Advocating for Our Patients
Advancing Our Professions
Advocating for Our Patients
# Advancing Our Professions & Advocating for Our Patients

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>4</td>
</tr>
<tr>
<td>Diagnostic Imaging</td>
<td>8</td>
</tr>
<tr>
<td>Dietitians &amp; Nutritionists</td>
<td>10</td>
</tr>
<tr>
<td>Laboratory</td>
<td>12</td>
</tr>
<tr>
<td>LPNs</td>
<td>14</td>
</tr>
<tr>
<td>Paramedics &amp; EMTs</td>
<td>16</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>18</td>
</tr>
<tr>
<td>Physical, Occupational, &amp; Speech Therapy</td>
<td>20</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>22</td>
</tr>
<tr>
<td>Respiratory Therapy</td>
<td>24</td>
</tr>
<tr>
<td>Social Workers</td>
<td>26</td>
</tr>
<tr>
<td>Substance Abuse Counselors</td>
<td>28</td>
</tr>
<tr>
<td>Surgical Techs</td>
<td>30</td>
</tr>
<tr>
<td>Contact Information</td>
<td>33</td>
</tr>
</tbody>
</table>
In today’s healthcare industry, it’s vital that professionals have a strong, effective voice.

The healthcare industry is experiencing many new challenges, hospitals and nursing homes are looking to cut costs, and medical professionals are expected to do more with less. In this environment, it is more important than ever for professionals to have a voice both at work and in government, so we can assert our important role in the health care delivery team, build respect for our individual professions, ensure we are respected and properly compensated for our work, and advocate for our patients.

That’s why thousands of professionals are joining 1199SEIU, the strongest, fastest-growing, and most effective healthcare union in the nation. With 1199, the specific concerns of every individual profession are heard and addressed. 1199 was originally founded by pharmacists over 80 years ago, and now represents more than 35,000 professional members in every field throughout Florida, Washington D.C., Maryland, New Jersey, Massachusetts, and New York.
Professional members not only have the most effective voice to address our specific concerns, but also we have the support of 350,000 total members in 1199SEIU, and over a million healthcare members nationwide in our umbrella union, SEIU. 1199SEIU professionals believe that we have the strongest voice when all members of the healthcare delivery team are united together in one union. This combination of strength and expertise has enabled 1199SEIU professionals to win the best job standards, including:

✓ Some of the highest wages in the country with guaranteed yearly raises, plus higher pay for advanced skill levels, certifications and years of service.

✓ No-cost or low-cost training and education opportunities. This can include up to 6 free credits per semester at local colleges and no-cost seminars and conferences.

✓ Affordable healthcare for employee and family.

✓ Retirement security.

✓ Job protections, including bans on sub-contracting.

✓ More paid time-off.

✓ A strong, effective voice in staffing, scope of practice and patient care.

We have achieved many of our accomplishments in New York State, because that is where 1199SEIU was first established and has the most members. But recently, thousands of professionals have been joining 1199 in other regions, and our vision is to extend these standards throughout the East Coast.
Ensuring our professional voice is heard.

Healthcare professionals often have very specific concerns that are particular to our field of work. When professionals join 1199, our voice is heard in a variety of ways:

- In many of our regions, members meet on regular basis in formal “Professional Councils” to design continuing education programs, strategize for our legislative priorities, and address workplace issues.

- Many of our facilities have “Professional Practice Committees”, which meet regularly with management to address issues such as staffing, equipment, work policies and scope of practice.

- 1199SEIU contracts often include special sections which address in writing issues that are specific to certain professions, such as differentials for certifications.

- 1199 has the most active Professional & Technical Department in the nation, devoted solely to making sure our professional members are informed and their voices are heard. Through the Pro-Tech Department, members meet regularly with colleagues in their field to design their own continuing education seminars, address issues specific to their professions, plan legislative strategy, solve workplace challenges and keep abreast of industry trends.
Our professional voice in government.

Because our jobs, and healthcare in general, are highly regulated, 1199SEIU members have built the strongest, most effective voice for healthcare professionals in the government and regulatory arenas. Often times our legislative program is carried out in close collaboration with state and national professional associations.

