonya Tucker



Integrated Health Services of Maryland, for almost a year, but the company has refused to bargain in good faith and agree on a contract with about a dozen nurses. The nurses voted for union representation by Local 100 last August. The home is located at 225 Wyandotte Street, and serves about 100 residents, with a total staff of about 60.

"No one realized to what extremes IHS would go to bust this union," said nurse Sonya Tucker. "IHS has waged a systematic war against us. This company has decided if we dare ask for dignity and respect, it will make every attempt to defame.

period. The Union believes it gave proper notice, but in an abundance of caution, and to ensure that the nurses cannot legally be replaced permanently by IHS, the nurses chose to go back to work and issue a new 10-day notice (at least 11 days in advance!), and go on strike again in the next 10-12 days.

The nursing home willingly

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Pay Rises Another 1.5% for City

Worker Union Members in Baton Rouge

Union members got another

\$300 or so pay raise (1.5%) after the Retirement Board and the City Council reduced the deduction rate from 9.5 to 8 percent. Local 100 has worked closely with its board members Steve Lanclos and Mark Gamble for the last year to help reduce the rate.

Since many of the police officers have moved into the state retirement

system, the City-Parish system has more money, and can survive with lower employee contributions.

The Firefighters are also trying to transfer to the state system, which Local 100 will follow to make sure that employee rates are lowered even further, or that benefits are increased. The Firefighters still have some legal hurdles to overcome, however.

*(continued on next page)*



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## LOUISIANA

### *Members Negotiate New Contract at National Hansen's Disease Center in Baton Rouge*

After the federal hospital in Carville, La., moved to Baton Rouge, members at the National Hansen's Disease Center negotiated a new three-year contract to bring it up to date.

The Union negotiated for two days with the federal representatives. The bargaining committee was chaired by Local 100 President Sedric Crawford, and assisted by members Peggy Hoffman, Sheila Beraud, Joyce Nelson and Barbara Toural, along with Director Zack Nauth.

Negotiating for the hospital was Alvin McCoy, the

time limits.

Items that the Employer proposed to alter or eliminate, which the Union fought to maintain: the right to bargain over "special pay" and the merit promotion plan, the right to use any division newsletter; and, the right for the most senior employee to work overtime as long as they can perform the duties;

The hospital transferred almost all operations from the rural

Carville location, to the Summit Hospital site off O'Neal Lane. The Center employs about 80 people in the bargaining unit. Local 100 members worked for the last few years to make sure the federal legislation by Cong. Richard Baker protected employees and residents. Many employees took generous early retirement packages negotiated by the Union in the legislation.

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Local 100 Loses Long-Time Leader Maple Williams

representative from Washington, DC.

Some of the issues resolved favorably were: giving employees more rights and information about taking leave under the Family and Medical Leave Act; making arrangements for day care and flexible schedules (details to be negotiated later); making leave requests mandatory for the Employer to grant; requires the division to record all employee training completed; allowing up to 45 days of "light duty" prior to having to take leave for an injury; and, the right to win a grievance if the Employer does not respond in the

Maple Williams, a long-time Local 100 leader, steward and volunteer organizer, suffered a fatal heart attack on August 28, 2000, at her home. Maple worked at Harmony House nursing home in Shreveport and attained an incredible record of dedication of 30 years as a Certified Nurse Aide. In the early 1980s, she and other workers organized the union there. She stewarded that home for most of her working life, and in recent years trained several new and very effective stewards in that position, including Florence Johnson and Patricia Williams.

During the 1980s, Maple and her family worked with Staff Organizer Doug Young in organizing several nursing homes in the Shreveport area. Doug remembers staying with the Williams frequently as they organized nursing homes, city garbage workers and others. Doug describes Maple as quiet but determined, and despite personal difficulties in her life, she never wavered in her commitment to building the union to fight for worker justice.

Memorials should be sent to the family at 1747 Desoto St., Shreveport, LA 71103.

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## **Nurses Go On Strike at Shreveport Nursing Home**

continued from previous page

and administrator walked out of meetings with the union and Commissioner Paul Palacios of the Federal Mediation and Conciliation Service. The company refused to explain its own proposals, or to discuss recent disciplinary actions against union nurses, and simply put into effect its final offer.

