

Sutter RNs United

California Nurses Association



CNA NURSE ALERT-RN Bargaining Update

On 3/20 & 21, the CNA RN bargaining team spent over 24 hours with management and the Federal Mediator, in an attempt to settle our new contract. While we made a lot of progress, Sutter management refused to withdraw the remaining takeaways that would have gotten us to a fair settlement. Sutter claimed they could not afford it (to withdraw the takeaways).

On 3/27, Sutter Lakeside RNs voted to approve strike authorization by 79%!

(Sutter Nurses also approved strike authorization at: Mills-Peninsula/ Eden - San Leandro/ Solano/ Delta/ Alta Bates Summit Medical Center/ Novato and Fremont-Rideout)

Minutes before our meeting began, Sutter Lakeside management sent CNA an email with a new, "final offer." It had *slightly* fewer takeaways than what they had proposed on 3/21.

CNA has proposed additional bargaining dates and we have agreed to meet again for negotiations on Tuesday April 10th @ 10am at the Church. All CNA RNs are encouraged to attend! We must show Sutter we are willing to keep fighting until we win a fair contract!

Our goal remains-a fair contract-with NO TAKEAWAYS!

Remaining management take away proposals include:

- Elimination of RN III program as it currently exists. Sutter's proposal would reduce RNIII pay to a yearly "bonus," significantly less than the current RN III pay structure. An RN III would require, at minimum, a BA. The proposed changes would effectively disenfranchise most current RNIIIs.
- Night Shift differential cut to \$3.50/hr instead of 11% (or 11.5% for 8-hour shifts)
- PM differential eliminated completely (currently 7%)
- STANDBY PAY CUT 33% (\$10.00/hr, currently \$15.00/hr).
- CALL BACK pay for only the first 2 hours.
- RNs reporting to work for scheduled shifts will only receive 3 hrs. guaranteed, currently 4 hrs. are guaranteed (a 25% reduction).
- A punitive MEAL/ REST PERIODS proposal that would make it (even more) difficult for RNs to claim penalty pay when Sutter fails to provide legal meal and break periods/ coverage.
- Increased Vision and Dental premium cost share for RNs and their families.
- PPO health plan-Sutter proposes to have no cap on RN premium cost share (already the highest in the Sutter West Bay region).
- Retiree Healthcare-management wants to be able to change or terminate the plan, without being required to replace or substitute a new one.
- 0%, 1%, and 1% over three years in across the board raises, with a minimal ratification bonus, attached to the most regressive and punitive pay scale of ANY CNA REPRESENTED SUTTER FACILITY! If accepted, the new pay scale would further set back SLH RNs who are already the lowest paid RNs in the Sutter West Bay region.

We will hold membership meetings following bargaining to update the RN membership.

For more information, contact an RN bargaining team member or CNA Labor Representative Benjamin Elliott at belliott@calnurses.org or 510.273.2278

Lakeside

Bargaining Update

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