

## *RNPA is recruiting .....*

### *PER Diem/Extra Help RNs*

During this past contract negotiations, the County agreed to enter into a side letter neutrality agreement concerning the organization of the per diem and extra help nurses. The County agreed that any per diem and extra-help nurses on the payroll effective November 7, 2004 shall be eligible to vote in any representation election.

RNPA has requested a list of eligible per diem and extra help nurses from the Santa Clara County Department of Human Resources. Once we receive the complete list RNPA will move forward with the recruitment process.

RNPA believes that it is important to unite all nurses working throughout the SCVHHS. Furthermore, we believe a strong competent per diem and extra help pool of registered nurses is an asset to every health care setting.

We will be contacting you soon to share in this exciting process and will be asking for your help.

## *RNPA Board of Directors Elections*

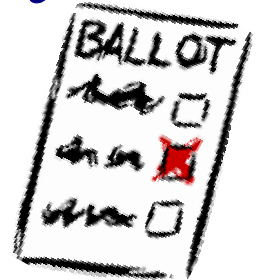
RNPA is conducting our annual Board of Directors' elections along with changes to the Bylaws.

Ballots were mailed to each members' home in mid-November, if you did not receive one please contact the RNPA office.

Envelopes must be postmarked by 5:00 PM, Monday, December 12, 2005 in order to be counted.

All ballots will be held at the post office box until 8:00 AM, Friday, December 16, 2005.

Election ballots will be counted on Friday, December 16, 2005 at the RNPA office.



## *5% Wage Increase...*



Effective pp 24, November 11, 2005 RNPA members should have received a three percent (3%) base wage increase and a two percent (2%) realignment for all classifications (total 5%).

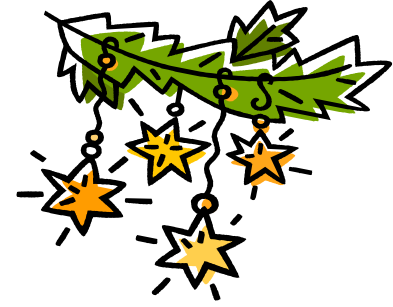
Effective May 8, 2006 there is a two percent (2%) realignment for all classifications.

RNPA is working with the County to get the new contracts printed ASAP.

Thank you for your patience in this matter!

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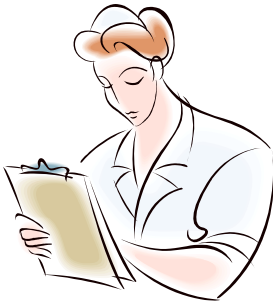
# Holiday Pay ...



During the holidays RNPA members are always have questions regarding how they get paid. RNPA represented nurses will have their holidays on the actual holiday (Sunday 12/25 and 1/1) except for those units that are completely closed on Sunday. In accordance with the contract:

Section 9.9—Usage of Paid Time Off on Holidays ( c ) , "...For nurses who are assigned to positions which are not normally staffed on the weekends (Saturdays and Sundays, such as the clinics and Staff Development), holidays which fall on Sunday are observed on the following Monday and holidays which fall on Saturdays shall be observed on the preceding Friday. For employees who are assigned to positions which normally work on weekends the holiday shall be observed on the actual day listed,"

## Jail SP's Comply with .... Nurse Practice Act



During the past several months, numerous RNPA members working through Custody Health Services have voiced their concerns and presented questions regarding new and revised Standardized Procedures (SP).

As a result of these questions and concerns, the RNPA Board of Directors hired an experienced nursing practice consultant, Cheryl Randolph, MSN, RN, CCRN, FNP-BC to evaluate and determine if the SP's met the legal standards of the California Nurse Practice Act.

Ms. Randolph determined that the SP's meet the legal standards of the California Nurse Practice Act. She further states that RN's must recognize that the application of nursing process functions (assessment, problem identification, intervention, evaluation) is common in nursing practice and does not require a SP. Independent functions of nursing, as mandated by the Nurse Practice Act. Section 2725 (b)(4), state that the RN is responsible for the "observation of signs and symptoms of illness, reactions to treatment, general behavior, or general physical condition and determination of whether these exhibit abnormal characteristics; and, based on this determination, implementation of appropriate reporting or referral, or the initiation of emergency procedures." This responsibility supersedes ANY established SP.

## FYI: Home-study courses



During this past negotiations, RNPA was successful in negotiating a new benefit. Nurses are now able to receive Tuition Reimbursement for appropriate home-study courses.

In order to access this benefit you will still be required to complete a tuition reimbursement form signed by your manager.

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