We not only advocate for healthcare funding, patients’ rights and expanded access for the uninsured, but also we have achieved major victories for specific professions around issues such as scope of practice and licensure. For example, we won licensure for laboratory practitioners, respiratory therapists and social workers in New York State and have strong professional legislative agendas in other regions as well.
Because we represent nearly 4,000 imaging techs in every single classification, 1199SEIU has had the strength and expertise to make significant gains in the field:

✓ 1199SEIU strategically opened up wage negotiations with hospital management when imaging specialties were in high demand, resulting in some of the best wages in the country, with step increases to reward years of experience.

✓ 1199 was able to use our political strength to “grandfather” many nuclear medicine techs into the 2006 New York law that created licensure, meaning they were not required to pass the licensing exam. Nuclear medicine technologists who were grandfathered included those who already had the ARRT Nuclear Medicine Registry, the NMTCB Certificate, or had gone to an approved program and practiced at least five years.

✓ Because insurers, employers and the federal government are moving to require imaging techs to acquire and maintain their registries, 1199SEIU’s Training Fund has designed no-cost prep courses to help techs pass the relevant exams.

✓ 119SEIU has a long-standing Imaging Education Committee composed of imaging technologists who put together regular continuing education programs. These no-cost seminars have top speakers in the field and are all accredited by the ASRT. Some of the programs have been on topics such as “New Horizons in Breast Imaging”, “Pediatric Radiology”, and “Changing the Way Radiology is Taught and Practiced Through Digital Technology.”

A heartening victory

Members at Caritas Christi Health System in Massachusetts negotiated a $10 per hour on-call rate for all Cardiac Cath Techs.

Some specialties of imaging techs in 1199SEIU:

- Diagnostic Radiology
- CAT Scan
- MRI
- Special Procedures
- Nuclear Medicine
- Ultrasound
- Echocardiography
- Mammography
Many states have passed legislation expanding our scope of practice by allowing techs to inject contrast material. Because many New York imaging techs belong to 1199SEIU, we campaigned for and won a $2/hour differential for any tech with this responsibility. To this day, many techs who are not members of 1199SEIU are not compensated with a differential for injecting contrast material. This victory shows that when you’re part of a strong, effective union like 1199SEIU, you have a say in how changes to your profession are implemented.”

—Mary Nee, CT scan technologist (pictured on right with Tara Carroll, CT Tech)
Maimonides Medical Center, New York
1199SEIU represents over 600 dietitians and nutritionists throughout Maryland, New Jersey, Massachusetts and New York State in hospitals, clinics, nursing homes, and community-based health clinics. By using our collective voice, 1199SEIU dietitians and nutritionists have expanded our role from only working in dietary departments overseeing menus to being recognized as highly educated and skilled providers of medical nutrition therapy. We now work throughout various units such as the ICU and pediatrics to ensure adequate nutritional outcomes for our patients, and with 1199SEIU we ensure that we are fully recognized and compensated for our expanded roles. Some of our accomplishments have included:

- **1199SEIU has successfully won salary steps for dietitians and nutritionists that reward years of experience, by making the case that the expanded role and complexity of our work deserves greater compensation.** For example, in one nursing home we were able to negotiate a rate at 8 years experience that was over $12,000/year higher than the starting rate.

- **At some hospitals, we have been able to negotiate wage differentials for a Masters degree and for the CDN certification from between $1,000 and $1,500/year above base salary.**

- **We have won overtime pay for hours worked in excess of regularly scheduled hours rather than straight salary.**

- **In many of our facilities dietitians and nutritionists participate in Professional Practice Committees that allow us to address our specific concerns about scope of practice, patient care and access issues.**

**Nourishing our minds and our careers**

119SEIU has a strong, member-driven Dietitian Education Committee that meets on a regular basis to plan no-cost continuing education opportunities such as review courses for the RD exam and CDN certification. Seminar topics include breastfeeding, eating disorders, and childhood obesity, and all courses are accredited by the American Dietetic Association.
1199 gives you the support to work your way to the top. I started out as a CNA, and the union’s training fund paid for most of my school so I could earn my BS and become a dietitian. I’m still taking no-cost seminars on a regular basis to update my skills. And now, I’m a union delegate, representing the interests of dietitian members both in my facility and within our union.”

