



RNPA Proposal 18, September 28, 2023

Section 9.7 - Annual Cash Out of PTO

~~A Nurse's eligibility for cash out is determined by the number of occurrences of unscheduled absences, including sick leave, in the payroll year (twenty-six or twenty-seven pay periods). The period for cash out eligibility for 2020 begins December 16, 2019 and ends December 27, 2020. The period for cash out eligibility for 2021 begins December 28, 2020 and ends December 26, 2021. The period for cash out eligibility for 2022 begins December 27, 2021 and ends December 25, 2022. The period for cash out eligibility for 2023 begins December 26, 2022 and ends December 24, 2023.~~

Cash out of PTO may be requested by the nurse **twice a year** during the month of February **and the month of August** for the previous payroll year. Forms will be supplied and processed by Santa Clara Valley Health and Hospital System Human Resources.

~~PTO may be cashed out annually on the following basis (prorated for nurses other than full time on the basis of code status):~~

- ~~a) If a nurse has no more than two (2) occurrences of unscheduled absences, the nurse may cash out up to eighty (80) hours of PTO.~~

- ~~b) If the nurse has no more than four (4) occurrences of unscheduled absences, the nurse may cash out up to forty (40) hours of PTO.~~