

UTSC FALL NEWSLETTER

SEPTEMBER/OCTOBER 2023

Meet Your Fellow UTSC Therapists



Above: San Diego IP Vacation Committee
Right Valleys Home Health after work meeting

PSP, HRA & ESL: Did You Know?



Our 2023 PSP goals include Attendance and Affordability. Decreasing unprotected absences not only assists with staffing levels and decreasing costs, unused **Extended Sick Leave (ESL)** hours turn into a monetary resource for members in retirement. Members believe "if I don't use sick time, I lose it." This is not true. After retirement, 80% of your banked Extended Sick Leave time goes to your retirement **Health Reimbursement Account (HRA)**. This is an account that you can use after retirement to pay for medical expenses. The Sick Leave HRA is a strong incentive to bank unused sick time and also ensures that you will have sick time if you need it. This benefit is separate from and in addition to the Retiree Medical HRA established as part of the retiree medical benefits package in the 2021 Alliance National Agreement. (See Article 2282 of the UTSC Contract for more information).

How much ESL do we earn per month? (Article 1849)

Full time therapists earn 6 ESL hours/month = 9 days/year
Part time therapists accrue ESL monthly, prorated based on straight time hours paid for preceding 2 pay periods.

UTSC CONTRACT HIGHLIGHTS

Education Leave (Article 2414-16)

Upon completion of **(1) one year of service** a Health Care Professional who is regularly scheduled to work 32 hours or more will earn paid Education Leave of (5) days not to exceed 40 hours in a calendar year. Health Care professionals who are regularly scheduled to work less than 32 hours per week will earn Paid Education Leave of (3) days, not to exceed 24 hours in a calendar year. Health Care Professionals participating in ACP and Per Diem are not eligible for Education Leave.

Did you know? Education Leave is renewed January 1st of each year.

Education/Tuition Reimbursement (National Agreement Section 1 D 3c)

Tuition and continuing education reimbursement is offered at **\$3000** per calendar year for all Alliance employees scheduled 20 hour per week or more and who have been **employed for at least 90 days**.

National Certification Recognition Payment

The UTSC National Certification Recognition Payment of \$500, is available to PT/OT/RT employees who have a National Certification from APTA/ABPTS, AOTA, ASHT, or NTCRC. PT/OT/RT that recertify following the one time initial Recognition Payment will receive recertification payments of \$250. Per diem therapists who work 1000 hours in a 12 month period are eligible for a qualifying one time \$250 recognition payment and \$125 recertification payments. If you qualify, reach out to your direct manager with proof of your certification/recertification.



Celebrating
**NATIONAL
PHYSICAL
THERAPY
MONTH**



October is National PT Month

On behalf of UTSC, we would like to wish a Happy PT Month to all of our amazing Physical Therapists. We recognize and value all of the incredible work you do every day, and with every patient.

Labor Management Partnership: A Look into Committee Work

Get involved: your insight and participation is vital for success!

Here is a list and description of our UTSC LMP Committees:

- **OT/PT/Home Health OT/Home Health PT Professional Practice Committees (Article 1303) :**
 - Addresses clinical issues/policies, including quality of care, guidelines, practice models, and specialty training.
 - 1 therapist/service area, quarterly meetings, 3 year term.
- **Ambulatory Domain Committee (Article 1320)**
 - Provides clinical content authoring expertise to update KP Health Connect system for outpatient needs.
 - New members sought as therapists vacate a position.
- **Inpatient Domain Committee (Article 1322)**
 - Provides clinical content authoring expertise to update KP Health Connect system for inpatient workflows.
 - New members sought as therapists vacate a position.
- **Continuing Education Committee (CEC) - (Article 13240)**
 - Plans/organizes continuing ed courses for OT/PT/RT.
 - New members sought as therapists vacate a position.
- **Outpatient Staffing/Workload (Article 1341)**
 - Collaborate on schedule utilization (SU), patient mgmt time, eval and return scheduling, workflows.
 - Membership/term outlined in each service area Charter.
- **Inpatient Staffing/Workload (Article 1345)**
 - Collaborate on staffing models to ensure quality patient care, discuss inpatient workflows.
 - Membership/term outlined in each service area Charter.
- **Home Health Staffing/Workload (Article 1350)**
 - Collaborate on productivity, quality care, staff needs.
 - Membership/term outlined in Charter.

Each of the LMP Committees should be providing you with a Member Communication summary of each meeting, as well as posting the summary for all therapists on every Union/UTSC bulletin board.



TIMECARD CODES

It is imperative to check your timecard codes on Mainframe. Here is a list of codes for your reference.

BKC.....CESLA paid out of Banked Sick Leave
 BKD.....Workers' Compensation paid out of Banked Sick Leave
 BKF.....Self-Family Leave paid out of Banked Sick Leave
 BKL.....Last Minute Sick paid out of Banked Sick Leave
 BKS....Prescheduled/Long-Term Sick paid out of Banked Sick Leave
 BRL....Bereavement Leave
 CES...CESLA/AB109 Sick
 CLB.....Life Balance/Flexible Personal Days – CESLA
 CTO....CESLA time out of the ETO bank
 DML...Decision Making Leave
 EDT...Educational Leave
 EFM....Paid Family Leave – Sick
 EFO....Paid Family Leave – Vacation
 ESL....Extended Sick Leave (ETO Only)
 ETF.....Unpaid Family Leave (ETO Only)
 ETS....Earned Time Off – Sick (ETO Only)
 ETU....Earned Time Off – Last Minute Sick (ETO Only)
 ETV.....Vacation (ETO Only)
 FSP.....Family School Project, Vacation Paid
 FSU....Family School Project, unpaid
 HOL...Holiday
 JRY....Jury Duty
 KTO...Kaiser Time Off
 LBD....Life Balance/Flexible Personal Days Planned
 LBF.....Life Balance/Flexible Personal Days – Family Leave
 LBL....Life Balance/Flexible Personal Days – Last Minute
 LOA....Personal Leave
 MIL.....Military Leave
 MOD...Modified Work, workplace related injury
 NCS...No Call No Show
 PTO...Personal Time Off
 SCK...Prescheduled/Long-Term Sick
 SCL....Sick – Last Minute
 SFL....Sick – Self-Family Leave
 SMD...Sick – Doctor's Appointment
 TDT....(tardies)
 TRN...Training
 UFL....Unpaid Family Leave
 UNI....Union Business – Not Employer Paid
 UNP...Union Business – Employer Paid
 VAC...Vacation
 VFL.....Family Leave – Vacation
 VLM...Vacation – Last Minute
 VTP....Vacation Time Prorated (7600)
 WCD...Workers' Compensation
 WLD....Work Light Duty, non-workplace related injury
 WMD...Workers' Compensation Doctor's Appt.