The nurses have proposed increases in pay that would bring the wage rate up to the average wage paid by other nursing homes in Shreveport, including other IHS facilities. However, the nursing home has offered only a 20-cent raise, despite the fact that nurses at other IHS homes are making

more than \$1 more. Recently IHS proposed to pay its CEO a \$50 million severance package, even after the company filed for protection under bankruptcy laws.

As a result of the low pay and poor working conditions, the nurses have documented and bargained over other problems at the home, with the most serious being understaffing (not enough nurses and other employees to properly take care of the patients).

The nurses are asking citizens, elected officials, clergy and family members of residents to call IHS nursing home administrator Eileen Hines at (318) 221-3591 to call for an end to the company's

unfair labor practices, and to bargain in good faith with the nurses and their union. The Union has pledged to halt the strike, go back to work and continue contract negotiations if IHS immediately stops and remedies its unfair labor practices.

IHS operates several nursing homes in the Shreveport area, including IHS of Claiborne (where it has a union contract with Local 100); IHS of Pierremont, and IHS of Vivian.

Kudos to Office Director Sadie Harper, Board member Martha Harris, and the brave Bargaining Committee at IHS, for carrying off Local 100's first strike!

***Baton Rouge Area  
Council Formed***

**Local 100 and the Mayor to Begin Contract Negotiations**

Union members are preparing for a

tough battle this year to hold on to what they have, and not lose any jobs, wages or benefits. The Mayor's outlook for the budget and city workers has been very bad as the City-Parish is forced to tighten its belt due to decreases in sales tax revenues.

Union members will have to fight hard in union contract negotiations to keep the 3% merit raise for all employees. There will also be tough battles to keep the 1-

including staff representatives, attorneys, regular mailings and fliers, and other services expected by union members. When Local 100 took over from the Teamsters in 1998, the union membership realized this, and agreed unanimously at a meeting that dues would have to be adjusted.

Compared with other successful City-Parish unions, the Local 100 members were paying an amount way below average: the Firefighters Union dues are more than \$22 per month. Local 100 dues, at \$10 per check, will still be lower. Head Start union members of Local 100 have been paying \$10 per check for some time, and it was not fair to have two separate rates for members of the same union.

The adjustment will allow the Union to provide needed services for the City-Parish members, and give the resources to help organize more workers in the city and BREC, to build power for pay, benefits and working conditions. The adjustment was slated to take place Jan. 1, 2000, following the 3% COLA raise won during union negotiations.

***Council Formed***

in an effort to promote solidarity

amongst members of Local 100 in the Baton Rouge area, the Baton Rouge Area Council has been formed.

The council will conduct regional meetings throughout the parish that bring together members in every sector of Local 100 membership. Committees are also being formed to do work to build Local 100's power and expand our presence in Baton Rouge. The Local 100 board members from the Baton Rouge area, president Sedric Crawford, Vernon Bolden, and Jeff Turner are overseeing the council. The steering committee of the council will consist of committee chair people.

**Organizing Committee** Louis Hamilton EBR School Board

**Servicing and Correspondence Committee**

Aaron Butler City Parish DPW

**Political and Legislative Committee** Hilda Boudreaux EBR School Board

Local 100

Dues Increase  
Vote

*(continued on next  
page)*

Why? Where? When?

*See pages 5, 6 & 7*

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## LOUISIANA

The Case for Labor Peace in New Orleans

*As the business community builds an opposition campaign to preserve the city's anti-union climate, understanding the need for Labor Peace, and its benefits, is more critical than ever*

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**Q.** What is a Labor

agree not to intimidate



Peace Agreement?

**A.** Under a Labor Peace Agreement, an Employer and a Union lay out ground rules to ensure a fair environment in which workers may choose whether or not to form a union.

**Q.** Why do employers oppose Labor Peace Agreements?

**A.** Many employers strongly prefer to remain non-union and go to great lengths even breaking or stretching the law to keep employees from organizing.

**Q.** Why are Labor Peace Agreements necessary?

**A.** There cannot be a fair election in a workplace atmosphere of fear and intimidation. Even though such retaliation is illegal, violations carry only minor penalties.

