

Tentative Agreement  
Section 9.7 Annual Cash Out of PTO

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~~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 during the month of February 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.~~

Employees may request to cash out up to (80) PTO hours during the calendar year in which the PTO hours are earned, paid out at the employee's current pay rate exclusive of any premium pays or differentials, but to do so, employees must make an irrevocable election in November of the preceding calendar year of the number of hours to cash out in the upcoming calendar year. An employee's failure to elect a specific cash out amount in November for the following year shall preclude the employee from cashing out any PTO hours. Employees may elect to receive payment of the elected hours at any time during the calendar year for which the election was made, but only after the PTO hours are accrued. Hours that have been elected for cash out, that remain uncashed by pay period 25 of the payroll calendar year will be cashed out to the employee by the Controller's Office in pay period 25 of the payroll calendar year.

FOR THE COUNTY



DATE:

1/11/2024

Chhulka 1/11/2024

From: SCCo To RNPA 11/13/2023

This proposal includes all previous proposals unless specifically modified herein.

All Tas subject to ratification by the BOS.

New language is underlined.

Deleted language is struck through.

Current contract language is CCL.

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FOR RNPA

 RNPA PRESIDENT  


DATE: 1/3/24