



# SFRNA GENERAL MEETING

Thursday, January 16, 2014

# EXPENSE VARIANCES

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# UNAC Fundraiser: Philippine Typhoon

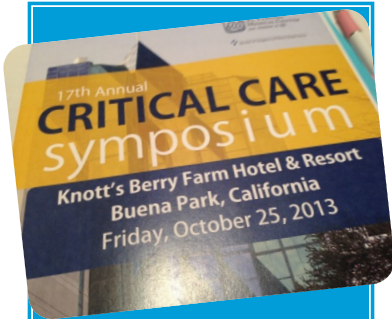


## SFRNA DONATION

- UNAC/UHCP fundraiser for people affected by Typhoon Haiyan in the Philippines
- SFRNA donated \$500 (maximum allowed without a general membership meeting vote)
- Amount donated by UNAC Affiliates/Members: \$15,413. UNAC will match up to \$20,000.

# SFMC Symposium Donation

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- Critical Care Symposium October 2013: \$400 in gift cards



- June 2014 High Risk OB/L&D Symposium: \$250 in gift cards

- ✚ Wages
- ✚ Dues
- ✚ Budget
- ✚ Negotiations



# SFRNA Wages

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- ❑ **2% increase effective January 1, 2014.** Increase will be seen on the second pay period in January with retro pay included
- ❑ **March 1, 2014: Blended rate** goes into effect. Increase will be seen on the second pay period with retro included.
- ❑ Please refer to LMA: Page 74 and 75



## January 2014- 2% Increase (page 74)

## March 2014-Blended Rate (page 75)

APPENDIX A - SFRNA/SFMC 2011-2014 WAGE GRID EFFECTIVE JANUARY 1, 2014

RN Classification	Eff. Date	Interim Permittee	New Graduate	Step 1 1 Year 12-24 mos.	Step 2 2 Year 24-36 mos.	Step 3 3 Year 36-48 mos.	Step 4 4 Year 48-71 mos.	Step 5 5 Year 72-95 mos.	Step 6 6 Year 96-119 mos.	Step 7 7 Year 120-179 mos.	Step 8 8 Year 180-239 mos.	Step 9 9 Year 240-299 mos.	Step 10 10 Year 300+ mos.
Staff RN	01-Jan-14	39.9577	41.0107	42.0859	43.1768	44.2829	46.0749	47.2267	48.4074	49.6176	50.8580	52.1854	53.4901
Specialty RN I	01-Jan-14	n.a.	n.a.	43.7531	44.9062	46.0749	47.8979	49.0953	50.3227	51.5806	52.8703	54.2449	55.6011
Specialty RN II	01-Jan-14	n.a.	n.a.	48.7972	50.0558	51.3743	53.4138	54.7491	56.1178	57.5208	58.9588	60.4917	62.0040
Specialty RN III	01-Jan-14	n.a.	n.a.	51.2372	52.5586	53.9430	56.0844	57.4866	58.9237	60.3968	61.9067	63.5163	65.1042
Specialty RN IV	01-Jan-14	n.a.	n.a.	52.7743	54.1354	55.5613	57.7670	59.2112	60.6914	62.2087	63.7639	65.4218	67.0573
Staff RN WO/PO	01-Jan-14	47.9492	49.2129	50.5031	51.8122	53.1394	55.2899	56.6721	58.0889	59.5411	61.0297	62.6225	64.1881
Specialty RN I WO/PO	01-Jan-14	n.a.	n.a.	52.5039	53.8874	55.2899	57.4775	58.9144	60.3873	61.8970	63.4444	65.0939	66.7213
Specialty RN II WO/PO	01-Jan-14	n.a.	n.a.	58.5568	60.0670	61.6492	64.0965	65.6989	67.3414	69.0249	70.7506	72.5901	74.4048
Specialty RN III WO/PO	01-Jan-14	n.a.	n.a.	61.4846	63.0703	64.7316	67.3013	68.9839	70.7085	72.4762	74.2861	76.2196	78.1251
Specialty RN IV WO/PO	01-Jan-14	n.a.	n.a.	63.3291	64.9624	66.6736	69.3204	71.0534	72.8297	74.6505	76.5167	78.5062	80.4688

