



SFRNA

St. Francis Registered Nurses Association

Newsletter: September, 2011

Clinical Ladder Grid for Specialty Pay

The process for incorporating the new contract language with the old language to develop the new contract has begun. To support the RNs' knowledge of the requirements for the different specialty steps, and facilitate advancement in the clinical ladder, we have compiled a copy of the clinical ladder/specialty grid which was signed by both UNAC/UHCP-SFRNA and SFMC.

Each unit has been given a copy of the clinical ladder grid for specialty pay for reference. We also have some limited copies available. If you would like a copy, please contact Marlene Castanon (ICU), Rosa Carmarco (ER), Sandi Marques (IR/Cath Lab), Janice Fraser (ICU), Scott Byington (MAP), or Edwin Guardado (Tele). If you have any questions about the requirements, please contact any of the negotiating team members.

Pension: New Defined Contribution

Effective January 1, 2012 we will participate in a new type of pension: defined contribution. To facilitate the transition, SFMC will engage in targeted communications. Please look for the following information:

10/31/11: Announcement letter

11/14/11: Newsletters

11/21/11: Individual Retirement Statements

11/28/11-1/13/12: Open Enrollment

12/12/11: Postcard

SFMC will conduct informational meetings to explain the new pension and answer questions on these dates:

November 28 and 30, and December 5, at 07:30, 13:00 and 18:00; Room TBA.

December 1, at 13:00 and 19:30; Room TBA.

December 7 at 10:30 and 13:30 in the Mobile Lab.

Please look for the Individual Retirement Statement, which will contain important information about your current defined benefit pension.

SFRNA Officers

Sandi Marques, President x 2758/2782 or
562-544-4961

Scott Byington, Vice-President

Edwin Guardado, Secretary x 2061

Janice Fraser, Treasurer x 2032

Negotiating Team

Marlene Castanon x 2032

Virginia McCoy

Rosa Carcamo x 4525

Miriam Pinawin

The mission of UNAC/UHCP is to empower health care professionals to be advocates for UNAC/UHCP members and patients; to create a high quality work environment; to provide economic and professional advancement; and to improve the quality of healthcare.

955 Overland Court, Suite 150, San Dimas, CA 91773 | 909.599.8622 | info@unac-ca.org | www.UNACUHCP.org



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Bilingual Differential/Testing

We now have a new differential for those RNs who translate Spanish/English. An RN who successfully passes the bilingual exam administered by the human resources department will receive a \$60 monthly differential. An RN interested in testing must first complete an application of intent available in Human Resources. The RN will then be contacted for an appointment. Please remember that the primary requirement is the ability to translate verbatim. If you have any questions please contact an officer or negotiation team member.

Termination the Easy Way: Time Card Fraud

One of the easiest ways for an RN to be terminated is to be caught in time card fraud. Parking your vehicle illegally (in a known no-employee parking area), clocking in and then immediately returning to your vehicle to move it is considered time card fraud. The company considers this "stealing" time. According to hospital policy, you must arrive and clock into work on time (one minute past your start time is considered late— there is NO grace period), and be present and ready to assume your work assignment. If you clock in and leave, this action violates the policy.

Clocking out and continuing to work is also considered time card fraud. If you are still working, do not clock out. RNs have been terminated for time card fraud. If you are on discipline for tardiness, it is better to be tardy than to commit time card fraud. Please DO NOT participate in any action that could be considered time card fraud.

Staffing Objections

Thank you to everyone who has taken the time to complete a staffing objection when you have been given an unsafe assignment. We review the staffing objections in the Labor-Management Nurse Committee that meets the third Tuesday of every other month (see box at right) If you are interested in attending, please contact an officer.

Our new contract language ensures active participation by SFMC management in the review and resolution of staffing issues.

Please continue to complete and submit the staffing objections so that we have the data necessary to demonstrate staffing issues and how they place the RNs at risk. Without the staffing objections, management typically responds to our concerns by stating that they are unaware that the RNs are objecting to how staffing is being done and to unsafe environments.

Labor-Management Nurse Committee Meetings

Tuesday, November 18, 2011

Tuesday, January 23, 2012

08:30-10:00

Auditorium

New Benefit: Long Term Care

Long term care is a new benefit opportunity that will be offered to the RNs. An announcement letter will be sent to RNs on 11/14/2011. Open enrollment for the benefit has tentatively been set for December 2011 through January 2012. Meetings will be conducted to explain the benefit to the RNs, with dates announced after November 2011.

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Education Reimbursement/ Specialty Advancement/National Certification

Please remember that the education reimbursement for non-degree has been increased to \$1,250 per fiscal year (June 30-July 1), effective immediately. Degree-related education reimbursement has been increased to \$2,500 per fiscal year, effective immediately. Degree related education reimbursement will increase to \$3,000, as of July 1, 2013.

When submitting requests for specialty advancement and national certification bonuses please, remember to always retain a copy of the submission documents with the date of submission and your director's or manager's signature. Without the documentation it is very difficult to obtain retroactive pay if your paperwork is lost or misplaced.

Contract Highlight: Holidays

LMA Paragraph 1007: RN classification seniority shall be used for bidding on... shift assignments...scheduling of vacations and holiday time...and PTO.

LMA Paragraph 1543: RNs who are required to be off on a holiday or any other scheduled day due to a closure of their department will not be required to take PTO. If additional days off are given due to a closure of their department, PTO usage shall be at the discretion of the RN.

LMA Paragraph 1546: Each RN will receive at least 2 major holidays off between, and including, Thanksgiving and New Years Day. The day before Christmas and New Years Eve will be considered holidays for purposes of granting such holidays off duty.

Please remember, for night shift Thanksgiving Eve is not considered a holiday for time off request although you receive holiday pay due to SFMC pay practice. If an RN receives Thanksgiving Eve off it cannot be counted as a holiday.

If you have received vacation approval during a major holiday, that is considered your first choice for holiday bidding.

LMA Paragraph 1548: If an RN voluntarily cancels a holiday request, the RN must do so within 14 days of the holiday. Under such circumstances the holiday slot will be granted to the next RN on the holiday list in accordance with the LMA.

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