—Andrea Samuels, dietitian, Harlem Hospital, New York

With my 1199 contract, after one year of working at least 3/5 time members have no-cost education opportunities. This year I’ve taken four free inter-disciplinary seminars, all accredited, including a recent one on congestive heart failure. 1199 helps professionals stay aware and informed of the latest trends, research and skills in our respective fields.”

—Maria Kaufer, nutritionist, Forest Hills Hospital, New York

I was a registered dietitian for over 37 years. The 1199SEIU training fund paid for my BS, and I also received a stipend and health benefits while I was in school. Now, I’m retired with a great pension and I remain active in my union. Being in 1199 allows dietitians to move up the ladder and then stay there, even after we retire.”

—Alma Pendelton, registered dietitian, retired
1199SEIU represents over 3,000 medical technologists and medical laboratory technicians. Although lab professionals play a vital role in ensuring accurate diagnoses and protecting the health of patients and the public, we are often working behind the scenes and out of the public eye. Because of this, the importance of our work is not always fully understood or valued. 1199SEIU members have spearheaded several initiatives to address the lab shortage, and make sure the importance of laboratory professionals is fully recognized:

✓ 1199 led the political campaign, in coalition with a number of professional laboratory associations, to win licensure for laboratory professionals in New York State, which included setting up the first ever State Board for Clinical Laboratory Practitioners. A very rigorous educational standard was set for this field. To help pass the legislation, 1199SEIU initiated public hearings in the state capital to educate lawmakers, members of the media and the general public about the vital role that clinical laboratory practitioners play in protecting public health and patient care.

✓ 1199SEIU has successfully created specialty classifications in several hospitals with higher pay, such as point-of-care specialists, and won pay differentials for ASCP certification.

✓ In recent years, 1199SEIU has initiated visibility campaigns in hospitals to educate patients and the public about the vital work done by laboratory practitioners, and to successfully press for higher wages to combat the serious shortage of lab personnel.

With 1199, lab professionals never stop learning

1199SEIU has a vibrant Laboratory Committee made up of members from many different employers, who design their own continuing education seminars. Seminars are provided at no-cost, are all accredited by The American Society for Clinical Pathology (ASCP), and have included topics such as “Emerging Innovations For Diagnostic Testing in The Clinical Laboratory,” “Meeting New Challenges in the Clinical Lab: Testing, Technology and More,” “The Development, Growing Role, And Influence Of Clinical Laboratory Practitioners in Diverse Settings and Situations,” “Clinical Laboratory Technologists: Personnel Crisis and Its Implications,” and “The Clinical Laboratory in the New Age of Medicine: Evolution, Mutation and Ethics.”
With 1199SEIU, we led the effort to win licensure for clinical laboratory practitioners in New York State. It took many years of lobbying and speaking out, and we finally won. The union’s training fund regularly offers 3 and 6 credit CEU seminars at no cost. 1199SEIU is about being the best healthcare professional you can be, and getting respected and valued for your work."

—Vivian Stuart, clinical laboratory technologist, MS, MT(ASCP) and educator, New York
1199SEIU represents over 7,000 licensed practical nurses throughout Florida, Maryland, New Jersey, Massachusetts and New York State in hospitals, nursing homes, clinics and homecare. We have a very strong and active LPN Council to ensure that our important role in the healthcare industry is fully valued and respected, and over 600 members participated in a recent conference that brought LPN’s together from many regions. Some of our accomplishments include:

- We rallied, lobbied, spoke out in the media, and convinced the New York State legislature to pass strict limits on mandatory overtime for both LPNs and RNs.

- We have won some of the highest wages for LPNs in the nation, and also have significant salary steps for years of experience. LPNs joined forces to negotiate across numerous hospitals and nursing homes simultaneously and achieved an industry-wide fair wage scale for LPNs in New York. The result was a starting rate that is now at least $44,438/year. In addition to yearly cost of living raises, our pay goes up with years of experience. For example, at 10 years, LPNs get $1.15/hr in addition to our base rate.

- We have won valuable flex time in many institutions where we work.