Employers often hire anti-union consultants or lawyers to run scare campaigns. Supervisors are

"We are tired of working our hands off and laboring every day and not even making a wage adequate with the basic necessities of life."

*Rev. Martin Luther King in a speech to Memphis sanitation workers, April 1968*

instructed to intimidate and threaten employees.

**Q.** What kind of rules are usually found in Labor Peace Agreement?

**A.** The Employer agrees to 1) remain neutral, 2) to provide the Union with a list of non-supervisory employees and 3) to recognize the Union when a majority of workers sign Union authorization cards or petitions. The Union agrees not to disrupt the Employer's business. Both parties

or harass workers.

**Q.** Who counts cards?

**A.** A mutually agreed upon neutral person, such as a priest, a minister, or elected official counts and verifies employee's signatures. If anyone feels they were pressured into signing a card, he or she can ask the neutral person to remove their card from the tally.

**Q.** Are Labor Peace Agreements legal?

**A.** Yes. The National Labor Relations Act absolutely permits a group of workers to show a majority want a Union in this way. A secret ballot election is not absolutely required. Many employers around the country including Levi-Strauss, Xerox, Southwestern Bell, as well as Westin, Sheraton, Hilton, and Hyatt hotels have signed such labor peace agreements.

continued from previous page

Local 100, as she prepares for a re-election bid this year. The primary election for Mayor will take place in October, with the general election in November.

**Union Wins Uniforms for Asphalt, Concrete Workers After Year-long Lobbying Effort**

Local 100, through the strong efforts of

Union Steward Alfonso "Jeff" Turner at South Lot, won uniforms for asphalt and concrete workers at all DPW lots. The Union had proposed uniforms about a year ago to DPW Director Fred Raiford.

Turner attended council meetings, lobbied them and Raiford, and showed that Union Members CAN make a difference when they get involved! Thanks to Jeff, and Mr. Raiford for this big win!

The Union has been fighting for more than a year to amend the Drug and Alcohol ordinance to grant a "second chance" for low-level offenses, such as intoxication and marijuana use. The Mayor has agreed to ask the Metro Council to allow a second chance with required rehabilitation for any DPW employee testing positive for alcohol. The ordinance will be introduced June 12, and a public hearing and vote will be held on June 28.

**DUES**

**INCREASE**

**PROPOSED**

*See pages 5, 6 & 7 for additional information and voting periods*

## Past, Present and Future at Jazzland, Louisiana's Newest Theme Park

*HOTROC begins organizing seasonal workers at Jazzland for better pay and benefits*

Jazzland is owned and operated

by Alfa Alfa Park Management. The original sale of property had to be cleared through City Council, and though there was some disagreement between the city attorney and park administration, their conflict was eventually settled.

Prior to the finding of a suitable buyer, the Jazzland Theme Park struck a deal with the City in an attempt to get out of paying its annual property tax, which early annual estimates indicated would top the \$1M mark. These monies would be payable to the City, the Orleans Parish School Board, and other

pay the property tax and dump it into an "economic development fund". This plan was unanimously passed by City Council.

This "Fund" would be administered by an Economic Development Corporation, which would have a 7 member board of directors (3 appointees from Jazzland and 4 Morial appointees) and a 9 member community advisory commission.

The Economic Development Corporation would have authorization to spend its money as it deems necessary on a wide range of business endeavors (including low-interest loans, and various marketing drives and tourist

payout could shrink as low as \$500K. The Morial administration is committed to eliminating the amusement tax, if it can locate a suitable replacement for the \$2M a year that it generates for city-wide social projects. But, as long as the tax remains, the inclusion of Jazzland (in spite of its ability to use what is owes to the EDC as a tax credit, matched dollar-for-

*(continued on next page)*

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**City Workers  
Organize with Local  
100**

continued from page 1

Board, and other governmental agencies. A proposal was designed and later implemented that would allow this tax waiver to take place.

The plan, which was designed by the Morial Administration (specifically his point-man, Graymond Martin) and Park Administration, would allow Jazzland to waive its obligation to

drives and tourist promotions). This program could affect all of Orleans parish, but may concentrate heavily on N.O. East (many of which may indirectly benefit Jazzland).

Initially, Jazzland would owe about \$1.5M per year in property taxes, but when the 2% amusement tax is repealed, then their

employees about the Civil Rights Movement. What is the meaning of Freedom? What is the next step?

