

QUESTIONS

Q: My manager is now prescheduling mandatory ATO time to my schedule that I did not request. Is that OK?

A: No, that is not OK! Please contact a CRONA Representative when this occurs.

LINKS

www.crona@crona.org
www.facebook.com/cronanurses

UPCOMING MEETINGS

April Membership
Everyone Welcome

Tues: April 3 at 0800
SHC room S033

Thur: April 5 at 1345
LPCH BOARDROOM
Rm 1155

EVENTS

April Membership Meeting

CONTACT US

CRONA
499 Seaport Ct # 202
Redwood City, Ca. 94063
Ph: 650 366 0156
Fax: 650 366 0182

CRONA BOARD

Colleen Borges, *PRESIDENT*
Eileen Pachkofsky, *VP LPCH*
Kathy Stormberg, *VP SHC*
Geraldyn Martinez, *Advocate*
Mike Weiland, *Advocate*
Nancy Uschersohn, *Advocate*
Christi Decena, *Advocate*
Kim Reed, *Legislative Rep*
Barbara Baker, *Secretary*
Jolivette Enriquez, *Treasurer*

Arbitration Win !

CRONA has won an arbitration decision directing that SHC must now pay nurses in the main O.R. Specialty Skills Incentive Pay for certain service lines. SHC has been withholding the Specialty Skills Incentive Pay since 2016 stating that the O.R. Nurses in the specialty service lines of CVT, Neuro, OHNS, or Ortho Service lines did not meet criteria for Skills Incentive Pay. CRONA was firm that the 2016 contract negotiations provided for the inclusion of these O.R. specialties in the Incentive Pay program. The Arbitrator ruled in CRONA's favor in the interpretation of the contract language.

If you are a Main O.R. nurse at SHC and had the skills to cover procedures in the CVT, Neuro, OHNS, or Ortho service lines and you did not receive your lump sum payments starting in 2016, please contact CRONA so we can make sure that all affected Nurses receive the back pay they are owed. CRONA will continue to guard and advocate your rights that were a result of gains made during our last negotiations.

Area Representatives Seminar

CRONA Area Representatives gathered at the San Mateo Marriot in March to explore topics important to our membership. The CRONA executive Board lectured on how area reps can increase their advocacy for their unit members as well as presenting updates on state labor laws, attendance policies, Kin Care/Cesla laws, protected absences, Social Media policies, and how to research contract issues on the CRONA web site. Real case scenarios were presented to illustrate recent disciplinary actions.

Join us as an Area Representative to attend these fantastic lectures and increase your knowledge on how to make your contract work for you. Check the open Area Rep positions on the CRONA websites for vacancies on your unit or contact a Board member for updates.

Weingarten Rights

Any employee who has a reasonable belief that an *investigatory interview* with their employer/manager could result in a disciplinary action has the right to have a union representative at this meeting and any meeting where a written warning is to be given. The CRONA contract allows 3 days for CRONA to provide a representative for the meeting.

If at any time you believe you need representation for an investigatory meeting, or for any policy or contract clarification, call the CRONA office (650 366-0156), or contact CRONA via email (crona@crona.org) for a union representative. Do not leave *urgent* messages on the Facebook website.

- Say and spell your name clearly, and identify your hospital and unit.
- State your phone number slowly, and repeat !
- *Briefly* describe your situation or question. A CRONA representative will get back to you within 24 hours for details. Notify CRONA *immediately* after the request for a meeting with your manager is made.

Contract 2016 -2019



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

Contract Pay Implementation

- CRONA contracts available to view on line. Hard copies are available at membership meetings.
- Refer pay issues to cborges@crona.org

April Membership Meetings Locations

The crunch for membership meeting venues continues! Please note that the April **Tuesday** Membership meeting time and location for April 3 has changed, *for this month only*, to 0800, and relocated, *for this month only*, to SHC Room 033 (ground floor near engineering, directions to follow) . **Thursday** Membership meeting will be, *for this month only*, in the LPCH Board Room, Room 1115 (a few steps from the LPCH Auditorium) at the usual time, 1345. Check the newsletter for monthly meeting room locations and changes.

F.Y.I

Membership Meetings :

Tuesday membership meetings will now convene in the Linda Meier Board Room at SHC room H3210 at 0730 (except for April) . The location is just down the hall from the Bing dining room on the 3rd floor, across from Unit C. Thursday meetings remain in the LPCH Auditorium at 1345. (except for April) .

Check the newsletter monthly for any changes !

ADO's

(Assignment Despite Objections forms): Thank you to all members who are filling out these forms that allow the CRONA Board to explore and address unsafe or objectionable working conditions. After faxing one copy to CRONA, leave a copy for your manager, and keep a copy for yourself. CRONA will follow up on the situation.

Questions?

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