

# Newsbreak Special Edition

On September 7, 2011, RNPA met with representatives from Santa Clara County Office of Labor Relations to discuss the impact of the SEUI 521 contract changes on RNPA members.

RNPA understands that the changes in the county-wide benefits apply to RNPA due to Section 13.3 - (f) County-wide Benefits of the MOU.

RNPA's position regarding the reduction in the number of designated holidays remains the same: the RNPA contract lists all recognized holidays for which nurses are entitled to receive holiday pay, or holiday premium if worked." RNPA negotiated Section 9.9 – Usage of Paid Time Off on Holidays of the MOU and therefore any changes shall be negotiated by RNPA.

The following shall be observed as legal holidays:

1. January 1
2. Third Monday in January
3. Third Monday in February
4. March 31<sup>st</sup>
5. Last Monday in May
6. July 4
7. First Monday in September
8. Second Monday in October
9. Veteran's Day to be observed on the date State of California workers observe the holiday
10. Fourth Thursday in November (Thanksgiving Day)
11. The Friday following Thanksgiving Day (Day After Thanksgiving)
12. December 25<sup>th</sup>
13. Other such holidays as may be designated by the Board of Supervisors

In addition, in anticipation of the upcoming Columbus holiday (October 10), RNPA has requested that we forgo the grievance procedure and immediately move this issue to arbitration.

Furthermore, clinics that traditionally were closed are scrambling to staff for October 10, 2011. If you had anticipated having this day off, submit a request for time-off. If your manager is unable to find coverage, try to find comparable coverage.