**No-cost and low-cost continuing education**

Our LPN Education Committee has created a host of no-cost continuing education seminars, including a one week dialysis certification course, and a three day wound care course. 1199SEIU’s Training Fund also has no-cost “bridge programs” to enable LPNs to learn new skills and obtain RN licensure.
I’m in an RN program, and everything has been paid for by the 1199SEIU Training Fund, from pre-reqs to clinicals to books. I also recently took an in-service seminar in wound care through the union training fund for free, which would have cost me $1,500 out of pocket.”

—Stella Davis, LPN, Bronx Lebanon Hospital, New York

1199SEIU is about a secure future for our families. Through the union’s scholarship program for members’ kids, my daughter receives about $1,000 per semester as she works towards her bachelors, and then thousands more because she maintains a certain grade point average. My husband is retired and very sick, and all of his medical costs are covered under my 1199SEIU health insurance. In today’s healthcare industry, you can’t afford to not be part of 1199.”

—Yolanda Spilotros, LPN, Beth Israel Medical Center, New York
PARAMEDICS & EMTs

1199SEIU represents over 700 paramedics and EMTs throughout the East Coast, from Florida to Massachusetts. We have been able to make substantial gains with our employers and in government, building recognition and respect for our field:

✓ In both Massachusetts and New York State, 1199SEIU has negotiated some of the best pay rates for paramedics and EMTs in the country.

✓ In the majority of hospitals where 1199SEIU represents paramedics and EMTs, we have won wage scales that reward years of experience. Paramedics at the top experience level, which varies from 5 to 10 years, can make anywhere from $5,000/yr to more than $10,000/yr over their base rate of pay.

✓ 1199SEIU has made employers pay paramedics and EMTs for their “unpaid” lunch hour when we demonstrated that members were required to be in their ambulances on-call, and did not have a true lunch break. In many cases this pay is time and a half.

A 9/11 Emergency

“...In the aftermath of 9/11, when politicians passed legislation giving an enhanced disability benefit to first responders, they excluded Paramedics and EMTs employed by private hospitals. I was outraged, but I knew that to make my voice heard, I couldn’t go it alone. I needed strength, clout, expertise and resources. So I looked to my union, 1199SEIU. Through 1199, my fellow first responders and I were able to speak face to face with elected officials in Albany. We overcame almost unbeatable odds, including vetoes by two governors. Finally, the strength of my union prevailed, and we won greatly enhanced pension, health and disability benefits, including 3/4 pay, for all EMTs and Paramedics who were first responders at Ground Zero. That’s the power of being a professional in 1199SEIU.”

—Marvin Bethea, paramedic (pictured on left next to James Dobson, paramedic) St. John’s Hospital of Queens, New York
1199SEIU was founded by pharmacy professionals in the 1930’s, and has carried on a proud tradition of excellence in the pharmacy field. Today, our union represents over 2,100 pharmacists and more than 1,600 pharmacy technicians, and we have been able to set the highest job standards.

**Some pharmacist achievements**

✓ During the pharmacist shortage, 1199 was not only able to negotiate substantially higher wages, but also step increases that reward years of experience and differentials for specialties like chemo mixing.

✓ 1199 has been increasingly successful in getting employers to create a “clinical pharmacist” title with higher pay, in order to recognize and fully compensate the changing role of hospital pharmacists now doing clinical rounds.

**Some pharmacy technician achievements**

✓ At several hospitals, 1199SEIU members have won a differential for PTCB Certification as high as $2.20/hour in additional pay.

✓ 1199SEIU members have also won salary steps that reward pharmacy techs for years of service at some hospitals. For example, techs with five years of experience can get up to $2.20/hour over their base rate.

✓ 1199SEIU members have successfully negotiated for new, higher-paying specialty titles for techs that have more responsibilities at some hospitals, such as a pharmacy automation technician.

---

**A prescription for success**

- **1199SEIU has a Pharmacist Education Committee, which puts together numerous no-cost continuing education seminars designed by and for pharmacists. These are both pharmacy-specific, such as “Medication Errors for Pharmacists,” and “Legal Issues in Pharmacy,” as well as many interdisciplinary seminars that have strong pharmacy components. All of the seminars have been accredited by the Accreditation Council for Pharmacy Education (ACPE).**

- Increasing numbers of 1199 pharmacists are going to programs to attain their PharmD degrees. Through the 1199 Training Fund, pharmacist members can be reimbursed up to six credits per semester, a benefit worth well over $10,000.

