

Accretion of Certified Wound / Ostomy/Continenace Nurse (CWOCN)-

Agreement regarding conversion to OFNHP RN Benefits

The purpose of this proposal is to cover the conversion of benefits from the non-union salaried benefit plan into the OFNHP RN benefit plan. All retirement benefits and future accruals and allotments of time off will be as provided for in the OFNHP Registered Nurse CBA.

OFNHP RN Contract Medical, Dental, Disability, Life Insurance, Retirement Package	Effective the first day of the first month following the date of the accretion.	Employees will have the opportunity to make changes to their benefits online during a 30 day enrollment period immediately following the accretion date.
Conversion to Union time off plan: PTO to Vacation 1:1 ESL to Sick 1:1	Effective the first day of the pay period following the accretion effective date.	
Ill time: Full time – 80 hours / year Part time – prorated based on scheduled hours	Effective the first day of the pay period following the accretion effective date.	Pro-rated from accretion date through leave accrual anniversary date.
Flexible personal days: Full time – 16 hours / year Part time – prorated	Effective the first day of the pay period following the accretion effective date.	In accordance with the collective bargaining agreement. Pro-rated for remainder of the year
Float Holidays: Six months of benefited service = 3 days	Effective the first day of the pay period following the accretion effective date.	In accordance with the collective bargaining agreement.
Accrual rates based on years of service as defined by the Contract. Vacation accrual capped at two years of vacation eligibility entitlement.	Effective the first day of the pay period following the accretion effective date.	Excess vacation accrued in 2014 which puts the employee over the 320 hour cap can be cashed out at 90%
Seniority date	Based on KP Hire date as an RN	

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