"We talk about economic freedom and how we need a voice," said Connie Keys, a clerk in the recreation department. "When we have a voice, they must listen to us. Our voice will command the dignity and respect we deserve."

"If we don't raise our heads, stand up and

**Coast Industries Pays \$10,000 in Back Pay**

The Union won \$10,000 in back pay for

Union Steward Marcus Washington who had been terminated and kicked off the premises! The union won the arbitration and Marcus went back to work ready to organize his co-workers! Union members also negotiated a new contract, signed on March 20, with a four percent wage increase, retroactive to July 1999.

**One Source Janitors Win Big Pay Day**

Local 100 negotiated a wage increase, including back pay from September 1999 to June of 2000! That's a big payday!

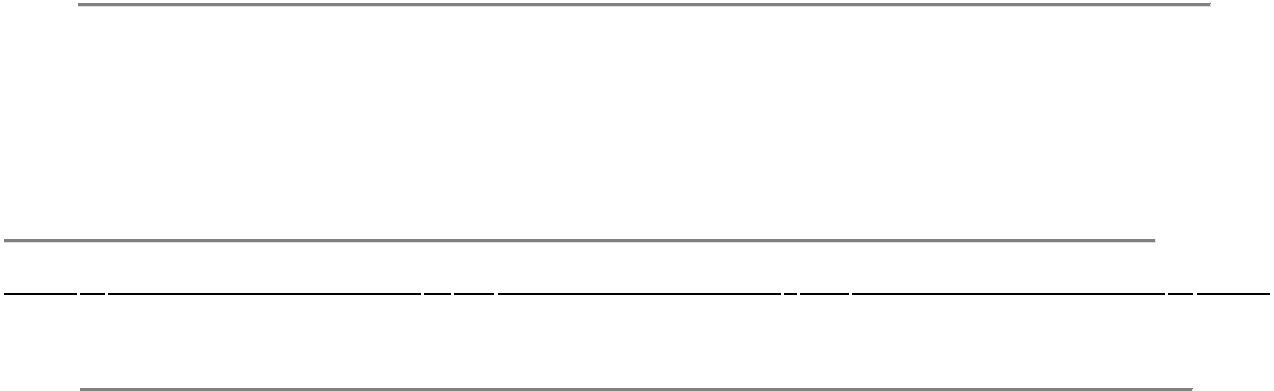
The employer terminated Eldora Vickers for not signing a vacation leave form, but a Local 100 grievance won her job back.

port janitors, and One-Source.

**Garbage Workers Win Reinstatements and Back Pay**

Local 100 got hopper Walter Brooks back on the job after an unjust firing. The Union also got hopper Alfred Cooper back on job after he was fired for an offense he did not commit. Local 100 won a grievance on behalf of John and Bernell Homes, who were not paid the correct daily rate for their work. They received back pay.

speak up, they will continue to ignore our needs and desires, to treat us like an afterthought," said Danielle Bazanac, a clerk with the Housing Department. "We need to take control of our lives where we can. Many of us are inspired by Local 100 members employed by the City of Baton Rouge. We need a contract like that." After more than 6 months of organizing, the New Orleans City workers are itching for a union. The workers expect to vote in December. Until then, they will continue to build upon their majority.



## LOUISIANA

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### HOTROC Organizing Jazzland Workers continued from previous page

dollar) into the fold could increase the tax revenue by almost 50%.

In exchange for a possibly huge tax break (city officials were working hard to repeal the tax), Jazzland would donate its ownership of the site to the Economic Development Corporation. The Corporation would in turn lease the property back to Jazzland for about \$250K per year. The park would also pay the Economic Development Corporation 3% of its admission revenue and an additional 1% of its gross revenue.

The total cost to get Jazzland kicked off was \$110M, but \$35M was public money. There was state capital outlay expenditures for infrastructure and HUD Section 108 Loans used to build the park (this would also guarantee minority and women participation in construction and future

of its admissions revenue and 1% of its gross revenue, and 3) supplying 3 members to the EDC board of directors.

This non-profit corporation was organized and developed for "the purpose of alleviating conditions of unemployment, underemployment, and other forms of economic distress affecting certain areas of the city of New Orleans.