APPENDIX A - SFRNA/SFMC 2011-2014 WAGE GRID EFFECTIVE MARCH 1, 2014

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Staff RN	01-Mar-14	46.6174	47.8458	49.1002	50.3729	51.6633	53.7540	55.0979	56.4753	57.8872	59.3344	60.8830	62.4051
Specialty RN I	01-Mar-14	n.a.	n.a.	51.0454	52.3906	53.7540	55.8809	57.2779	58.7098	60.1776	61.6820	63.2858	64.8679
Specialty RN II	01-Mar-14	n.a.	n.a.	56.9302	58.3984	59.9367	62.3161	63.8740	65.4708	67.1076	68.7853	70.5737	72.3380
Specialty RN III	01-Mar-14	n.a.	n.a.	59.7767	61.3184	62.9335	65.4319	67.0676	68.7443	70.4629	72.2245	74.1024	75.9549
Specialty RN IV	01-Mar-14	n.a.	n.a.	61.5700	63.1579	64.8215	67.3948	69.0797	70.8067	72.5768	74.3913	76.3254	78.2336
Staff RN WO/PO	01-Mar-14	55.9408	57.4150	58.9203	60.4475	61.9960	64.5048	66.1174	67.7704	69.4646	71.2013	73.0596	74.8861
Specialty RN I WO/PO	01-Mar-14	n.a.	n.a.	61.2545	62.8687	64.5048	67.0571	68.7335	70.4518	72.2131	74.0184	75.9429	77.8415
Specialty RN II WO/PO	01-Mar-14	n.a.	n.a.	68.3162	70.0781	71.9240	74.7793	76.6487	78.5650	80.5291	82.5423	84.6884	86.8056
Specialty RN III WO/PO	01-Mar-14	n.a.	n.a.	71.7320	73.5820	75.5202	78.5182	80.4812	82.4932	84.5555	86.6694	88.9228	91.1459
Specialty RN IV WO/PO	01-Mar-14	n.a.	n.a.	73.8840	75.7895	77.7858	80.8738	82.8956	84.9680	87.0922	89.2695	91.5905	93.8803



# Dues



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- Dues will be increased by \$1.21 per month to be deducted at \$58.41 per pay period
- Per Diem rate will be \$2.921 per hour up to a maximum of twenty hours or \$58.41 per pay period
- Amount returned to SFRNA: \$16.04 per member
- \$3.164 of total amount (\$126.55) is put into the PAC fund, per convention vote 2012

# Budget 2014

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## SFRNA "Proposed" Budget for September 2013 thru August 2014

NOTES	
Revised on:	11/08/13
Monthly Dues:	\$126.55
Contribution Rate:	\$16.04
Avg Rate:	\$56.520
WAHR:	\$58.410

### Income

<b>754 Total members</b>
638 Members @ 16.04/member
50 Per Diem
66 Not working PD or S/L
3 New Hires @ \$15.00 init fee
<b>Total Income</b>

### Expenses

Stipends for 4 Officers
2011 Negotiations Loan Repayment to UNAC/UHCP
*AAOC Compensation 4 officers x \$56.52 x 8 hours +12
*Misc Conference: Airfare
*Misc Conference: Parking
*Misc Conference: Transportation
*Misc Conference: Per Diem
*Misc Conference: Compensation 4 officers x 2 days \$56.52 x 12 hour shift
*Misc Conference: Double Room Occupancy
*Convention Delegate Fee \$375 x 30 delegates +24
Convention Rooms Double Occupancy \$270 x 3 days x 15 rooms +24
Convention Compensation 30 delegates x 3 days x \$56.52 x 8 hours
*Convention Donation
*Convention Delegate Dinner
*Convention Parking/Transportation 2 SFRNA Retired in good standing
*Convention Airfare
2 Officers Advanced LM classes x \$140 + 12 (includes fee and lodging)
Basic Labor Management Classes 30 classes x \$10 + 12
Miscellaneous Labor Management Classes
*Negotiation Compensation
*Negotiation Meals
*Food/Snack Negotiations
*Negotiation Miscellaneous
Membership Meeting Food/Snack
Compensation Membership Meeting 12 hour shift
Compensation Miscellaneous Meeting 8 hours
Compensation Grievance Meeting 8 hours
Office Supplies
Officer Meeting Meal Compensation
Financial Committee Rep Member Meal Compensation
LA County Dues 425 members x \$.55/permember
Bond Insurance (\$407 annual)
Miscellaneous

