

New Retirement Paycheck Deductions

This past week, the RNPA Office has received numerous telephone calls from members regarding the deductions in their paychecks. The deductions resulted from miscellaneous PERS members voting last June to receive a retirement plan benefit enhancement. Instead of 2% at 55, members are now eligible to receive 2.5% at 55.

The cost of the new plan is 3.931% of PERS reportable earnings. Employees will now be paying 1% of their PERS reportable earnings, before-taxes for the new benefit resulting in the employee contribution rate increased from 7% to 8% on December 17, 2007. The employer cost for the benefit enhancement is 2.931% of your PERS reportable earnings.

RNPA negotiated a 7.5% wage increase in order to mitigate the employer cost of the new retirement benefit deductions. These deductions are pre-taxed. SDI and FICA are based on your new higher salary rate. Below, there are three columns illustrating the salary of a CN III Step 6 B prior to the wage increase, after the wage increase, and the third column reflects the 7.5% increase and employee and employer contribution costs. This contribution will increase the value of your retirement fund by 25%.

<i>Prior to the Negotiated Nov 2007 Wage Increase</i>			<i>Nov 2007 7.5% Wage Increase (Prior to deduction of 2.931 Employer Contribution and 1% Employee Contribution)</i>			<i>Includes 7.5% wage increase and Employee/Employer new retirement plan contributions</i>		
<u>Regular hours</u>	<u>Rate</u>	<u>Earnings</u>	<u>Regular hours</u>	<u>Rate</u>	<u>Earnings</u>	<u>Regular hours</u>	<u>Rate</u>	<u>Earnings</u>
80	60.52	4842.40	80	65.064	5205.12	80	65.064	5205.12
<u>Before tax deductions</u>			<u>Before tax deductions</u>			<u>Before tax deductions</u>		
PERS EE Contr.	7%	338.97	PERS EE Contr.	7%	364.36	PERS ER Contr.	2.9%	150.95
						PERS EE Contr.	8%	416.40
<u>Taxable gross</u>			<u>Taxable gross</u>			<u>New taxable gross</u>		
		4503.43			4841.76			4,637.77
FICA	6.20%	279.20	FICA	6.20%	300.19	FICA	6.20%	287.54
Medicare	1.45%	65.30	Medicare	1.45%	70.21	Medicare	1.45%	67.25
Net pay		4,158.93	Net pay		4,471.36	Net pay		4,282.98

Seeking Area Representatives

RNPA is seeking Area Reps for the following areas:

Oncology

JH/Clinic

BAP 500

L & D

An Area Rep duties include circulating the monthly Newsbreak to his/her colleagues and directing questions and concerns from colleagues to the RNPA office. You act as a liaison between the

RNPA Board of Directors and the worksite.

If you are interested in getting involved, contact us today! Just call the RNPA office at 292-6061.



2008 RNPA Election

Results

President: Rosemary Knox

Vice President: Jane Valdez

Treasurer: Gretchen Simpkins

Negotiating Team: Lindsay Brown

Publication: Zeniah Andres

Overtime Meal Reimbursement - Status Quo

On December 3, 2007, the RNPA office received a memo from the County Office of Labor Relations outlining changes to the current Overtime Meal Reimbursement policy. In this memo, the County stated that they would require receipts for food purchased in order for an employee

to be reimbursed. RNPA immediately contested the changes. As a result, the County agreed to maintain the current policy. This means that nurses who are working overtime contiguous to their shift will continue to fill out a meal reimbursement slip and submit it to timekeeping.

Starting January 1, 2008, overtime meal reimbursement will be treated as a taxable income under IRS regulations.



Negotiation Highlights

After two and a half months of intense negotiations, the RNPA Negotiation Team and the County agreed upon a contract that the Board of Directors could recommend to the membership. The membership voted overwhelmingly to accept the contract. We are currently finalizing the language, printing etc. We hope to have it to you soon. Below please find some of the highlights of the agreement:

As you might have noticed, the first raise became effective on November 5, 2007. For 2007, nurses across the board received a 7.5% base wage increase. November 2008, nurses will receive a 4% base wage increase. In November 2009, there will be another 4% increase.

Differentials and other premium pay increases are as follows:

- Weekend pay increased from \$1.25 to \$2.00/hr

- Charge nurse pay increased from \$2.00 to \$2.75/hr
- Split shifts increase from \$3.00 to \$12.00/day
- Bilingual pay increase from \$100.00 to \$150.00/month
- Hazard pay increase from \$0.75 to \$0.95/hr
- Tuition Reimbursement individual rate increased from \$750 to \$900/year. Available tuition reimbursement will increase from \$100,000 to \$200,000 on 11/05/07. This will be available on the first quarter of 2008. On 11/2008, the TR fund will annually increase to \$300,000.
- For those who have national certification, you will be eligible to apply for an annual recognition payment of \$250.00 per year. We are currently working with Nursing Administration on finalizing these details and will keep you updated.

Home Study

Educational leave can be used for home study with approval
1 CE= 1 hour ED leave

Draft Schedule

The Draft Schedule should be posted in the unit 7 days prior to the final posting. This is to ensure equal distribution of overcode work when submitted in writ-