- The 1199SEIU Training Fund offers classes to help members pass the Pharmacy Technician Certification Board (PTCB) exam, as well as other continuing education seminars, all at no cost and accredited by the Accreditation Council for Pharmacy Education (ACPE).
I was able to get my pharmacy technician certificate at almost no cost through our union’s training fund. And now I’m in the Licensed Practical Nurse prep program that our training fund provides. 1199SEIU allows professionals to further our career goals.”

—Chandra Chakraver, pharmacy specialist, Prison Health Services New York

First I got my masters degree and then I went back to get my Doctor of Pharmacy degree, and it was almost all paid for by the 1199SEIU Training Fund. I am deeply appreciative of everything we have won by being part of 1199.”

—Manny Horvitz, clinical pharmacist (pictured with Nelia Espinoza, Clinical Lab Technologist) New York University Hospitals Center
1199SEIU represents over 800 physical therapists, PTAs, occupational therapists, COTAs, and speech therapists, and we have been able to make significant gains for this vital field. In particular, as the education requirements and responsibilities have expanded for the rehabilitation professions, 1199SEIU has successfully advocated for increased compensation and greater no-cost and low-cost education opportunities. Some of our accomplishments include:

✔ Negotiating high wage rates for physical, occupational and speech therapists with salary scales that reward years of experience. In instances where one title made significantly more than the other, we have been able to achieve parity by bringing up the wage level of the lower-paid title.

✔ We have also been successful in establishing salary steps for PTAs and COTAs in many hospitals and nursing homes. These scales can add anywhere from $3,000 - $8,000/yr. over the base annual pay for experience levels of 5-10 years.

✔ In some instances, we have been able to negotiate differentials for specialties from $1,000 - $2,000/yr. We are also negotiating for higher pay for the growing group of members who have their Doctorate of Physical Therapy.

✔ The 1199SEIU Training Fund offers no-cost continuing education seminars for all rehabilitation titles, and also reimburses members up to $750/yr if they go to outside seminars of their choice.
Like many rehab facilities, retention and recruitment has been a major concern at my workplace, and this has required us to take on higher workloads and constantly train new staff. The turnover left little or no time for research projects or for keeping on top of increasing documentation requirements. As our frustration mounted, we decided to work with our union to establish policies that would help us retain qualified therapists. This included creating salary differentials above our base pay for advanced masters, transitional DPT, entry-level DPT, DOT, PhD and specialty certifications from the APTA and AOTA. And 1199SEIU’s training fund helps us achieve all of these credentials at little cost. With the help of 1199SEIU, we were able to ensure that we keep the most skilled therapists and provide the best quality of care for our patients.”

—Marc Goldberg, MPT, NYU Medical Center
1199SEIU represents over 800 physician assistants in over twenty-five different healthcare institutions. We have a strong and active Physician Assistant Council which brings together members from across the industry to discuss issues ranging from solving workplace challenges to developing no-cost continuing education seminars. In many of our institutions we also have Professional Practice Committees that allow physician assistants to address scope of practice and patient care issues. Some of our major accomplishments include:

✔️ In New York, where we represent the most members, we have been able to raise entry level salaries to at least $75,000/year.

✔️ We have also established salary steps that reward years of experience, and increased compensation for overtime including time and a half, additional per diem pay or bonuses.

✔️ We have created opportunities for “profit-sharing” and “faculty pay bonuses” for physician assistants when physicians receive additional compensation from HMOs with which they have a contract to provide specific types of medical services.

Expanding our scope of practice
1199SEIU worked closely with the New York State Society of Physician Assistants to successfully eliminate the requirement for a physician to sign off on a physician assistant’s medical orders in 24 hours. This bill gave more control to physician assistants, and was passed despite heavy opposition from powerful interests.

“A lot of us become medical professionals because we can help people while maintaining a high degree of independence, autonomy and flexibility. Joining 1199 not only helps to protect that independence but also gives professionals a greater voice and security.”