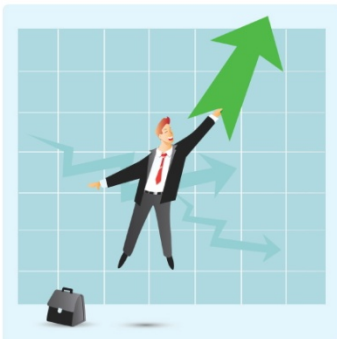
### Total Expenses

Projected Income
Projected Expenses

Monthly Deposit to Savings

	12 Months Sep '12 - Aug 13 <u>BUDGET</u>	12 Months Sep '12 - Aug 13 <u>ACTUAL</u>	12 Months Sep '13 - Aug 14 <u>PROPOSED BUDGET</u>
=	\$9,347.00	\$10,350.00	\$10,234.00
=	1,026.00	0.00	663.00
=	0.00	0.00	0.00
=	45.00	0.00	45.00
	<b>\$10,418.00</b>	<b>\$10,350.00</b>	<b>\$10,942.00</b>
=	850.00	708.00	850.00
=	100.00	1,442.00	0.00
=	477.00	0.00	151.00
=	167.00	0.00	167.00
=	47.00	0.00	47.00
=	52.00	0.00	52.00
=	9.00	0.00	9.00
=	447.00	0.00	452.00
=	202.00	0.00	202.00
=	500.00	-109.00	469.00
=	1,020.00	0.00	506.00
=	1,591.00	0.00	1,696.00
=	8.00	0.00	8.00
=	58.00	0.00	58.00
=	281.00	0.00	281.00
=	625.00	0.00	625.00
=	47.00	0.00	47.00
=	23.00	0.00	25.00
=	33.00	0.00	33.00
=	1,589.00	7,055.00	2,290.00
=	167.00	0.00	167.00
=	8.00	0.00	8.00
=	55.00	0.00	117.08
=	13.00	0.00	13.00
=	1,192.00	0.00	1,192.00
=	341.00	0.00	341.00
=	341.00	0.00	341.00
=	350.00	13.00	350.00
=	42.00	0.00	42.00
=	52.00	0.00	52.00
=	234.00	234.00	234.00
=	0.00	34.00	33.92
=	83.00	0.00	83.00
	<b>\$11,004.00</b>	<b>\$9,377.00</b>	<b>\$10,942.00</b>
	<b>\$10,418.00</b>	<b>\$10,350.00</b>	<b>\$10,942.00</b>
	<b>\$11,004.00</b>	<b>\$9,377.00</b>	<b>\$10,942.00</b>
	<b>\$1,586.00</b>	<b>\$973.00</b>	<b>\$0.00</b>

SFRNA



# 2011 Negotiation Loan

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- 2011 Negotiations Loan from UNAC: \$63,000
- Loan paid in full: September 2013





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## Negotiations 2014

# Current Status: Negotiations

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- ◆ Contract Expires June 30, 2014
- ◆ Announcement by Jerry Kozi DOCHS will remove themselves from the acute health care business
- ◆ All hospitals in the DOCHS system in Northern and Southern California are for sale
- ◆ UNAC/UHCP/SFRNA looking at options to assist the transition to ensure the viability of SFMC
- ◆ UNAC/UHCP met with DOCHS general council, the systems CFO, Mike Stewart, Jerry Kozi, and DOCHS financial consultants
- ◆ Options for contract negotiations are currently being discussed with UNAC/UHCP to decide how SFRNA will proceed

# Options: LMA/Contract

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1. Move forward with negotiations as normal
2. Request an extension
3. Nothing and allow contract to expire

- ❖ Early in Process
- ❖ UNAC/UHCP is requesting financial documents
- ❖ LMA provides for successor language
- ❖ UNAC/UHCP/SFRNA are in a proactive rather than reactive mode: all resources including legal and political are working together

# What Should We Do

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- Business as usual- continue to provide excellent, quality care
- Continue to report staffing issues and contract violations
- Management and SFRNA are in agreement that all employees should continue to strive for excellence
- Provide your contact information: email and cell numbers






- Review Grievance Response SM13-13
- Kronos Information/Training



# Grievance Response: SM13-13

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## memo

Date: 11/27/2013  
To: Sandi Marques, RN  
UNAC/SFRNA  
From: Cindy Schmall, Manager   
Human Resources  
Subject: Grievance Response – SM13-13 All LMA

Grievance Summary: Unequal Treatment, policy #982 does not match practice, associates instructed by management that time and correction notices amount allowed is limited, and failure to provide written policy for associates to follow.

### Step One Grievance Response:

Management has investigated and found that no policy violation or unequal treatment has occurred. As per policy #982 Time and Attendance KRONOS Record Keeping, 2.2.4

“Non-exempt (hourly) associates must swipe their I.D. badge at:  
The beginning of the work shift.  
The beginning of the meal period.  
The end of the meal period if necessary, and  
The end of the worked shift.”

Management has been asked to clarify with associates that there is no limit on the number of Time and Attendance Notices submitted but rather they are accountable for the number of missed punches as stated above.

SFRNA



# Kronos Information/Training

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- Kronos Training Information received by management enclosed in packet
- You should ALWAYS clock in for meetings/education. Yellow forms are for clarification of your clock in not instead of clocking in
- If there is an issue please contact an officer or representative immediately

# 2013 Grievance Update



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- ❏ Individual Grievances: 39
  - ❏ Association Grievances: 14
  - ❏ Closed/Settled: 25
  - ❏ Arbitration Review Level: 5
- 53**



# 2013 Association Grievances

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- ❖ LVN Orders (LVNS not allowed to take verbal orders)
- ❖ Staffing Office Courtesy
- ❖ Kronos Correction Forms
- ❖ ICU/MAP (open/partial agreement)
- ❖ ICU Removal from Charge (open)
- ❖ Transfer of ER patients without orders (open)
- ❖ PTO Cash Out
- ❖ ER Removal from Charge (open/partial agreement)
- ❖ L&D Mandatory Over Time
- ❖ IR/Angio Charge (open)
- ❖ ICU/Trauma Removal/List
- ❖ ER Attendance Discipline
- ❖ Inappropriate Cx/HCD- use of seniority
- ❖ Cath Lab/Angio Mandatory Over Time (open)
- ❖ MICN Settlement (from 2011)



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# QUESTIONS