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*HOTROC has been involved in an organizing campaign at Jazzland. What started out as a mere inquiry amongst workers turned into a full-blown campaign within a matter of weeks. We received reports of poor working conditions, short and, or late paychecks, arbitrary firings and suspensions, among other problems.*

· \$2 Million-value of land conveyed by Thomas K. Winingder to the EDC

As you can see (based on these figures) \$35 million of this money was public money, and an additional \$7 million was ultimately supplied by the EDC itself. The "EDC" is bound by terms set in its lease agreement to disclose its financial records annually to the City Council, a date of March 1 has been previously set. The records will then be made public.

HOTROC has been involved in an organizing campaign out at Jazzland. What started out as a mere inquiry amongst workers turned into a full-blown campaign within a matter of weeks. We received reports of poor working conditions, short and/ or late paychecks, arbitrary firings and suspensions, etc. And

employment) in addition to the aforementioned property tax waiver.

In fact, Councilmember Singleton was particularly praiseful of Broadmoor. This is in light of the fact that Broadmoor had come under previous fire for their handling of Phase 3 of the Ernest N. Morial Convention Center. Councilmember Sapir stated that the past conflicts arose from broken oral commitments and the suspicious nature of some of the minority "sub-contractors" that they utilized on the project.

The New Orleans Economic Development Corporation is a joint venture between the city of New Orleans and the developers and operators of the Jazzland Theme Park; it was developed to serve as both a tax shelter for Jazzland and a boon for New Orleans East.

In lieu of paying certain taxes (namely, property tax and amusement tax), Jazzland has agreed to support this EDC by 1) turning over

The rest of the Economic Plan mainly outlines their agendas, proposals, and goals and objectives. But, it did give the background info on the seed money that it generated (please note, that at the date of this plan, the estimated total cost of the project was \$79M. In actuality the final cost was somewhere closer to \$110M.) Here is the breakdown:

- \$5 Million-contributed by the Economic Development Corporation itself.
- \$30 Million-construction term loan from Southwest Bank
- \$25 Million-Section 108 Loan from HUD (administered by the city)
- \$10 Million-State Grant
- \$4 Million-Subordinated Loan from Entergy
- \$3 Million-deferred repayment from Entergy (relocation fee)

after having a series of discussions with several local parents, the inquiry began to take on the shape and scope of something much more defined and specific.

A petition was filed with the NLRB, but was withdrawn soon after. We now have a better idea of what the operating unit of Jazzland more accurately resembles and are preparing to gear up our efforts for next year. It is obvious that the city has invested a lot of resources into this project and it is our aim to make sure that the workers out at Jazzland get a chance to benefit like everyone else. A Labor Peace Agreement would do just that.

The public money that was received from the City of New Orleans, namely the \$25 M in HUD Loan, specifically deal with the issue of open access and minority participation on the front-end. But a Labor Peace Agreement would deal with the issues of all the workers, especially those who may not otherwise be heard.

EDC by 1) turning over  
its rights to the property  
to the Economic  
Development  
Corporation and then  
setting up a lease  
arrangement, 2)  
remitting 3%

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## LOUISIANA

*Tax Swap to Provide Multiple Benefits to Local 100  
Members*

### **Health Care Contracts**

#### **Negotiated**

several contract  
negotiations have



in November, Local 100 mem-

bers in Louisiana will have a chance to vote on a tax proposal that will make Louisiana taxes fairer for low-wage workers in the state.

There are two items on the ballot. Both need to pass for either to go into effect. The first measure is to eliminate sales taxes on food and utilities. The other is a measure to change income tax rates in the state. The net result is roughly \$2 million extra to spend primarily on education.

If these measures pass, taxpayers who make less than \$25,000 will pay less in taxes overall. While income tax rates will rise, we will not be paying taxes on groceries and on utilities. The net effect is that low-

income people, who spend a larger percent of our income on groceries and utilities, will be paying less in taxes overall.

In addition, 80% of the new revenue is dedicated to school employee salaries. Local 100 is building the power to fight for a larger portion of those revenues to be directed to bringing school support workers up to the federal poverty level.

