

# Providence Management Drops Another Bomb on 121RN Team

November 29, 2011

## Providence Proposes Change in PTO Accrual for 72-Hour RNs

After 15 or more years and two contracts that classify 72-hour RNs as Full-Time Employees, management says they just discovered two weeks ago that they were incorrectly calculating PTO for 72-hour RNs. In bargaining on Nov. 28, management proposed dropping 72-hour RNs from 1.0 FTE to 0.9 FTE. This would result in these RNs losing anywhere from 16 to 24 hours of PTO each year.

Our Union plans to file an Unfair Labor Practice complaint alleging regressive bargaining by Providence due to the fact that tentative agreements have already been signed by both sides on Employment Categories, which defines 72-hour RNs as 1.0 FTE, and PTO Accrual, which says that 72-hour RNs accrue PTO at the rate of a 1.0 FTE.

### PTO Accrual Per Year

	Current	At .9 FTE	Less Per Year
0-5 yrs	152 hours	136	16*
6-10 yrs	192 hours	172	20*
11+ yrs	232 hours	208	24*



\*These are revised figures. A previous version of this flyer contained incorrect accrual numbers. We apologize for the error.



## Management Moves on Wage Proposal

Providence presented what they say is their **final offer** on wages on Nov. 28.

Year 1: Step increase OR 2 percent lump sum payment for all RNs except per diems. If an RN is due a step increase, they will not receive the 2 percent lump sum. If an RN is not due a step increase for the year, they will receive a 2 percent lump sum payment.

\* Per diems would receive a 1 percent lump sum payment.

Year 2: A 1 percent increase to the wage scale plus scheduled step increases.

\* Per diems would receive a 1 percent lump sum payment.

Year 3: A 1 percent increase to the wage scales plus scheduled step increases.

\* Per diems would not receive any increased wages or lump sum payments.

*If you have questions or concerns, please speak with a Bargaining Team member, or contact Union Representative Tina Bordas, LVN, at (818) 298-1039 or [bordast@seiu121rn.org](mailto:bordast@seiu121rn.org).*

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