

MAR 07
2018

UNION UPDATE



FIGHT MANDATORY OVERTIME WITH NEW TOOLKIT

In our continuing effort to stop the abuse and end the use of mandatory overtime (MOT) as a regular staffing tool, a new, online toolkit has been launched to empower members who are subjected to this dangerous practice.

Registered Nurses, Licensed Vocational Nurses and Certified Nursing Assistants 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 at large.

In 2016 contract negotiations, our members stood together and achieved a historic step towards eliminating MOT by 2019. To achieve this, we made our voices heard at our worksites, in the legislature, in our communities and at the bargaining table.

Our new contract immediately reduced the maximum number of MOT shifts by one and established four Joint Labor Management Task Forces (JLMTF)—one for each affected department—to develop a plan for the eventual elimination of MOT.

Nursing leaders have created tools which will support the goals of the JLMTF. The tools include a MOT reporting form to assist the task force in understanding how the state uses MOT; an Assignment Despite Objection form used to notify supervisors of unsafe assignments; and a Grievance Template members can use when they feel their contract rights have been violated. You can access these tools at www.seiu1000.org/MOTtools

Information gleaned from these forms will empower our Task Force to more clearly define the issue and to work with the state to create a plan to stop the abuse.



“Our biggest gains in eliminating mandatory overtime are yet to come. These tools will help protect our members’ hard-earned rights and help us negotiate an end to this dangerous practice.”

—Kim Cowart, Registered Nurse
Chair, Bargaining Unit 17

#iChooseMyUnion

“I CHOOSE TO BE A MEMBER OF A UNION BECAUSE I WANT TO MAKE THINGS BETTER. IT’S IMPORTANT TO KNOW MY UNION HAS MY BACK.”

IEVA BOWDEN, CDTFA JOB STEWARD,
TREASURER, DLC 752, MEMBER CDTFA JOINT COMMITTEE



Resource Center

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

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seiu1000.org

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WOMEN'S HISTORY — month —

CELEBRATING INSPIRATIONAL WOMEN LEADERS

The roots of our Local 1000 Purpose Statement reach deep into our nation's history and the remarkable women whose challenges and achievements inspire our union values today.

Our member-led union's purpose is to have the power necessary to give our members—and all Californians—the opportunity to have a good life, live in sustainable communities and enjoy the fruits of social, economic and environmental justice.

This March, we honor women from whom we can draw pride, courage and long-range vision.



SOCIAL JUSTICE: ROSA PARKS

Rosa Parks has become an iconic figure in the civil rights movement for her simple gesture of resistance in 1955, when she refused to give up her seat on a bus to a white passenger. The move was a grand statement in Montgomery, Alabama (which was segregated at the time), and Parks was arrested for civil disobedience. She became an important symbol of desegregation and obedient protest, and her role in the Montgomery Bus Boycott was essential to its success.



ENVIRONMENTAL JUSTICE: RACHEL CARSON

In publishing her game-changing book in 1962, "Silent Spring," Rachel Carson turned prose into a powerful tool for good. She transformed our perspective on the natural world around us, informing us of the dangers of rampant application of DDT, a powerful pesticide that poisoned birds. Her book raised awareness about the dangers of pesticide overuse and launched the environmental movement.



ECONOMIC JUSTICE: LUCY GONZALEZ PARSONS

Described by the Chicago Police Department as "more dangerous than a thousand rioters," Parsons was a labor organizer and radical socialist. She is remembered as a powerful orator. Parsons entered the radical movement following her marriage to newspaper editor Albert Parsons and moved with him from Texas to Chicago, where she contributed to the newspaper he famously edited—*The Alarm*. Following her husband's 1887 execution in conjunction with the Haymarket Affair, Parsons remained a leading American radical activist, as a founder of the Industrial Workers of the World and as a member of other political organizations.



LABOR JUSTICE: MAY CHEN

May Chen organized and led the New York Chinatown strike of 1982, one of the largest Asian-American worker actions in history. About 20,000 garment factory workers marched the streets of Lower Manhattan demanding higher wages, improved working conditions and for management to observe the Confucian principles of fairness and respect. Management thought they could play on ethnic loyalties to get the workers to turn away from the union. The strike forced employers to hold back on wage cuts and withdraw their demand that workers give up their holidays and some benefits. It paved the way for better working conditions such as hiring bilingual staff to interpret for workers and management.