

- ETO (earned time off) includes vacation and holiday accrual. The conversion to ETO from individual vacation and holiday accrual (decades ago) resulted in no loss of time for Staff Nurses.
- PTO (paid time off) is a combination of ETO and Sick Leave but results in the loss of time off. Sick Leave is split between PTO and Disability Reserve.
- For all work categories beyond 5 years of service, PTO and Disability Reserve accrual's is less than accrual with the current ETO and Sick Leave.
- A max of 5 days of Sick Leave is added to ETO to form PTO, for some work categories & years of service increments.

However, for some work categories and years of service increments, there is no sick leave time added to ETO to = (for example 12 yrs of service) PTO (see graph).

- Because PTO must be accessed first every time an employee calls in sick and because the Disability Reserve can only be accessed after 7 days of absence (using 5,4,3,2 days of PTO—depending on work category), for some work categories/yr of service increments any sick occurrence would result in using vacation time to cover. In other cases, using more than 2–5 days of sick leave/yr will result in using vacation time.
- At 13 yrs of service, employees lose an entire day of vacation accrual/yr. compared with ETO.
- The Hospital's program does include accrual on overtime (not call/call back) which may benefit some employees.
  - PTO accrual caps @ 1.5 times the annual amount (300–468) & ETO caps @ 344hrs.
- Disability Reserve caps @ 480 hrs. In transition, hours accrued > 480 hrs go into Long Term sick account.

See graph comparison of ETO & Sick Leave vs PTO & Disability Reserve