

Newsbreak Special Edition

August 2011

Impacts of SEIU Contract with County on RNPA Members

On August 9th the Board of Supervisors approved a two-year contract with SEIU-Local 521. RNPA has requested a meeting with the county to better understand the components of the SEIU contract and what specific elements of the contract will impact RNPA members.

As of today, we have been informed by Labor Relations that as a result of the county-wide benefits clause in our contract, Section 13.3 f) the following changes will be implemented by the county:

Elimination of the Kaiser co-payment rebate effective 8/31/2011, last day to submit receipts 9/30/2011

Effective 12/26/2011, changes to the Kaiser and Health Net coverage:

Kaiser Plan \$10 co-payment for office visits, \$35 co-payment for emergency room visits, \$5-\$10 co-payment for prescriptions (30-day supply) and \$10-\$20 co-payment for prescriptions (100-day supply), and \$100 co-payment for hospital admission;

Health Net Plan will be changed to \$15/\$20/30% (Tier 1/2/3) co-payment for office visits, \$50/\$75/30% co-payment for emergency room visits, and \$5/\$15/\$30 (generic/brand/formulary) co-payment for prescription (30-day supply) and \$10/\$30/\$60 co-payment for prescription (90-day supply).

Modification of eligibility rules for benefits for Domestic Partners

Effective July 1, 2012, restricts benefits to Domestic Partners registered through the California Secretary of State's Office.

Delayed open medical and dental plan enrollment until October 2011.

The County also informed RNPA that they intend to implement the following changes with regard to legal holidays:

Reduction of observed legal holidays to eight holidays for FY 12 – deleting 2nd Monday in October, Day after Thanksgiving, January 1, and 3rd Monday in February and reducing to ten holidays for FY 13 – deleting 2nd Monday in October and 3rd Monday in February.

RNPA does not interpret our county-wide benefits clause in the same manner as the county does with respect to holidays. RNPA delivered the following response to the county that was prepared by our attorney:

With respect to the purported reduction in observed legal holidays, please be advised that the County-wide benefits provision contained in Section 13.3 f) of the County's MOU with the RNPA extends only to "benefits, such as medical, dental, life insurance or retirement," and not to the cash compensation provisions of the MOU, including those providing for holiday pay set forth in Section 9.9. Accordingly, while the County may determine that clinics will operate on the four holidays identified in the recently negotiated MOU with SEIU, nurses represented by RNPA will continue to enjoy the provision of Section 9.9 of the County's MOU with RNPA.

Our contract is very specific with regard to what benefits would be impacted by the county-wide benefits clause and as such, it is our position that the existing holiday premium pay would continue on the days identified by the county as no longer being holidays in FY 12 and FY 13.

RNPA will be meeting with the county and advocating for our contractual rights and we will keep you abreast of any additional developments as soon as possible. If you have any questions, please phone the RNPA office at 408-292-6061.