School support workers currently are paid, on average, \$3,600 less than the federal poverty level for a family of four. We will argue that this \$3,600 gap is AT LEAST as important for the state to fill as the roughly \$3,600 gap between Louisiana teacher pay and the southern average. We CAN win that battle.

negotiations have been settled, with many more in progress this summer. Here is the status of

negotiations (all contracts negotiated by the

State Director unless otherwise mentioned):

Allied Health Care, Baton Rouge, settled March

National Hansen's Disease Center, Baton Rouge: settled April.

IHS of Shreveport LPNs, first contract: on strike in August!

Baton Rouge City-Parish, wage reopener from Aug. 1-Dec. 31: in progress, meeting Aug. 24.

Harmony House nursing home, Shreveport, LPNS, May wage

LPNS, May wage reopener, won 50-cent/hour raise plus full benefits package.

Harmony Center community homes, Baton Rouge, rolled over for another year

Eden Gardens nursing home, expires in August, NLRB charges filed on refusal to bargain, etc. . Ownership may have changed hands; new bargaining request made.

Resthaven nursing home, Bogalusa, language negotiated, wage negotiations extended pending state action (Kenny Schneider, New Orleans).

Bogalusa Community Medical Center: in progress, expires Aug. 31 (Schneider).

Gamble Guest House, Shreveport Manor and South Park nursing homes, Shreveport: in progress, expire Aug. 31.

IHS of Gonzales and Claiborne (Shreveport) nursing homes: in progress, expire Aug. 31.

Lafayette Assn for Retarded Citizens: in progress, expires Oct. 31 (Ron Neimark, Baton Rouge).

## **Lafourche School Employees Set 2000-2001 Agenda**

Local 100 members in Lafourche

Parish set two major priorities for the coming school year.

First, we intend to head off privatization at the pass. The superintendent has announced plans to begin the process of outsourcing custodial work at four schools as a "pilot project". Custodians are well aware, however, that this is just a first step.

It is common knowledge that outsourcing of custodial work leads to lower quality work. When custodians cannot depend on stable jobs with benefits and fairly decent pay (when compared to the minimum wage, at least), the quality of work declines. When school boards try to cut expenses by outsourcing custodial work, they do

damage to the schools that they are trying to maintain. Privatization is BAD for the public.

While it is bad for the public, it is even worse for our members. Because, when a school board learns that it can get away with privatizing without a fuss from the employees, they are handed an incentive to continue to slash and burn public services, particularly public jobs. School board members are often shielded from the consequences of these actions by administrators who report only the positive. It is our responsibility to say enough is enough and to let the public know how privatization is a threat to quality public services.

But privatization is not our only priority. In 2000, we have decided to call attention to the public that school support workers in the Lafourche schools are not paid living wages and to appeal to the public to change that situation.

Local 100 members in Lafourche understand that this is an uphill battle, and to win, we are going to need to build our membership so that we can have real power to make the changes we need in order to provide our families with the lives they deserve.

## **Lafourche Drivers Win Back Expense Pay**

After years of being cheated by former

transportation director, Chris Bowman, on mileage, drivers who were owed hundreds to thousands of dollars in back pay have been compensated for the miles, and are being paid correctly now. Under the leadership of Anne Crochet, the drivers fought to be paid, and have shown that collective action for fairness can win.

*(continued on next page)*

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LOUISIANA

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**Rapides Parish School Employees Join Local 100**

continued from page 1

tendent, administrators,  
principals, all get the  
largest raises.

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Bus Driver Operational Expenses in Louisiana

Meanwhile custodians, food service workers, bus drivers, and paraprofessionals all get the smallest raises, because they are paid the least.

For the same amount of money it takes to give a 5% pay increase, the school board could give a \$1,180 pay raise to all school board employees, across the board. With a 5% raise, only a few support workers central office clericals and some maintenance workers get pay raises of \$1,000 or more. Members in Rapides Parish have decided to mobilize to attend the September 5 meeting to appeal to the school board to consider giving all employees at least \$1,000.

Members have also identified a lot of other campaigns they intend to work on this coming year.

As mentioned earlier, drivers are upset because of the increased burden of the rising cost of gasoline. To make

Louisiana is unique in many ways. One unique aspect of this state is that in many parishes, school bus drivers own their own buses and are responsible for the maintenance and operation of their own buses.

