

It is that time of year...Annual Cash Out of PTO



In accordance with Section 9.7 of the MOU, Annual Cash Out of PTO, a nurse's eligibility for cash out is determined by the number of occurrences of unscheduled absences, including sick leave, in the payroll year. The period for cash out eligibility for

2009 began December 15, 2008 and ended December 27, 2009. Eligibility for cash-out is subject to the following:

a) If a nurse has no more than two (2) occurrences of unscheduled absences, the nurse may cash out up to eighty (80) hours of PTO.

b) If the nurse has no more than (4) occurrences of unscheduled absences, the nurse may cash-out up to forty (40) hours of PTO.

Cash-out is prorated for nurses other than full time on the basis of code status.

Read the form carefully. Deadline for submission is February 26, 5:00 PM (hand delivered) or February 28, 2010 by midnight (fax). If you have questions, please contact Judy Marsh, SCVHHS Human Resources, 885-5455. The 2010 eligibility for cash out begins December 28, 2009 and ends December 26, 2010.

Sick Leave Conversion to PTO

In accordance with Section 9.8 of the MOU Sick Leave Conversion to PTO, a nurse's eligibility for sick leave conversion is determined by the number of occurrences of sick leave usage. Sick leave use attributed to Worker's Compensation shall not be counted as an occurrence. The period for 2009 sick leave conversion eligibility began December 15, 2008 and ended December 27, 2009. The conversion of sick leave to PTO will be for those nurses meeting the eligibility requirements below and upon the nurse's request to the Health and Hospital Systems Human Resources Department. A nurse must identify any sick leave use attributed to Worker's Compensation with the request in order for such leave to be disregarded as an occurrence.

Read the form carefully. If you have any questions, contact Tuyet Mai Pham, 885-3887. Forms are due back to HR by February 26, 5:00 PM (hand delivered) or February 28, 2010 midnight (fax). If approved, PTO shall be credited on March 22,

2010 (paycheck of April 9, 2010).

Sick leave may be converted annually on the following basis (prorated for nurses other than full time on the basis of code status):

- A. If a nurse has no sick leave usage, seven (7) days of sick leave will be converted into PTO.
- B. If a nurse has (1) occurrence of sick leave usage, six (6) days of sick leave will be converted into PTO.
- C. If a nurse has two (2) occurrences of sick leave usage, five (5) days of sick leave will be converted into PTO.
- D. If a nurse has three (3) occurrences of sick leave usage, five (5) days of sick leave will be converted to PTO.
- E. If a nurse has four (4) occurrences of sick leave usage, one (1) day of sick leave will be converted into PTO.
- F. If a nurse has five (5) or more occurrences of sick leave usage, no sick leave shall be converted to PTO.

RN Relief Efforts



Nearly 7,500 registered nurses have now signed up to volunteer for Haiti disaster relief, believed to be the largest outpouring of RN volunteers in U.S. history, reports National Nurses United (NNU). NNU is coordinating

the effort, and working around the clock to find locations for the nurses to deploy on the ground in Haiti.

NNU has sent hundreds of volunteers on past disaster relief efforts following Hurricane Katrina, the South Asia tsunami, and Southern California wildfires.

NNU is also requesting tax-deductible donations to fund travel

and supply costs for the RNs. Donations to send a nurse to Haiti may be made on line at www.NationalNurseUnited.org.

As of January 17, 2010, the Navy has temporarily decided to use existing Naval personnel. They remain enthusiastic about the quality of NNU volunteers and comprehensiveness of their relief program.

NNU has representatives on the ground in both Haiti and the Dominican Republic to assess conditions and potential locations for other assignments. NNU remains in contact with other agencies to assess all possible options for deployment of volunteers. For current up-to-date information go to www.NationalNurseUnited.org.

Special thanks to those who participated in RNPA's Community Involvement Drive

In Appreciation of Rosemary Knox...

