

QUESTIONS

Q: Is there a 'cap' on ESL time accumulation?

A: There is no limit to the accumulation of ESL time. It is accrued at the rate of .0116 of productive hours worked including PTO, ATO, ESL, OT, Jury Duty, and bereavement to a combined max of 80 hours per pay period.

LINKS

www.crona.org

www.facebook.com/cronanurses

UPCOMING MEETINGS

May Membership
Everyone Welcome
LPCH Auditorium

Tues: May 2 at 0730
Thur: May 4 at 1345 & 1500

EVENTS

CRONA Nurse Week Celebration
May 9, 2017
CRONA CEU Class
May 25, 2017

CONTACT US

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CRONA BOARD

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CRONA Celebrates Nurse Week

Join us on May 9th as we celebrate Nurse Week at Stanford and LPCH Hospitals ! Look for the CRONA table in the Stanford Atrium from 0700 to 1030 *and* the LPCH Main Floor between 1100 -1400, and 1800 to 2100 where CRONA celebrates our fantastic CRONA nurses.

Fun!! Food!! Prizes!!

CRONA Sponsored CEU Class May 25

Fleming's Steakhouse, Palo Alto, Dinner and Lecture, 6pm to 9pm.

CRONA is pleased to host the 3 CEU class: *Treating Pain in the Midst of an Opioid Epidemic: Compassionate Care for a Complex Problem.*

Guest lecturer Anna Lembke, MD explores the epidemic as a symptom of a faltering health care system. Dr. Lembke is Associate Professor and Chief of Addictive Medicine at Stanford University School of Medicine. Cost is \$125, registration deadline May 11. Send check to CRONA Office attn.: E. Pachkofsky. No partial credit will be issued and no refunds after May 11, 2017. See postings on Facebook for more details!

Rest/M meal Breaks

SHC is enforcing their policy of taking breaks in the 15/30/15/15 format. The law provides for breaks during each work period (4 hrs.), but it does not prohibit a nurse from voluntarily choosing to combine breaks. The hospitals have a duty to provide breaks. If one or more are missed or untimely delayed, pay compensation to the nurse in the form of hourly wages is due. CRONA is working to clarify this understanding of break patterns with SHC. Please document all missed breaks and notify CRONA of any denied, delayed, or unpaid meal breaks.

Reduced Commitment Side Letter

The reduced commitment side letter is now in effect. A nurse must email their manager to request a reduced commitment position. The manager has 45 days to post a part time position(s) in such a number so as to meet the minimum of an 80/20 full time to part time ratio. Granting of positions is done according to the internal transfer language.

Contract 2016 -2019



CRONA Executive Board (L to R) :
Geralyn Martinez, Nancy Uschersohn, Barbara Baker, Kathy Stormberg, Kim Reed, Colleen Borges,
Mike Weiland, Eileen Pachkofsky, Jolivette Enriquez.

Contract Pay Implementation :

- Pay Raise advancements April 1, 2017 .
- One time 6 month accelerated 2017 Salary Review Date for steps 2-8. This is not applicable for the longevity steps 9-13.
- CRONA Contracts awaiting printing, available to view on line.
- Refer pay issues to cborges@crona.org

Pre-Approved Education Time

CRONA educational benefits include both paid time to complete your professional education *and* the funds to pay for these classes. Each of these benefits requires manager pre-approval. Pre-approved **education time** is the process of requesting time off in lieu of work. This process is requesting **time** to attend a conference or complete a home study CEU course. It is not the same as tuition or book reimbursement pre-approval, or reimbursement of funds that is submitted after completion of course or for book purchase. The educational time request must be in writing and the manager must approve or deny the request within the first two weeks of the month following your request. Benefits are prorated according to work commitment.

Questions?

Refer any questions about the content of this Newsletter to : bbaker@CRONA.org