



SPNN NURSES



Protecting Our Patients and Our Profession

Sharp Professional Nurses Network (SPNN) was formed in 1996 when nurses throughout the Sharp System experienced a decline in our working conditions and professional standards. Over the years we have fought to improve and protect both.

We are proud of what we've accomplished together. But we can win much more when we stand united.

And now is our chance. This year we will go into union contract negotiations with Sharp Healthcare. Each of us must become educated and active if we are to ensure that our expertise, dedication, skills and commitment to our hospitals and our community are honored and recognized.

We have launched a contract education campaign, called, **TAKE CHARGE.** We encourage all RNs to become knowledgeable about what is in our current contract, our rights and how together we can protect and advance our profession. TAKE CHARGE of your future.

TAKE CHARGE: KNOW YOUR UNION CONTRACT

FAMILY MEDICAL LEAVE ACT

- Federal & State law allows for the right to a protected leave to care for a family member/self with a serious or chronic medical health condition.
- The Federal law is referred to as FMLA
- Qualifications for a family/medical leave:
 1. Employer may not fire you for taking up to 12 weeks of leave.
 2. Employer must give you back the same or equivalent job after your leave.
 3. Employer must continue to pay for your health insurance benefits – if you have them – during your leave.
- Must meet these conditions:
 1. You must have worked for the employer for at least 12 months (even as part time or temporary).
 2. You must have worked at least 1250 hours during the 12 months prior to the leave.
 3. You need time off from work to care for a family member with a serious medical condition.

CALIFORNIA FAMILY SICK TIME AB 1471

- Sharp allows RNs the ability to use up to 40 hours of ESI to care for an acutely ill family member. The first 40 hours in a calendar year will not be counted as unscheduled absences.



Sharp Professional Nurses Network is committed to empowering registered nurses to deliver the highest quality care and work environment that recognizes and honors our expertise in the field of nursing.

SPNN is affiliated with the United Nurses Associations of California representing 20,000 registered nurses and healthcare professionals in Southern California standing up for quality care.





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MEAL PERIODS

Contract Language: Article XIV, Section 1413

Page 30

- Each employee shall receive meal periods in accordance with State and Federal law.
- Unpaid, unworked meal periods shall not be counted as hours worked in calculating overtime to be paid under any provision of this agreement.
- Should a nurse anticipate the inability to take a meal break, she/he shall make all reasonable efforts to notify the responsible management representative, charge nurse, lead or manager.
- If management is unable to provide a meal break, it shall comply with applicable State law governing employer responsibilities when meal is missed; one hour of pay for a missed meal.
- "No meal break" code is part of API clocking System.
- Penalty will be paid to employee for each meal period missed.

REST PERIODS

Contract Language: Article XIV, Section 1412

Page 30

- Each employee shall be granted a paid rest period in accordance with State and Federal law.
- Should a nurse anticipate she/he is unable to take a break, she/he shall make all reasonable efforts to notify the responsible management representative, charge nurse, lead or manager.
- If management is unable to provide a rest break, it shall comply with applicable State law.
- "No break" code is part of API clocking System.
- Penalty will be paid to employee for each rest period missed.



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