



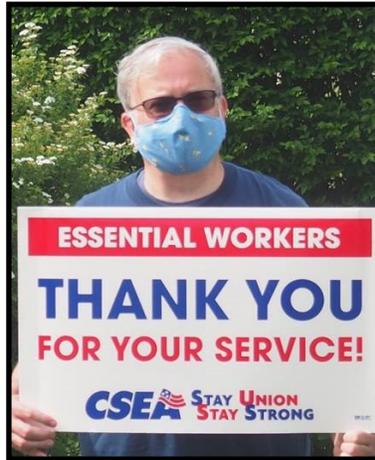
CAPITAL REGION DISPATCH

February
2022

President's Message

The way we operated as a union changed in 2018 with the Janus decision and we successfully responded to engage our members. After the pandemic hit, we weren't meeting each other in person. Going to work became different, being hired during a pandemic became different. I have heard from many of you about this struggle. The idea that union means that you and I are physically together, building a common bond, was not always possible. Many of you have reached out to new employees and found that they were feeling isolated, or you as a new member feel isolated from our union. The comradery of us building together with new employees has changed. It is with all of this as background that I report, sadly, that the numbers of members of our union are not as good as they were before the pandemic.

I remain hopeful! I know that you as a union member understand the importance of keeping us strong. When we go to the bargaining table, management knows if members are united. It doesn't matter if we are fighting for safety



Ron Briggs
CSEA Capital Region President

and health, better working conditions or better pay; management knows having less of us makes things easier for them. Management knows that if we get to the point where any unit/local is at or under 50% membership they will be able to get rid of the entire contract and do what they want! They will then be free to pay you what they want, make the changes to your health insurance that they want, define overtime pay as they want, and have you work the hours they want, just to name a few.

I know many of you are reading this thinking "what can I do?" Well, let me give you a few ideas:

When you meet a new employ-

ee speak to them about our union. If you need help with what to say check this out: <https://cseany.org/new-member-orientation>

If you find that the person that works near you is a non-member, have a conversation with them about what is really at stake. Remind them that the benefits they receive in this contract were fought for by previous workers and we need to protect them for future workers. If we don't, what does that say about us?

Be as active in our union as you can.

Remain updated on information that directly effects union members by visiting our website, www.cseany.org or our Facebook pages at <https://www.facebook.com/CSEARegion4> Or <https://www.facebook.com/csealocal1000>

If you are on Facebook or other social media and someone is slamming CSEA for something they disagree with, chime in and add your side of the story. No, I don't expect people to do battle or try to convince anti-union people to see the



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light. We are simply countering the negative with a counterpoint to introduce balance. Feel free to use the hashtag #myunionmystory when posting on social and also tag our region Facebook page @CSEARegion4 so everyone can share in this effort.

Next - be Union Proud. Do you know that 68% of workers would join a union if they had the opportunity? That's correct, 2 out of every 3 people want the advantages that you already have. We need to celebrate that and here are more ideas:

First, I am working with Region 4 officers to create membership committees in every unit and local to boost our efforts on this front.

At our recent Region 4 Executive Board meeting the leadership

of the region voted on the following mission for these committees: "The Membership Committee shall increase membership and enhance the membership experience. We shall ensure every new employee is offered the opportunity to join our union and follow up with those who were not sure in an effort to educate them on the value of union membership. We shall engage members by planning and implementing programs and activities that highlight our union and the benefits available."

We can certainly use your help on these committees, even if it is just ideas on activities you would like to see.

Second, I want to ask you all for your help in a new region initiative I call My Union, My Story.

Only YOU know what the benefits of CSEA means to you, in your work and for your family. It's time we start celebrating our union by sharing our own stories.

It's also time we separate fact from some people's perception. What I want everyone to think about is the fact that we all have a role to play as members of CSEA. We are all responsible. We are the union!

So, let's own our truth and our power and move forward in 2022 in a bolder, more united fronts.

In Solidarity,
Ron Briggs

Meet Buster. Buster is a non-member. He doesn't pay dues but expects all the benefits of union membership.

Join Buster as he learns what being a non-member really means at work.



"Wait? What? I don't get any say in the contract or any voting rights?"