

DECEMBER 1, 2010

UNION UPDATE



Mental hospital workers say 'No more deaths'

State employees demand that Department of Mental Health provide more security after Napa State Hospital worker killed on the job

Local 1000 has intensified its campaign for increased security for employees at state mental hospitals after Donna Gross, a psychiatric technician, was killed on her break on Oct. 23.

More than 150 Local 1000 members joined other state hospital employees for an unprecedented rally outside the Department of Mental Health (DMH) on Nov. 16 – demanding increased security for workers at Napa State Hospital and other DMH facilities.

Violence getting worse

"The level of violence against staff is getting worse," said Karen Doyle, a registered nurse at Napa State Hospital. "This has been going on for more than 20 years. Management has just turned a deaf ear."

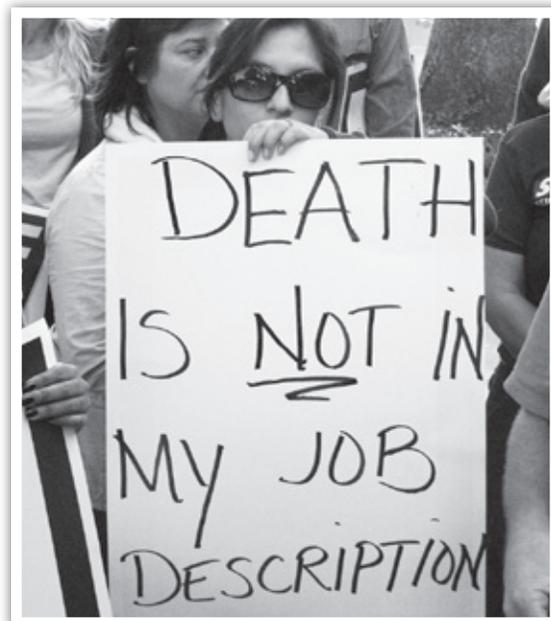
Doyle was one of several Local 1000 members who expressed frustration after meeting with DMH management the day of the rally.

"We shouldn't have to go to work every day and wonder if we are going to be assaulted," said Kathleen Thomas, who is an RN at Napa State Hospital. "It's unacceptable that we are forced to work under these unsafe conditions."

Members demand for guards

Long before the killing of Donna Gross, Local 1000 has been demanding more protection. Our members at Napa had presented a petition demanding better security to DMH. But DMH officials, citing budget problems, have refused. Local 1000 plans to ask the Legislature to take action if DMH remains unresponsive.

"When we asked for officers on the units, they said there's no money for that," Napa hospital registered



nurse Rosa Sanchez Desoto said. "We're scared to go to work – and frustrated that management won't do anything about it."

Employees feel endangered because the patients at state mental hospitals include more and more criminals who are under court order to receive mental health treatment before serving prison time for violent crimes or standing trial on charges of committing violent felonies.

Jess Willard Massey, the patient accused of killing Gross for \$2 in cash and her jewelry, was convicted in 1996 of non-fatally stabbing a state worker 11 times as she walked to her car in a parking structure near the Capitol. The judge in that case declared Massey legally insane and ordered him committed to a mental health facility. Our members want such patients kept at a security level comparable to violent prison inmates.

If you are concerned about your safety at work call the Local 1000 Member Resource Center at **866.471.SEIU (7348)** between 7 a.m. and 7 p.m., Monday through Friday.

Resource Center

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

Website

seiu1000.org

Connect with Local 1000

Facebook

facebook.com/seiu1000

YouTube

youtube.com/seiu1000

Twitter

twitter.com/seiu1000



Your new union contract:



Frequently asked questions

Q. How do we accrue days under the new Personal Leave Program (PLP)?

A. All employees will accumulate one personal leave day (eight hours) per month for 12 months (Nov. 2010 – Oct. 2011). In exchange, employee pay will be reduced by 4.62 percent for the same 12-month period, reflected on your paychecks from Dec. 1, 2010 through Nov. 1, 2011.

Employees can bank this time as long it is all used by June 30, 2013. This PLP leave must be used prior to the use of vacation, annual leave and any other leaves (except sick leave).

Q. Can Professional Development Days be banked for future use?

A. No. The two Professional Development Days (PDDs) must be utilized by the end of the fiscal year (June 30) or you lose them.

NOTE: PDD time can be used in one-hour increments — not 15-minute increments, as previously reported.

Q. Does sick leave count towards overtime calculation?

A. Leave time shall not count for the purposes of calculating a workweek leading to the payment of overtime.

Please contact your steward or the Member Resource Center (866.471.7348) for specific guidelines to each bargaining unit. (See Article 19.2 of your contract.)

Q. How do I become a union steward?

A. The first step is to take the two-day Basic Steward Training. Call the Member Resource Center (866.471.7348) to RSVP for a class and obtain further information.

Q. Where can I obtain a copy of the new contract?

A. Go to seiu1000.org/ratification/tentative-agreement.php to see PDFs of the Master Agreement and language that applies to each of the nine bargaining units.

New eligibility rules in place for candidates for elected union offices

Candidates must be certified stewards in order to run for most union offices

Local 1000 members interested in running for elected positions next year must be a certified steward in order to be eligible to serve as a statewide officer or as a member of Local 1000's governing board.

The only remaining Basic Steward Training class in 2010 is scheduled Dec. 4-5. Prospective stewards must attend both days. Be sure to sign up for this class as soon as possible if you are interested.

Under new rules adopted by Local 1000's governing council in June, anyone who wishes to become a candidate for a District Labor Council (DLC) position must be a union member and must now be a certified steward prior to the opening of nominations on Jan. 3, 2011. The DLC is a local chapter of the union and members that work within the jurisdiction of the DLC elect their local officers and bargaining representatives.

If you are not currently a steward and wish to run for any elected office in Local 1000 at the District Labor Council (DLC) level, please note the following requirements to be a certified steward:

- 1) Must attend and complete required Basic Steward Training.
- 2) Must pass a written examination.
- 3) Must, within 30 days of completion of Basic Steward Training, submit a petition with 10 percent (up to a maximum of 25 signatures) of co-workers at their worksite who support their becoming a certified Local 1000 steward.
- 4) Must be affirmed by the trainer and Chief Steward designated to attend the Basic Steward Training.

If you wish to run for a statewide office, such as president, you must be union member and a certified steward for two years immediately prior to the opening of nominations on Jan. 3.

If you wish to run for the office of delegate to General Council, you must be a Local 1000 member but you are not required to be a certified steward.

Contact the Local 1000 Member Resource Center at **866.471.SEIU (7348)** to reserve a seat at the training class.

To read and download a copy of Local 1000's election rules, Division 12 of the Policy File, log on to seiu1000.org/resource_center/policy_file_oct_2010.pdf