



SPNN NURSES



Protecting Our Patients and Our Profession

We fought hard to win our contract. We all know it wasn't easy. In order to protect what we have and to win in the future, it's important that every RN takes charge to ensure that our contract is enforced. The first step is being well educated about what's in our contract and how it affects us.

Toward that goal, working with our RN Affiliate leaders at our hospital and UNAC/UHCP, we will provide regular educational updates about key important issues that every RN should know in order to exercise the full rights and benefits we achieved. ***Together, we can take charge and stand up for our patients, our family, and our profession.***

TAKE CHARGE: KNOW YOUR UNION CONTRACT

CANCELLATION OF SCHEDULED HOURS

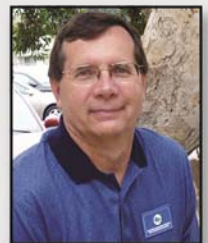
Contract Language: Article 14, Section 1414

Page 30-31

Cancellations in these categories shall be done by department on a rotational basis, equitably, including clinical supervisors and leads serving in the charge nurse role on that shift when a charge competent bargaining unit nurse is present and willing to assume the charge role for that shift. RNs in categories 6 and 10 shall NOT be required to use accrued PTO for the hours cancelled.

- Category 1: Travelers to float elsewhere, no BU RNs to be cancelled
- Category 2: Registry
- Category 3: Travelers on OT or add'l hours or call back
- Category 4: Travelers who've not been cancelled this pay period
- Category 5: SRN RNs/RNs on OT, or other premium pay status
- Category 6: Volunteer RNs
- Category 7: RNs on ST add'l hours
- Category 8: Per diem RNs
- Category 9: All other travelers
- Category 10: All other RNs

- Over -



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.





SPNN NURSES



Protecting Our Patients and Our Profession

We fought hard to win our contract. We all know it wasn't easy. In order to protect what we have and to win in the future, it's important that every RN takes charge to ensure that our contract is enforced. The first step is being well educated about what's in our contract and how it affects us.

Toward that goal, working with our RN Affiliate leaders at our hospital and UNAC/UHCP, we will provide regular educational updates about key important issues that every RN should know in order to exercise the full rights and benefits we achieved. ***Together, we can take charge and stand up for our patients, our family, and our profession.***

TAKE CHARGE: KNOW YOUR UNION CONTRACT

IMPORTANT NEW LANGUAGE

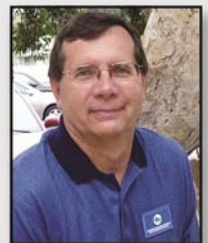
During negotiations a big issue was management's abuse of cancellations --whereby they required RNs to come to work for limited amounts of time, without paying time and one half. The bargaining team negotiated new language that provides if management cancels your shift, they may place you "on call" with on call pay, and if you are in fact called into work, you will be paid at time and one half pay.

CANCELLATION OF SCHEDULED HOURS

Contract Language: Article 14, Section 1414

Page 30-31

An RN whose shift is cancelled shall be relieved of all duty during the hours cancelled. If the employer requires the RN to be placed on call – it will be for a 4, 6, 8 or 12 hour block of time beginning at the beginning of the cancelled shift. On call pay will apply for the on-call duration of time. The parties agree that the RN has no further obligations following the end of the on call period and that the employer will not require the RN to report to work after the on call period has ended



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.

