

PTO (Paid Time Off): Hazardous to You and Your Patients' Health

Bargaining continued in San Diego on May 29-31. Thanks to the UCSD and UCLA RNs who attended bargaining.

UC is pushing for RNs to accept PTO (paid time off). CNA continues to say "NO TO PTO!!"

What is UC's proposed PTO plan?

- Each time you are sick you would have to use 24 hours of vacation (PTO) before being able to access your sick leave.
- Your normal sick leave accrual would be eliminated, with half of your annual sick leave days (and all your current sick leave bank) put in a "long term sick" leave bank (which could not be immediately accessed when sick), and the other half added to your vacation accruals and called PTO.
- 2-tier PTO:
 - PTO would be mandatory for all new hires.
 - Current RNs who choose PTO must stay with PTO as long as you work at UC.
- RNs rejected this PTO proposal in 2005 bargaining.

What is UC really offering with PTO?

- Severely restricted access to sick leave, with a few "extra" days vacation (PTO); the "extra" days along with existing vacation could easily be used up due to personal and family illness.
- UC claims that their PTO plan gives nurses more flexibility, but the reality is UC wants PTO in order to reduce sick time and give management more control over your time off. PTO is an attendance control tool for management.
- UC admitted in a bargaining session in 2005 that the purpose of PTO is to decrease RN absenteeism, to get RNs at work when you are scheduled to be at work; UC implied at that time that RNs are fraudulently using sick time.

What is wrong with a 2-tier proposal on PTO?

- RNs would be forced to come to work sick, endangering our patients. PTO is a patient safety issue.
- 2-tier divides the RNs, so when in future negotiations UC proposed PTO for everyone, it's harder to fight.
- All RNs (including current RNs) would eventually be on PTO.

CNA's bargaining priorities include:

- **Protect our pension and other benefits.** Our pension, retiree health and health insurance are extremely important to recruit and retain RNs. No paycuts for pension. Comp time (CTO) is also a crucial benefit for UC RNs.
- **Secure adequate salary increases.** Achieving competitive RN salaries would help address UC's on-going RN recruitment crisis. UC also needs to adequately recognize its most experienced RNs and the role they play in safeguarding safe patient care at UC.
- **Ensure patient safety.** We need to strengthen the staffing and patient advocacy protections in our contract. UC must provide adequate staffing so that safe patient care is ensured at all times, and so that RNs can take our meals and breaks, earned vacations, holidays and professional education days. Say NO to PTO (paid time off).

Stop Payband Fraud: UC still refuses to refund your money

- UC has been improperly over-charging many employees for health insurance. UC is doing this by adding night shift differential to your payband calculation, whether or not you are a night shift nurse (see CNA Alert 1-20-07).
- UC admits that the overcharging is occurring, but so far has refused to commit to fixing the problem or refunding the overpayments to the affected nurses. More than 2500 RNs are being overcharged by UC for health insurance.

Bargaining Schedule: June 11 & 13, UCIMC; June 26-28, UCLA. Contract expires June 30.

If you are able to attend negotiations, please contact your CNA labor rep or unit contact.

Wear a Red Ribbon and Sign the Open Letter

For more information, contact your CNA rep or labor rep, or email CNA at ucdivision@calnurses.org

CNA Hotline: 1-800-284-4518