

# RNA/ONA PTO Proposal to UCMC

As the COVID 19 pandemic has developed over the past weeks, our union at the local and state level has been working diligently to ensure that nurses have the resources at the bedside and at home.

The Union is continuing to contest the Medical Center's refusal to negotiate Emergency Paid Time Off.

We have sent our initial proposal to the Medical Center which includes 3 weeks of Emergency Paid Time Off to be used exclusively for the following:

- In the event a nurse contracts COVID-19 from a source, patient or co-worker on the job and is quarantined
- In the event a nurse contracts COVID-19 away from the job and is quarantined.
- In the event a nurse must call off to take care of a child or family member diagnosed with COVID-19.
- In the event a nurse must call off due to child or legal guardianship issues due to statewide closures.

This proposal would expire 12.31.20 and would not be able to be cashed out or used for other means.

## The actions we need you to take is to do the following:

1. Email Clarence Pauley HR, Jack Talbot HR, and Bev Bokovitz CNO and tell them how disappointed you are with the organizations treatment of front-line healthcare providers, and urge them to come to the table.
2. Sign the Online Petition on the RNA Facebook Page, share the position to your page and encourage your friends and co-workers to sign-on.



## Registered Nurses Association of UCMC COVID 19 PTO Resource Sheet:

**If you are placed off by your manager or Employee Health for potential exposure you must assert your union contract language:**

- 1) Email your payroll person, michael.webster@uchealth.com, your manager, and rna@cincynurses.org stating the following:
  - a. I've been placed off for exposure to COVID 19 at the behest of the Medical Center. I'm currently ineligible for FMLA or Worker's Compensation, and respectfully request under Article 14 Sec. 7 (A) of my union contract to be paid for my time off and that the time should not be credited from my PTO bank and I will continue to accrue PTO while being placed off for exposure.
- 2) If you are denied notify RNA.

**As the Medical Center is unwilling to grant you Emergency Paid Time Off at this time, the only systems left in place to ensure that you are compensated in anyway while sick are following programs:**

**Worker's Compensation, Short-Term Disability,  
Family Medical Leave Act (FMLA), & Expanded Unemployment**



**Turn over to find out more!**

**Immediately upon being placed off work by the Medical Center or if you begin to feel unwell or are exhibiting COVID 19 symptoms, RNA suggests that you apply, for Workers Compensation, Short-term Disability and FMLA all at the same time. Request the applications by contacting Employee Health at 585-8000.**

### **#1 Workers Compensation Eligibility:**

- a. RN has a positive test for COVID 19.
- b. Fill out an Employee Accident/Exposure Report.
- c. Log /document all the dates and times you took care of PUIs or COVID 19 + patients or were in contact with a + co-woker.
- d. Get an appointment/telemedicine meeting with your medical provider and obtain a medical opinion stating that it is medically probable that it was contracted in the workplace.
- e. Wait time will covered by any PTO you have.
- f. Denial of Worker's Compensation by UCMC can be contested. (Inform RNA)

### **#3 Family Medical Leave Act Eligibility:**

- a. You have worked at least 1,250 hours in the last 12 months prior to taking FMLA- a 0.6 FTE works 1,248 hours/year
- b. You have a qualifying medical condition including potential or confirmed COVID-19 or require time to take care of a child, spouse or parent with a qualifying medical condition including potential or confirmed COVID-19.
- c. A qualifying medical condition is defined as:
  - 1) inpatient care.
  - 2) incapacity for more than three days with continuing treatment by your medical provider.
  - 3) incapacity relating to pregnancy or prenatal care.
  - 4) chronic serious health conditions.
  - 5) permanent or long-term incapacity
  - 6) certain conditions requiring multiple treatments

**The Union is of the position in these insecure times our nurses need security and should not have to wade through a sea of RED Tape!**

**Take the follow actions!**

- 1. Email Clarence Pauley HR, Jack Talbot HR, and Bev Bokovitz CNO and tell them how disappointed you are with the organizations treatment of front-line healthcare providers, and urge them to come to the table.**
- 2. Sign the Online Petition on the RNA Facebook Page, or your email, share the petition to your page and encourage your friends and co-workers to sign-on.**

### **#2 Short-Term Disability Eligibility:**

- a. You have a personal illness or injury, determined to not be work related by UCMC and will likely exhaust all of your PTO and you have worked at UCMC for at least 91 days.
- b. You will have to contact Lincoln Financial in order to determine your eligibility.
- c. The first week of your time off will be covered using any PTO you have.
- d. Denials of Short Term Disability can be contested. (Inform RNA)

### **#4 Expanded Unemployment Eligibility:**

**THE FOLLOWING DOES NOT APPLY IF YOU QUIT YOUR JOB. YOU MUST BE PLACED OFF WORK WITHOUT PTO, OR ANY OTHER FORM OF LEAVE IN ORDER TO QUALIFY:**

- a. You have been taking low-census unpaid, or have exhausted your PTO and are being low censused below your FTE
- b. You are underemployed or unemployed due to COVID 19 circumstances including but not limited to:
  1. RN who is caring for a household family member who has been diagnosed with COVID-19, and exhausted PTO
  2. RN who is primary caregiver for a child or other person in the household who is unable to attend school or another facility that is closed as a direct result of the COVID-19 public health emergency and this prevents work, and exhausted your PTO
- c. There are expanded unemployment benefits under State and Federal Laws. If you have exhausted your PTO and are receiving less in pay than you would under unemployment (roughly 50%-60% of your straight-time pay), you may qualify. Additionally, there is an extra \$600/week for up to 39 weeks that is being allotted under the Federal Pandemic Unemployment Compensation in addition to State unemployment benefits.

How to obtain this benefit, File for unemployment online at: <https://unemployment.ohio.gov/>

Contact RNA with eligibility questions.