—Brian Hopp, physician assistant (pictured right with Patricia Cuartas, RPAC) Queens Hospital Center, New York
No-cost or low-cost continuing education and professional development

Because continuing education is vital to physician assistants, we have created a broad range of opportunities, including:

- Up to 6 credits per semester at no-cost at local colleges, plus no-cost seminars and conferences.
- Paid time off to attend continuing medical education seminars and conferences.
- Supplements to help pay for transportation, housing and food costs for conferences.
- On-line CME courses.
- Help with the costs of medical journals, professional organization membership fees, and licensing and recertification fees.
- Physician assistants who are required to have their own DEA number can have the cost paid for.
At the same time that the responsibilities and scope of practice for respiratory therapists have been expanding, the need for respiratory services has been growing. 1199SEIU represents almost 2,000 respiratory therapists throughout the East Coast, and we have been able to make sure respiratory therapists are properly compensated for their expanded role and have a voice in the future of their profession. Below are some examples of what 1199SEIU respiratory therapists have been able to achieve:

- In New York, we have gained high wage scales that include step increases for years of service, starting at around $62,000, and going up to over $70,000/year with 10 or more years of experience.

- Substantial differentials for higher skill levels such as the pediatric/neonatal and the pulmonary function specialty certifications, and for having a BA or a BS degree.

Breathe easier with no-cost and low cost CEU’s

1199SEIU has a Respiratory Therapist Education Committee that has designed dozens of continuing education programs, all at no-cost and accredited by the AARC. Some of those programs include “The Annual Asthma Symposium,” “COPD and Lung Health,” “Critical Legal Issues in Respiratory,” “New Trends in Respiratory Therapy: Emphysema,” and “Lung Transplants: What Respiratory Therapists Need to Know.”

A license to heal

1199SEIU was largely responsible for creating New York State licensure for respiratory therapists, and making sure that those therapists were grandfathered in who had been in the field a long time but were not registered.
During contract negotiations, it was refreshing to sit at the table and be a part of a team of co-workers that were negotiating with management. For years, I never got to negotiate anything with management; they just told me what to do. They would rearrange my schedule a certain way, things I wasn’t so happy about. So it felt empowering to sit there at the table and know that you were negotiating a contract for everyone and yourself.”

—John Herr, Respiratory Therapist, St. Elizabeth’s Medical Center, Massachusetts
1199SEIU represents over 2,200 social workers and social work assistants in every possible setting, including hospitals and clinics, nursing homes, mental health centers, dialysis centers, substance abuse programs and child guidance centers.

Our union’s Social Work Committee is member-driven and has representatives from across the various social work settings. The committee meets on a regular basis to discuss how to solve issues such as caseload, staffing ratios, continuing education needs, legislative priorities and licensure. Some accomplishments include:

- Establishment of salary step increases that reward years of service.
- Creation of a Senior Social Worker position in some of our institutions to allow for greater compensation, career advancement and the development of administrative and supervisory skills.

No-cost and low-cost education opportunities

Many 1199SEIU members have access to our union’s training fund, which allows social workers to continue their post-MSW education through participation in professional seminars and conferences, and post-graduate clinical trainings. And social work assistants can obtain their MSW degree at almost no cost. 1199SEIU also holds an annual continuing education seminar in recognition of National Social Work Month and runs a number of inter-disciplinary seminars throughout the year.

Working together for the social good

For over a decade, 1199SEIU has collaborated closely with the National Association of Social Workers to win a number of legislative victories:

- Mental Health Parity, or “Timothy’s Law,” requires insurance companies to pay for certain mental illness treatments at the same levels as medical illnesses. This has been especially important for families, allowing children to remain at home with their parents instead of being institutionalized.

- Social Work Loan Forgiveness allows for new social workers, especially people of diverse backgrounds, to have part of their social work education paid for by New York State. This program ensures that patients have social workers who can speak the same language and understand their cultural customs.

- Social Work Licensing elevated social work to the status of a licensed profession in N.Y. state.
Social workers benefit from the support, advocacy and job protection that 1199SEIU provides. 1199’s historic fight for social justice, civil rights, healthcare access and equality coincide with the values of our profession. 1199 has proudly been at the forefront of efforts to defend and strengthen the social work profession, from the fight against the attempted deregulation of Social Work Departments to the successful struggle to secure licensure.”

