



February 2010

## Why Does the Department of Corrections Punish the Children and Families of Corrections Officers?

The Department of Corrections often "disciplines" Correctional Officers by CUTTING THEIR PAY. Some officers have had their pay cut 5-10%, some for specific periods of time like 12 months, some indefinitely.

The result is that the CO's have less money to take care of their families. So in essence, the Department is punishing the children and loved ones of the Correctional Officers by reducing the family income.

If you make \$25,000 per year, a 5% pay cut is \$1250. A 10% pay cut would be \$2500. If you make \$30,000 per year a 5% cut would be \$1500 per year while 10% would be \$3000! That is a lot of money if your salary is low to begin with.

What we need in the state is some real family values. Just because we work in state prisons doesn't mean we should be treated like criminals!

By taking away a part of the Correctional Officers' livelihood, the Department is not just hurting the officers, but they are taking food out of the mouths of the officers' children. Certainly the Department can think of other more modern methods for handling what they perceive as personnel problems.



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## Staffing Problems at Central Regional Hospital in Augusta



Members of the union employed at Central Regional Hospital in Augusta are disgusted with the staffing problems at the hospital. It seems that some of the 2nd shift employees refuse to take the floor if there are not additional 1st shift employees mandated to stay after their shift to provide full staffing.

What does this really mean? It means that the second shift folks know that the staffing is not safe. They have taken a firm stand against taking the floor until it is fully staffed. This, however, creates an imposition on the first shift employees because some are forced to stay in order for the second shift to come do their jobs. Some of the first shift folks are mad at the second shift folks for putting them in this position.

The problem is that MANAGEMENT is NOT staffing the hospital properly on any shift. On second shift, the employees are desperate to have these problems fixed and are taking action into their own hands by basically refusing to work short-staffed.

What should be done? Management needs to fix this problem for ALL shifts. Management is being pressured by the second shift employees and then makes first shift stay over. This is NOT solving the staffing problems and is causing additional stress and anger among employees. Management needs to figure out better safer staffing arrangements.

## Union Supporters to Erickson: We Are Not "Thugs"



Union members from a spectrum of vocations showed up at Macon City Hall on October 6 to speak out against Councilman Erick Erickson and to support a push to unionize the city's police force. Erickson, a first-term representative from north Macon, drew the ire of union by referring to them as "thugs".

## Re-Route the Router!



About 20 employees of the Bibb BOE, along with some union brothers from the City of Macon attended the school board meeting in December. They wanted to draw attention to the fact that over 100 Bibb

County school bus drivers signed a petition asking the school board to take some action regarding "the router". The router is overstepping his own job responsibilities, messing with the drivers' money and trying to act like the boss, when HE IS NOT THE BOSS.

The Board of Education tries to limit the public speaking at the Board meetings. They have the "public part" during the day when employees cannot attend. They did not want anyone to speak out publicly about this at the meeting.

They were willing to address us privately out in the hall. So far, there has been no change. The school bus drivers launched a sticker campaign to "Re-Route the Router" in order to show the school board that this problem has NOT been fixed and we aren't going away without some resolution to the problem. They also went back AGAIN to the board meeting hoping the school board understands that it is their role to set policy, not people like the router.

## What Do We Mean by "Union Density" and Why Is It Important?

We all understand the saying "there is power in numbers". We all know it's true. In order for our membership around Georgia to have that power in numbers more people need to join the union where YOU work. It's that simple. Union density means having enough people united for management to sit up and take notice. It starts with joining the union.

Union membership sends a message to management that we are united behind issues that affect us. Union membership means we are building an organization that gives us a voice at work. Here are some simple things YOU can do to make sure we are building a strong union in your workplace:



- 1) **Make sure we have your correct contact information.** Address, phone number and email
- 2) **Ask one of your co-workers to join the union.** If each one reached just one more member we would double our membership and our density. We would start having more power in numbers. Our membership is spread out all over the state. It includes people who work for cities, school boards, counties, state departments and affiliates. Each one of those is a different employer. They will listen more when we have grievances, or issues that affect our work lives, if they know we have our own organization.
- 3) **Educate yourself.** If you want a union meeting, or steward/organizing training in your area, please call the office at (888) SEIU-YES to schedule one.

