

**MAY 18**  
**2016**

# UNION UPDATE



## 22% PAY RAISE PROPOSED

**Across-the-board, 4-year increase would benefit all members represented by Local 1000**

Capping a week where compensation was the main focus of our efforts at the bargaining table, our bargaining team presented a conceptual proposal for a 22% pay increase spread over four years. The proposal also includes an employee contribution of 2 percent toward retiree health benefits: 1 percent beginning in 2017 and an additional to 1 percent in 2018.

Our members and their families were with the Local 1000 bargaining team last Wednesday as we negotiated with the state in a room decorated with photos and stories from the state workers we represent. The stories told the tale of our financial challenges—food and clothing, college for our kids, housing costs—and the photos gave the state’s negotiators real faces to look into as they heard our proposals.

We began our compensation proposal with a video of members reading letters describing what a pay raise meant to them. Watch the video at [seiu1000.org](http://seiu1000.org)

“Wanting a pay increase isn’t enough—we have to stand together and fight for it,” said Yvonne R. Walker, Local 1000 president. “Let’s show our power and bring home a great contract.”

Our bargaining team presented proposals throughout the week on a range of compensation issues, while continuing to press the state on other issues our members identified as their priorities: working conditions, health & safety and leaves, and professional development. You can track our progress online at [seiu1000.org](http://seiu1000.org)

*Members take action up and down the state for a great contract!*



**A great contract and a pay raise starts with you! Join us for a rally at the Capitol June 8 – details online at [seiu1000.org](http://seiu1000.org)**

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# Stop Mandatory Overtime!

## Local 1000 Nurses Take Action to Call Attention to Dangerous Practice

Local 1000 nurses slept in their cars and participated in other actions at facilities across the state last week to dramatize to state officials the outrageous conditions they work under due to the state's reliance on mandatory overtime as a staffing tool. These actions were the culmination of months of organizing by our members to force the state to recognize that mandatory overtime is unfair and unsafe to nurses, their families, their patients and our communities.

Last week was National Nurses Week, a time to reflect on the great debt we all owe this selfless profession. They are due the respect of good working conditions. But, even through mandatory overtime has been illegal for private sector nurses since 2001, nurses who work in the state's prisons, state hospitals, developmental centers and veterans homes are often forced to work a second shift with no warning or preparation, left with only an hour or two to try catch some sleep in the parking lot before their next shift.

Because our nurses have been suffering under mandatory overtime, Local 1000 has made stopping this dangerous staffing practice a top priority. Members have been stepping up to participate in worksite actions and share their stories of the harrowing events and near-events that have happened as they care for patients in dangerous worksites on little or no sleep. We are fighting mandatory overtime at the worksite, at the capitol with our bill AB 840 and at the bargaining table where last week we proposed contract language that would phase the practice out gradually by 2019—giving the state plenty of time and no excuses. We won't stop until the state takes responsibility for properly staffing our health care facilities.

"Our nurses do heroic work in prisons, state hospitals and veterans homes," says Margarita Maldonado, SEIU Local 1000 vice president for bargaining. "The state needs to stand up for its nurses and stop the abusive practice of mandatory overtime just as it did in the private sector."

