

Per Diem/Extra Help Election

On Thursday, June 21, 2007, 92% of the Per Diem and Extra Help voted in a special election to become members of RNPA.



This means that the Per Diem/Extra Help nurses will be represented by RNPA for purposes of meet and confer with regard to wages, hours, benefits, and other terms and conditions of employment by Santa Clara County.

A series of new member meetings were scheduled for July 18th at the RNPA office (950 So. Bascom Avenue, Suite 1111) at 7:30 AM, 2:00 PM, and 3:45 PM. These meetings were designed to allow our newest members an opportunity to inform the RNPA Board of Directors and Negotiating Team what their issues, concerns, and ideas are as we prepare for negotiations with the County in August. A negotiations survey was mailed to Per Diem/Extra Help RNs on Thursday, July 12th. If you have not received a survey or mail from RNPA, contact the office with your address. Please return your survey by Tuesday, July 31, 2007. We believe that nurses working within the SCVHHS will be able to achieve better results by being united in fighting for all nurses' rights, improved working conditions, along with increased wages and benefits.

Please join us for a BBQ on Wednesday, August 1st, 11:00AM to 1:00 PM, at the VMC Rehab Lawn in welcoming our newest members and kicking off negotiations.

Workers' Compensation— Treating Physician

In accordance with CA Labor Code section 4600, you have the right to select your personal doctor to direct any and all medical treatment required in the case of an industrial injury. The selection of your personal doctor must be on record prior to any industrial injury.

Unfortunately, the County has taken the erroneous legal position that physicians employed by Valley Health Plan may not be designated by an employee as the employee's pre-designated personal physician for the purposes of workers' compensation illnesses and injuries under another section of the CA Labor Code, 9780.1 subd. (a) (3). RNPA believes that this is unfair to our members who belong to Valley Health Plan.

In order to pursue this matter, we need to know how many of our members have been denied their right to be evaluated by their personal physician for an industrial injury because they are members of Valley Health Plan. If you have been denied, please contact the RNPA immediately, 292-6061.



RNPA Member BBQ

Please Join Us

Wednesday, August 1, 2007

11:00 AM to 1:00 PM

VMC Rehab Lawn

In Welcoming the Per Diem/Extra Help Nurses to our Union and kick off Negotiations

2.5% at 55

Whenever the retirement benefit formula is changed by the employer where the member contribution increases, CA Public Employees Retirement Law requires that a secret ballot election be held for employees affected by the change.

Since the retirement formula for employees in Miscellaneous job classifications is changing December 17, 2007 from "2% at 55" to "2.5% at 55" resulting in an increase in the member contribution from 7% to 8%, the County has conducted a secret ballot election. County voted to

accept the change. "The monthly retirement allowance is determined by age at retirement, years of service credit and final compensation. To calculate the basic benefit of 2.5% refer to the www.calpers.ca.gov. It is highly recommended that you attend a retirement workshop through CALPERS.

If you are not planning to retire at this time, this change will affect your net pay. You will see a 1% decrease in your hourly wage and an increase in your retirement savings.

Tuition Reimbursement

As of August 20th, please submit all T.R. claims to their new address

County Center at Charcot
2310 N. First Street,
Suite 102
San Jose, CA 95131

Negotiations



The 2007 negotiations have begun. As a start, on June 7, 2007 the negotiation team mailed surveys to the membership in an effort to better understand what is important to our members. Thank you to all of our members who participated, we had a great response. Currently, team members are compiling and evaluating your responses. Remember, if there is something you forgot or something new that is important to you, contact the office, via phone, email, or fax and let us know.

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Mastectomy Hospital Bill in Congress 2007

The Mastectomy Hospital Bill is currently in Congress. As healthcare professionals we know that a mastectomy is when a woman's breast is removed in order to remove cancerous breast cells/tissue. As you are aware, there is a lot of discomfort and pain afterwards. Insurance companies are trying to make mastectomies an outpatient procedure. Let's give women the chance to recover properly in the hospital for two days after surgery.

The Breast Cancer Hospitalization Bill is important legislation for all women. There is an additional bill called the Breast Cancer Patient Protection Act ([S. 459/H.R.758](#)) which will require insurance companies to cover a minimum 48-hour hospital stay for patients undergoing a mastectomy. It's about eliminating the "drive-through mastectomy" where women are forced to go home just a few hours after surgery, against the wishes of their doctor, when they are still groggy from anesthesia and sometimes with drainage tubes still attached.

Lifetime Television has put this bill on their web page with a petition drive to show your support. Last year over half the House signed on. It takes 2 seconds to do this and it is very important...please take the time!

Sign the petition by clicking on the web site. THEN click on "Sign the Petition" box. Fill out the information and submit. www.lifetimetv.com/breastcancer/petition/signpetition.php PLEASE PASS THIS ON TO YOUR FRIENDS.