

**CRONA Membership Meeting  
January 2017  
Happy New Year!**

**CRONA Nurse Advocate Position**

-Want to become more involved in your union??? Submit a consent to serve for the new CRONA Nurse advocate position. The Nurse advocate is responsible for organizing, coordinating, and attending investigatory and disciplinary meetings.

**Duties include:**

- assist in the administration of the collective bargaining agreement
- organize, coordinate, and attend investigatory meetings representing all members
- keep current records on file of all issues raised by members of the bargaining unit
- identify problems in the CBA and make recommendations to the negotiation committee

Applicants should expect to travel to all CRONA locations for meetings, offering generous flexibility and availability to accommodate meeting times.

**Assignment Despite Objection (ADO)**

Are you concerned about increasing responsibilities and duties without increasing help? Please make sure to fill out an ADO when you feel like your patient assignment is not safe. Prior to filling out the form, please follow the “chain of command” in your area in order to attempt to get the help you need in “real time”. All ADO’s are discussed monthly at the Nurse Practice committee meetings. Your concerns are our concerns. We cannot help if we do not know!

**Stanford Budget Concerns**

Stanford hospital is having concerns over un-budgeted expenses. In order to get paid for your work, please make sure that you have a discussion with your manager prior to attending and participating in unit or hospital wide committees. See CBA language below.

**7.9.2 Committee Meetings.**

Nurses will be paid for time spent attending and performing required duties as a member of a committee created, recognized and sponsored by the Employer. The Employer and the Nurse must agree on the appointment to, or participation in, such a committee and the extent to which the Nurse is authorized to perform duties other than attendance at the meeting. If the meeting is contiguous with the Nurses’ shift, the pay will include applicable shift differential, if any, and overtime premium, if applicable.

**Premium pay for Consecutive Weekend work over the Holidays**

Please check your timecards to ensure you are correctly paid if you are working this upcoming weekend. If you have worked any portion of the past two weekends, and are scheduled to work again this weekend (not voluntarily), you are entitled to premium pay for the upcoming weekend, and every weekend shift you work until you get a full weekend off. See CBA language below:

SHC:17.2 Guarantee of Weekends Off.

17.2.1 The Employer will use its best efforts to grant each full-time and part-time Regular Nurse every other weekend off or four (4) out of every eight (8) weekends based on established fixed eight (8) week cycles. A copy of the eight (8) week cycle will be kept in the unit schedule book. The schedule will indicate which half of the eight (8) week cycle is posted. The Employer will guarantee that each Regular Nurse will not be required to perform any work on more than two (2) consecutive weekends without premium pay. If the Employer requires a Regular Nurse to perform any work on more than two (2) consecutive weekends, the Nurse will receive premium pay for work performed on the third (3rd) consecutive weekend and each successive weekend worked until granted a full weekend off.

LPCH:16.2 Guarantee of Weekends Off.

The Employer will grant each Full Time and Part Time Regular Nurse every other weekend off. If the Nurse requests alternative weekend scheduling, the request will be granted to the extent effective scheduling permits. If the Employer requires a Regular Nurse to perform any work on more than two (2) consecutive weekends in any schedule period, the Regular Nurse will receive premium pay of one and one-half (1-1/2) times the Regular Nurse's hourly base wage for all hours worked (including overtime hours) on the third (3rd) consecutive weekend, and each successive required weekend shift until the Employer offers the Nurse a full designated weekend off. A Nurse who desires to work a schedule of weekend shifts that would otherwise require premium pay, may waive in writing the provisions of this subsection.