

CONTRACT ENFORCEMENT:

It's time to stand together and enforce what our contract says about our combined leave banks.

Read...

Article 19, Section B2.c

RNs work hard.

**We're committed to our patients
and we go the extra mile.**

We have the ability to decide when we want to use our Flex (comp) hours. This is different and separate from our Combined Leave PTO hours. For example, if you don't have any PTO hours, you can opt to use Flex (comp) hours. **Here's what our contract says:**

*Regular Full-time and Regular Part-time employees accrue
CL Flex Bank Hours at a rate of 1.00 hour per pay period
for twenty-four (24) pay periods per calendar year.*

- *CL Flex Bank Hours may be used by the employee same as CL*
- *Further, the employee has the option to use CL Flex Bank Hours as additional pay per pay period; and*
- *Any CL Flex Bank Hours not used by the end of the calendar year will be paid out at the employee's straight time rate in December.*

We earn one CL Flex Bank (comp time) hour per pay period for the first 24 pay periods of the year. The 25th pay period, we don't earn anything and then on the 26th pay period, our remaining balance is cashed out. As of July 24th, 15 pay periods have passed so everyone should have 15 CL Flex Bank (comp) hours accumulated.

*After putting our all into caring for our
patients, RNs shouldn't be denied the
much-needed time off we earn.*

—Cindy Snyder, RN, 2 South



**If you believe you're missing hours, please contact HR at
Sharon.Sorrels@dignityhealth.org and be sure to cc: komatac@seiu121rn.org**