PTO MYTHS AND FACTS

Myth	Fact
I never get sick, so under a PTO system, I'll be able to take more vacation time.	The amount of vacation time RNs are allowed to take is typically based on staffing needs, not the amount of benefit time they have accrued. This means that for most RNs, a PTO system doesn't mean any more vacation time.
Under a PTO system, I get to just take a "PTO day."	You still will have to follow the same rules to put in vacation requests and call in sick. The only difference is that you won't have separate banks for sick and vacation time. If you have to use all of your PTO due to an unexpected illness, you have less benefit time to use for a vacation. Under a vacation/sick time policy, you can be assured you can take a vacation and plan for unexpected illnesses or injuries.
A PTO system is usually accompanied by short-term disability, which we don't get under a typical vacation/sick system.	True, but not worthwhile. Most conditions that qualify an employee for short-term disability will qualify them for usage of sick time. The difference is that while short term disability typically only pays a portion of your income, sick time pays 100% of your salary.
PTO combines sick and vacation time into one bank, which means we have a similar amount of benefit time overall as a vacation/sick time system.	PTO systems almost always provide less benefit time overall than employees have with vacation and sick time. The reason hospitals like PTO is because it means they have to pay less benefit time overall to employees. It also discourages employees from calling in sick or taking leaves of absence for long-term ailments because employees then have less benefit time for a vacation.
MNA can negotiate to ensure that a PTO system has equal benefit level totals as we currently have under our vacation/sick time system.	Hospitals would not propose a PTO system if they intended to provide an overall benefit level that is equal to what employees currently have. Even considering a PTO proposal with the assumption that we can negotiate over benefit levels is dangerous and puts sick and vacation time programs at risk.
I never use sick time so I don't need it.	Think of sick time as insurance. No one ever plans on getting ill or having a family member develop a chronic health condition. But if it does happen, you won't have to dip into your vacation time, since sick time is a separate bank. Also remember that under Minnesota law, employees must be permitted to use sick time to care for family members. This requirement may not apply to PTO. Additionally, it's common that younger RNs have less need for sick time. Many RNs need this valuable benefit later on when they need to take leaves of absence for surgeries or other health conditions. It's important to think about the value of this benefit in the long run.

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MNA Vacation and Sick Time VS Essentia PTO

Years Worked	MNA Vacation+ Sick+PH	Essentia's PTO Plan	Loss Per Year	Loss Over Career
0-2	192	136	56	112
2-3	232	136	96	208
3-5	232	144	88	384
5-6	272	144	128	512
6-7	272	160	112	624
7-8	272	168	104	728
8-9	272	176	96	824
9-10	272	184	88	912
10-11	272	192	80	992
11-12	272	200	72	1064
12-13	272	208	64	1128
13-14	272	216	56	1184
14-15	272	224	48	1232
15-19	296	224	72	1592
20+	312	224	88	1680

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