CALIFORNIA NURSES ASSOCIATION

NATIONAL NURSES ORGANIZING COMMITTEE

CNA/NNOC Headquarters ■ 2000 Franklin St. ■ Oakland, CA 94612 ■ www.calnurses.org ■ www.nnoc.net

PAY FOR TRAINING

Confused about what your pay should be for training? Check out the rules:

1. **Management cannot force you to come in on your day off for training or meetings. *This constitutes mandatory overtime and is prohibited under the contract.***

2. **If you decide that you <u>want</u> to do your training or come to a meeting on your day off or before or after your shift, you are entitled to pay for the hours you attend training.**

3. **Training time is considered *time worked*. Therefore, if the training time takes you over 8 hours for any day or over 40 hours for any week, you are entitled to overtime; and if it takes you over 5 days in a work week, or over 7 consecutive days, or creates a double-back, etc., you are entitled to the appropriate premiums.**

Please make sure you are paid properly for all training time. Report violations to your Nurse Rep immediately!