—Elise Rackmill, social worker, Continuum Network, New York
1199SEIU represents over 700 substance abuse counselors in a wide range of settings, and we have worked hard to make sure we are fully recognized and valued for the increasing educational requirements, complexity and importance of our field. Some of our accomplishments include:

✓ In many instances 1199SEIU has won salary steps that reward years of service, and counselors at five years of experience can make over $6,000/yr more than their starting rate.

✓ We have negotiated higher pay for those counselors who achieved their Certified Alcohol and Substance Abuse Counselor (CASAC) credential, from $5,000 to $10,000/year over base salary.

**Continuing education and career advancement opportunities**

Our Substance Abuse Counselor Committee has worked with the 1199 Training Fund to set up courses allowing members to achieve their CASAC credential at no cost. There are also no-cost, accredited continuing education seminars offered on a regular basis, such as “Fostering a Culture of Recovery.”

“Helping people recover from substance abuse and addiction is a noble calling and a privilege, and I am truly honored to have worked in this field for over 15 years. More so, I’m honored to be a member of the 1199SEIU CASAC Committee. With 1199SEIU, we have a voice in our case loads and how we provide counseling, we can access no-cost continuing education, and we are fairly compensated for our vital work.”
On a personal level, because my 1199 health benefits have almost no out-of-pocket costs, I have been able to support my wife and four children as our family has struggled with chronic and severe health problems over the years. 1199’s family health benefits have been a god-send, and without them I don’t think we would have survived this trying time in our lives. With 1199SEIU, we can make sure that our patients have access to quality substance abuse services, and that counselors and our families are cared for too.”

—Dr. Tyrone Brown, CASAC, Terence Cardinal Cooke Healthcare Center, New York
1199SEIU is the premier union for surgical techs, representing over 1,200 throughout Florida, Maryland, Massachusetts and New York State, and has an extremely active Surgical Tech Committee. Some of our accomplishments include:

✔ We have been increasingly successful in winning high wage scales for surgical technologists, with salary steps to reward years of experience.

✔ We have won increased pay for those surgical techs who attain the NBSTA certification, often between $2 and $3/hour above regular pay.

---

*No-cost and low-cost continuing education opportunities*

Many 1199SEIU surgical techs can take no-cost prep courses and other classes to achieve the national certification, as well as seminars with recent topics such as “Foundations In Surgical Technology” and “The Changing Face of Surgery: Robotics and Laparoscopy.” Our Professional and Technical department has also set up site visits to state-of-the-art facilities so that surgical tech members can learn new techniques and procedures not practiced at their own institutions.

---

“When I started at Johns Hopkins, surgical techs were permitted only one break per shift. One of my co-workers, who is diabetic, was not even allowed to step out to check his blood sugar level. But we worked together as a union through an employee-management committee and were able to negotiate more break time and a more lenient policy. We’ve also gained increased on-call pay and established better communication with management in the process.”

—Jewel Oliver, surgical tech II, Johns Hopkins Medical Center, Maryland
Many surgical techs have had top-notch training and years of experience, but have never been licensed or certified. Now, because we’re being required to be certified, 1199SEIU set up pre-testing for surgical techs to determine the level of preparation we need to pass the exams. 1199 then created different levels of intensive prep classes, which members can attend for free. That’s the kind of special attention that our union pays to the concerns of individual professions.”

—Darryl Sadler, surgical tech, Beth Israel Hospital, New York
Contact an organizer nearest you

New York
New York City
(212) 603-1726

Kingston
(845) 339-1900

Albany
(518) 396-2300

Rochester
(585) 244-0830

Massachusetts
(877) 409-1199

Maryland
(410) 332-1199

Florida
(888) 313-4448

New Jersey
(732) 287-8113

www.Join1199SEIU.org
A lot of us become medical professionals because we can help people while maintaining a high degree of independence, autonomy and flexibility. Joining 1199 not only helps to protect that independence but also gives professionals a greater voice and security.”

—Brian Hopp, physician assistant (pictured right with Patricia Cuartas, RPAC), Queens Hospital Center, New York