

AUG 8
2018

UNION UPDATE



Members fighting to stop mandatory overtime

BUILDING POWER TO ENSURE BETTER WORKING CONDITIONS, SAFER WORKPLACES

Having a strong, member-led union provides us the opportunity to apply our power to improving working conditions at every worksite. When members stand together to make change, we all benefit.

Registered Nurses, Licensed Vocational Nurses and Certified Nursing Assistants (Units 17 and 20) working in 24-hour state facilities are often mandated to work back-to-back 8-hour shifts, endangering these health care professionals, along with their patients and the community.

Our members are continuing their fight to end the practice of using mandatory overtime (MOT) as a regular staffing tool. Our biggest gains came when we stood together and made our voices heard in the legislature, our worksites, our communities and at the bargaining table, where we achieved an immediate reduction in the maximum number of MOT shifts by one per month.

We also won language that established Joint Labor Management Task Forces (JLMTF), for each affected department, to develop a plan to reduce/eliminate MOT by 2019.

The Task Forces are meeting regularly with state representatives, addressing the unique issues that each department and members at each worksite are facing.

Members across the state are helping the Task Forces through the MOT Toolkit which was designed to create solutions to end the dangerous practice of mandatory overtime. If you'd like to make a suggestion, send your ideas to unit17@seiu1000.org, or to unit20@seiu1000.org

"We're using member interactions – suggestions, stories, grievances – to build our case to put an end to mandatory overtime," said Kim Cowart, a Registered Nurse and the chair of Bargaining Unit 17. "We stood up to win a contract that included these Task Forces, and now we can finish the job as members continue to stand up with us."

If you would like to help combat the issue, including an opportunity to share personal stories of how mandatory overtime affects you; a form to report abuses of mandatory scheduling, or to even file a grievance, you can take action now!

Step up now in our fight against Mandatory Overtime!

Use our online toolkit at seiu1000.org/MOTtools

Become a member today!

Protect your hard-earned contract rights, your wages, benefits and retirement. Have a voice in the direction of your union. Join now ... we are stronger together!

seiu1000.org/join-local-1000



GeoPay Task Force setting the stage for 2020 negotiations

WORKING WITH MEMBERS ACROSS THE STATE FOR ECONOMIC JUSTICE

Local 1000 members are using the power of our union contract to address a wide variety of economic factors that deeply affect those we represent. With the support and help from members across the state, the team is already working to build the power and leverage we will need to be successful when we bargain our next contract.

The GeoPay Task Force, comprised of six members from across the state, is working this year with a half-dozen state agencies to examine the high costs of living that state workers encounter in six different areas, which include housing, transportation, commute, child care, health care and comparable wages.

Participating state agencies include CalHR, EDD, CDTFA, DGS and the PUC. Additional agencies have also participated as Subject Matter Experts on some of our discussion topics. In all, the Task Force—which began its work in October of last year—will hold a total of 12 meetings and will produce an in-depth joint report to be presented to the director of CalHR.

Each of the six areas of focus includes presentations from members with subject matter expertise, who use key facts to illustrate the financial hardship many of our members face. Last month, the Task Force worked with the state on the cost of home ownership; this month's meeting will address health care costs.

At the same time, our Task Force continues to bring forward member stories from various regions throughout the state to show the human element and the actual impact of the lack of

geographic compensation, including the negative impact on not only recruitment and retention but also the plight of loyal, dedicated state employees.

"We're using real-life member stories to back up the facts we present in support of fair geographic compensation for all," said Maisah Ali, a Senior Financial Institutions Examiner at the Department of Business Oversight in Los Angeles. "It's a powerful way for us to make progress at the bargaining table."

As we work towards our next round of bargaining, members standing up to help the GeoPay efforts will make a critical difference. Already, we've made three separate lobby visits to the Capitol where members shared personal stories, including those of financial hardship and the difficulties of accessing reasonably priced services.

The team also informed the lawmakers and their staff of our upcoming report, which the lawmakers are very interested in reviewing. Our team members will make additional lobby visits to deliver this joint report in person to lawmakers once it has been presented to CalHR.

Take action! Continue to send your personal GeoPay stories using the fillable story form at seiu1000.org/geostory

Our team will be holding worksite meetings statewide in a few months. Be on the lookout for information about when a meeting will be held at your worksite. If you haven't heard of one being scheduled, send a message to valueforourwork@seiu1000.org

Resource Center

Monday-Friday
7 a.m. to 7 p.m.
866.471.SEIU (7348)

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#iChoose My Union

"I choose my union because together we build leaders, enforce our contract and secure a better future for all working people."

Tara Rooks, Unit 20, CCHCS, Folsom Prison
President, District Labor Council 769