

CRONA Membership Meetings  
August 2016

**Tuition Reimbursement and Education Days.....**

Please remind all CRONA Nurses to use their tuition reimbursement funds and education days before August 30 2016.

All Regular Nurses (and Relief C) have \$2,000 (pro-rated per commitment) to use for education purposes (see CBA Section (9 LPCH and 10 SHC)

Also all Regular Nurses have 40 hours of education time (pro-rated per commitment) to use for education purposes.  
(Relief A and B have 8 hrs and Relief C has 16 hrs).

These hours must be used prior to August 30<sup>th</sup>. They can be used above your commitment (to the total number of hours you are allotted) and do not accrue overtime. Please see CBA Section 9 LPCH and SHC) for specifics.

Also, please read the Education policies that outline the proper procedures for pre-approval. Nurses at LPCH must use GP Strategies and Nurse at SHC must use HostedHR in order to get approval and submit receipts for reimbursement.

**Wage Rates and Scales....**

All longevity raises are now in effect. The new wage rates started with the July 17<sup>th</sup> pay period and your new base wage should be reflected on your paycheck August 5<sup>th</sup>.

The 6 month step advancement agreed upon in the new Tentative agreement starts in 2017. This 6 month advancement affects only Step 2-8. The longevity steps of 9, 10, 11, 12, and 13 do not qualify for this 6 month advancement.

An example of a 6 month step advancement:

A Nurse with a hire month of January should get their new “step advancement in July 2016 (ie: they should move up a step)

i.e. CNII step 3 –due for a step increase January 25, 2017. Will move to CNII step 4 on July 25, 2016 instead.

CRONA and the hospitals are working on finalizing the new wage scales and will post them as soon as they are approved.

**CESLA or Kin Care...**

Please remember that the CESLA and Kin Care laws have changed. You can now call in “CESLA or Kin Care” for yourself and a list of expanded family members (please see last CORNA buetin sent our in July with the latest reading of the law).

These are protected absences. As long as you have the PTO in your bank, you cannot be assigned attendance points for these absences.

You can use up to  $\frac{1}{2}$  the amount of PTO you accrue in a year for this protection.

Please follow your call with an email to your manager letting him/her that you called out "CESLA or Kin Care" so that when they do attendance audits, they do not assign you points.