



Estado Libre Asociado de Puerto Rico
DEPARTAMENTO DEL TRABAJO Y RECURSOS HUMANOS
Oficina del Procurador del Trabajo

Lcdo. Félix Bartolomei Rodríguez, LLM
Procurador del Trabajo

Asesora: Lcda. Taína E. Matos Santos

30 de noviembre de 2005

Consulta Núm. 15402

Acusamos recibo de su consulta del 31 de octubre de 2005. En la misma usted nos presenta la siguientes situación conforme al texto de su carta:

Opinion No. 15402

“This is to inform you about the unusual circumstances in my office regarding Ley 27, approved July 20, 2005.

First and foremost I want to state that although I am the Executive Director of a non-profit organization, San Jorge Children Research Foundation. My education is RN, BSN, MHA. I also work as a nurse when my nurse who is an BSN is on vacation, sick, out to lunch, at a doctor's appointment or when we have an overload of patients in the office. I also see patients in the clinics which Dr. Walton holds every 3-4 months.

Due to the fact that main responsibility is Administration I want to be honest. I started working 7 years ago alone. I was the secretary,

nurse, social worker and administrator rolled in to one. All did was change hats all day long.

Anyway I want to comply with workers rights and am enclosing a Case Management Salary Survey Results with appropriated caseload.

Lisa Lawrence has a caseload of 628 patients (48 is media caseload). I think that it is truly unjust to not acknowledge my license as a nurse and also it's abusive to Mrs. Lawrence covering so many cases, but the reality is that because we are a non-profit organization we do not have the money to hire more nurses at this time.

Due to the caseload I want to encourage you to approve Lisa's salary. Lisa is bi-lingual BSN, and a great worker. It would be a shame is she left the poor little Foundation for a better offer.

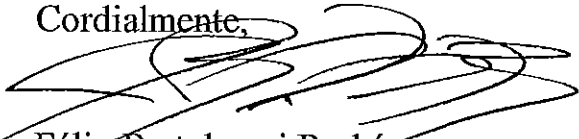
Please take this petition into consideration. I believe in being true and fair to my employees or any human being that works for me. I just want to abide by the law.

En su consulta, usted nos solicita que opinemos sobre la Ley Núm.27 de 20 de julio de 2005, Ley del Salario Mínimo de los Profesionales de Enfermería.

Como usted conoce la ley antes citada es una legislación laboral reparadora de los derechos de los profesionales de la enfermería. La misma hace justicia a estos profesionales que por años han tenido que emigrar de Puerto Rico debido a sus condiciones de trabajo y por la insuficiencia de los salarios.

Por último, deseamos expresarle que conforme al Artículo 3 de la ley el Secretario del Trabajo y Recursos Humanos está en proceso redactar un reglamento para la interpretación de esta Ley. Una vez se termine el reglamento y sea aprobado por el Secretario estaremos en mejor disposición para contestar su interrogante.

Cordialmente,



Félix Bartolomei Rodríguez
Procurador del Trabajo.