

Your CNA Ed Leave Benefit: Use it or Lose it!

40 hours paid education leave per year

- As part of our CNA contract, RNs with 0.9 or greater career appointments earn 40 hours of paid education leave every January 1.
- Part-time RNs earn pro-rated paid ed leave every January 1 (0.8 appt: 32 hrs; 0.75: 30 hrs; 0.6: 24 hrs; 0.5: 20 hrs; etc).

To be used for CE classes of your choice

- You can use your paid ed leave for any continuing education class of your choice towards the renewal of your RN license.
- **UC-required classes are in addition to** your 40 hour CNA ed leave benefit.

On-line courses allowed

- You can use up to 12 hours per year of your CNA ed leave benefit for on-line courses.

Use it or Lose it by December 31

- The deadline to use these hours is fast approaching...December 31, 2007.
- Pre-schedule your paid ed leave with your unit director.
- You can schedule a class instead of a regular workday, or you can take a class on your day off and get paid for it.
- Night or evening RNs will be scheduled off either the evening/night before or the evening/night after the CE class.
- Note: ed leave does not count toward the calculation of overtime pay for that week.

CNA bargaining goals: to improve your access to your paid ed leave

- Currently UC only allows you to use 8 hours or less of ed leave at a time, so RNs have to use vacation or CTO to supplement their ed leave. We want the language changed so that RNs who miss a full shift to take a class are allowed to use a full shift of their ed leave.
- Last December 31, RNs lost over 250,000 hours of paid ed leave state-wide, **saving UC over \$10 million**. We want to end the 'use it or lose it' policy. This is an earned benefit, and RNs are entitled to use it, not lose it.

If you have any problems or concerns with your ed leave time:

- please contact your CNA labor rep or chief nurse rep, or email CNA at ucdivision@calnurses.org.

Facility Labor Rep and Chief Nurse Rep Contact Info

- **UCD:** Charlena James, cjames@calnurses.org; Shirley Toy, CNR, stoydc@sbcglobal.net
- **UCSF:** David Guerriero, dguerriero@calnurses.org; James Darby, CNR, jamesdarbyjr@sbcglobal.net
- **UCLA-Westwood:** Yoli Rios, yrios@calnurses.org; Manny Punzalan, CNR, mepunzalan@gmail.com
- **UCLA-Santa Monica:** Hari Subramanian, hsubramanian@calnurses.org; Ann Brown, CNR, Post-partum
- **UCI:** Hari Subramanian, hsubramanian@calnurses.org; Tam Nguyen, CNR, tamnguyenrn@gmail.com
- **UCSD:** Corky Andersen, candersen@calnurses.org; Janice Webb, CNR, rosepetal52@netscape.com
- **UCB and UCSC:** dguerriero@calnurses.org
- **UCM:** cjames@calnurses.org
- **UCSB:** yrios@calnurses.org
- **UCR:** hsubramanian@calnurses.org