For the past 10-years Rosemary Knox has worked to build RNPA into an organization that puts patients first, protects the rights of our members and an organization that has fought to ensure our wages, working conditions, and benefits are commensurate with our work. We all owe Rosemary a debt of gratitude for all the time and effort she has dedicated toward improving the profession of nursing in general and for strengthening RNPA and its ability to fight for our members in particular.

Anyone who has had the privilege of working with Rosemary knows that when she attends a meet and confer or a HHC meeting she truly considers the effects of potential actions or decisions on our members. Each and every time that management

proposed laying off our members, Rosemary would make them justify that decision and many times over the years RNPA was able to overturn those decisions. Most recently was when management wanted to layoff nurses in MICC.

Over the years, when it came to disciplinary matters Rosemary placed herself in each individual RN's situation which was key in helping to resolve matters prior to them escalating into formal discipline procedures.

The membership has been privileged to have Rosemary represent them in the past four negotiations wherein RNPA has seen a significant increase in wages and other premium pays. RNPA is thankful that Rosemary has worked to ensure that

RNPA established relationships with local elected officials, especially the Board of Supervisors and the new County Executive. RNPA's political presence has been key in resolving issues important to the Association.

Under Rosemary's leadership, RNPA continues to be an organization where if one of our members contacts the RNPA office, they get a response. Members are the foundation of our organization and working with our membership is how we will remain strong.

RNPA would like to thank Rosemary for her tireless hours of service to RNPA, being a nurse advocate, and a fighter for patient care.

RNPA 2010 Board of Directors

RNPA would like to introduce your 2010 Board of Directors.

Liz LaRosa - President

Daisy Brown - Vice President

Jane Valdez - Vice President

Vicky Pham—Secretary

Zeniah Andres—Publications

Richard Hughes—Negotiations Team

Sue Ersted - Negotiations Team

Rosemary Knox -Continuing Education Chair

Susette Roswell—Treasurer

Angela Ikeme— Area Rep Chair

RNPA would like to take this opportunity to acknowledge **Lindsay Brown**, and her 4 years as a Negotiating Team Member. Lindsay's acknowledge and contribution was instrumental in successful contract negotia-

Thank you Lindsay!

Grievances Filed in 2009



RNPA filed eight grievances this year on behalf of the Association as well as individual members.

RNPA Grievance 2009-1 —This grievance was filed on behalf of an individual who was placed on administrative leave resulting in advert discipline without cause.

RNPA Grievance 2009-2—Compensation Time—This grievance was filed on behalf of the Association regarding comp time.

RNPA Grievance 2009-3—Float Pay-Express Care-This grievance was filed on behalf of the ED nurses who were floated to an unlike area, Express Care and not

paid float differential pay. This grievance was settled resulting in appropriate compensation for the affected nurses. RNPA agreed to place Express Care as a like area for floating, but it does not fall within the same competency grouping for layoff purposes.

RNPA 2009-4—Employment Opportunities—This grievance was filed on behalf of the nurses in Valley Connections. A nurse outside the RNPA bargaining unit was in-placed into a 4/5 code prior to the position being posted on the unit.

RNPA Grievance 2009-5—This grievance was filed on behalf of an individual member. The County failed to implement her longevity pay in accordance with the MOU. This grievance was set-

tled and this nurse along with other affected nurses were compensated in accordance with the MOU.

RNPA Grievance 2009-6—This grievance was filed on behalf of an individual member. This nurse was unfairly denied Leave Without Pay.

RNPA Grievance 2009-7-MICC —This grievance was filed on behalf of the MICC nurses. MICC is consistently understaffed resulting in missed meal periods, breaks and ratio violations.

RNPA Grievance 2009-8—This grievance is being filed on behalf of a nurse who suffered an unnecessary delay in promotion to CN III. This grievance was granted by Labor Relations in full and the nurse will be retroactively promoted per promotional policies.