Back in 1981, the state created a per-mile formula to reimburse owner-operators for their operational expenses.

If that formula had kept up with inflation, the reimbursement rates would be, in 2000, over 200% of what drivers are currently being paid. The problem is that the state has changed the way it funds school transportation. Rather than compensating the school district for the mileage the buses travel, the state has lumped transportation spending into the per-pupil formula called the MFP, Minimum Foundation Program.

Most of the MFP money, with the exception of some money for teacher pay and some for school accountability and testing, is unencumbered, meaning that the school board gets to decide, through their budget, how it will spend the money. Most school boards, not understanding the burden facing drivers, have not prioritized increasing operational pay. Several years ago, Local 100 won a 3% increase in operational pay in Livingston Parish and a 10% increase in Iberville Parish. There are few other parishes that pay above the 1981 levels.

Local 100 is committed to fighting this battle at both a local and state-wide level. We must help local school boards understand that the operational pay drivers receive is insufficient. Likewise, the state legislature needs to put money into increasing operational pay, because this is a statewide problem, not a local problem.

matters worse, the operational expense formula has not changed in almost 20 years. This is a problem for our members who own and operate their own school buses across Louisiana. Members will be focusing on this issue. (See sidebar.)

Food service and custodial workers have both indicated that

they are understaffed at their school and are being forced to work extra hours without compensation. Members will be campaigning to increase staffing and assure that all employees are paid for every hour they work beyond their normal schedule.

In addition, food service workers have identified the need for a uniform allowance. Food service workers are being required to spend increasing amounts of their own money to be able to

continue to work, on purchasing white uniforms (we know how long they stay white), and expensive shoes. It is time for the school board to share in the costs of providing uniforms, which at this point amounts to an unfunded mandate.

We welcome the Rapides Parish School Employees to Local 100 and we know that through solidarity and strength, these employees will win and win and win!

continued from previous page

### **Lafourche Para-educators Fight for Fairness**

para-educators in the Lafourche

Parish schools are fighting for fair compensation for additional work that has been added to their schedules for the past two years. When teachers received a state-wide pay raise in August of 1998, under the condition that the school day be

expanded, Para-educators found their day stretched from 6.5 hours to 7.0 hours. No compensation adjustments were made to their salary scales.

This means that the hourly pay of these employees decreased. The school administration holds that paraprofessionals are salaried, rather than hourly, employees, and are therefore not entitled to additional pay. But our members

reject that theory. Teachers, who are definitely salaried employees, received extra pay for the extra time. Para-educators are paid less, are not considered "professional employees", and most importantly, do not receive a pay raise every time teachers do.

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## REGIONAL

### *Local 100 Sends Strong Delegation to SEIU's International Convention*

At SEIU's International Convention in Pitts-

burgh in May, Local 100 had a strong delegation for both the division workshops as well as the convention itself.

The division workshops the weekend before were a first, and many of the members enjoyed being able to share experiences and develop strategies to build industry power.

The convention itself heard excellent speakers: Vice-President Al Gore, First Lady Hillary Clinton, one of the founders of Ben & Jerry's Ice Cream stores along with President John Sweeney of the AFL-CIO, and of course Andy Stern and our other executive officers. We supported the reelection of President Stern and his whole team, including Chief Organizer Wade Rathke on the SEIU Executive Board for a second term.

Our delegation was led by Sedric Crawford along with Mildred Edmond, Rebecca Hart,

Vernon Bolden, and Wade Rathke. Brother Crawford in fact initiated the whole debate about the "New Strength, New Unity" program of the International with a call for increased resources to organize the south.

The Southern Conference met and was addressed by Executive Vice-President Pat Ford and President Andy Stern and unanimously decided to ask for a new charter to continue to push forward for a comprehensive organizing campaign in the South.

The convention was an important experience and focused the entire union, including Local 100, for the next 4 years!

TOP PHOTO: Local 100 member Rosetta Gore Wilkins celebrates on the convention floor. BOTTOM PHOTO: Local 100 in Pittsburgh, from left to right, Rosetta Gore Wilkins, Bill Orel Fitzsimmons, Chaco Rathke, Vernon Bolden, Sedric Crawford and Leslie Haber.

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**Local 100**

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