

CRONA Membership Meetings May 2018

Nurses Week

Come Celebrate Nurses Week with CRONA. Tuesday, May 8th 0730-1030 @SHC Atrium. Wednesday, May 9 1300-1600 and 1800-2100 @ LPCH Atrium. Join us for food, fun, and prizes!!

Staffing and Scheduling

Both LPCH and SHC have a staffing and scheduling policy that dictates how schedule requests should be honored when completing the monthly schedule. This language tracks the CBA language regarding seniority and shift selection. In addition to seniority, skill mix, will be considered in order to ensure that all the specialty roles are covered and the mix of skill is appropriate to take care of patients. Please let us know if you think you are being scheduled incorrectly.

Payroll Errors

Reminder to be vigilant in checking your time cards at the end of each pay period. This double check and sign-off is to ensure that you do not suffer from any payroll errors. There seems to be an increase in payroll errors involving shift and weekend differential. As well as preceptor pay. ALWAYS DOUBLE CHECK YOUR PAYSTUBS!!! If you notice an error, start by notifying your manager or ANM to get the correction process started. Reminder that the hospital has 5 days from the time the error is detected to correct it.

Specialty Skill Incentive Arbitration at SHC

We are happy to report that CRONA just won an arbitration decision requiring Stanford Hospital and Clinics (SHC) to pay Nurses in the Main Operating Room Specialty Skills Incentive payments that the hospital has been failing to pay since June 2016. The neutral Arbitrator's decision fully supports CRONA's position that the hospital was required to pay many more Nurses in the Main Operating Room the Specialty Skills Incentive payments that CRONA and the hospital agreed to in the most recent contract negotiations. CRONA is currently working with the hospital's lawyers and our area representatives in the Main OR to identify all of the Nurses who will be receiving this back pay. We will notify the staff once the date of the back pay has been determined. We will be pursuing this language at LPCH OR as well.

Retirement plan Provider is changing

Beginning in July 2018, the Retirement Savings Plan and the 457(b) Plan will transition to **Fidelity Investments**. The intention of this transition is to provide all employees and plan participants a single service provider that can deliver a range of investment options, learning resources, lower overall investment fees and expenses, and world-class customer service that is available online, by phone, on campus, and at Fidelity Investor Centers. You DO NOT need to do anything at this time. You will be receiving information as this transition process continues.

When Requesting Representation for an Investigatory Meeting

1. Call and/or email the CRONA Executive Board (650) 366-0156 or crona@crona.org
2. Say and Spell your name and unit
3. State your phone number and repeat. NO NEED to leave a long message, a rep will get back to you for the details of the situation.
4. Notify CRONA IMMEDIATELY after the request for a meeting with your manager is made. We have a 3-day window to arrange a meeting.