# State Stats . . . FYI

## Agency Employees by Department Distribution of Employees by Department (As of July 1, 2009) Number of Current Employees

Agency	Classified	Unclassified	Total	% of All EEs
Ga. Dept. of Corrections	2643	10229	12872	16.5%
DHR - DFACS Behavioral Health & Developmental Disabilities, Dept. of	1036	6293	7329	9.4%
Community Service Board	983	5062	6045	7.8%
Technical College System of GA	7	5346	5353	6.9%
Ga. Dept. of Transportation	1284	4050	5334	6.8%
DHR - Public Health Dept. of Juvenile Justice	991	3720	4711	6.0%
Ga. Dept. of Labor	266	3942	4208	5.4%
Ga. Dept. of Natural Resources	644	3031	3675	4.7%
Ga. Dept. of Human Services	343	1920	2263	2.9%
Ga. Dept. of Public Safety	373	1680	2053	2.6%
Ga. Dept. of Community Health	606	1125	1731	2.2%
Department of Revenue	228	1330	1558	2.0%
Ga. Dept. of Education	345	788	1133	1.5%
Ga. Bureau of Investigation	134	636	770	1.0%
	233	528	761	1.0%

The State Personnel Administration has published an "Enterprise Workforce Report," which state employees may find interesting. The full document can be found at [www.spa.ga.gov](http://www.spa.ga.gov)

### Makes you go Hmmm???

Public Safety/Corrections/Investigations has a turnover rate of 14.5% with an estimated turnover cost of \$115,942,125! Seems like it might be cheaper to pay overtime.



Central Georgia members outside Macon City Hall

## NAGE 2010 Convention

The SEIU/NAGE National Convention will be held in Atlantic City, New Jersey in September 2010. Delegates are elected from each local to attend. If you would like to be considered to be a delegate to the convention for our union here in Georgia please write a letter expressing your interest and send it to the Union office in Atlanta. Please send it to Nancy Lenk, SEIU NAGE, 1776 Peachtree Street NW, Ste. 415N, Atlanta, Georgia, 30309.

## Politics: Decision 2010

2010 will be a busy season for politics. There are a lot of local elections happening for city council seats, school board seats and of course, the governor's seat. If you want to become part of our political action program please call the office at (888) SEIU-YES and give us your contact information. Together we need to make some decisions about who to endorse in some of these races so we need input from the membership.

Regina Thomas is a candidate for Congress District 12 which covers Baldwin County, Richmond County and Chatham County. She has asked to meet with members so we can decide if we want to work on her campaign to replace Congressman Barrow. We will be setting up meet-and-greets in Augusta, Milledgeville and Savannah. We urge all members to come to these important events.

**Union Phone Number**  
**888/SEIUYES**



1776 Peachtree Street, NW  
Suite 415 North  
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**Deadline: May 28, 2010**

*Important*  
**NOTICE**

If you are not receiving mail from us it is because we have a bad address for you. Please call the office (888) SEIU-YES to update your information or email your new address, phone number and email address to [nlenk@nage.org](mailto:nlenk@nage.org). We need to be able to keep in touch with ALL of our members

**SEIU/NAGE**

**1776 Peachtree St. NW Ste. 415N  
Atlanta, Ga. 30309  
Ph: (888) 734-8937  
or (404) 575-2223  
[www.nage.org/georgia](http://www.nage.org/georgia)**

**Macon Office Hours  
Wednesdays from 2 pm to 6 pm  
or by appointment  
761 Poplar St Ste 1-L**

*Please contact us to get membership applications  
to share with your co-workers*