

Sutter RNs United

California Nurses Association



CNA NURSE ALERT-RN Bargaining Update

On April 10 negotiations continued between your CNA RN bargaining team and Sutter Lakeside Management. We reached agreement on PTO/ ESL. CNA made proposals for all remaining contract provisions, including a proposal to withdraw all our remaining enhancements if Sutter Lakeside management would withdraw their takeaways.

Management rejected all of the CNA RN proposals, stating that they (Sutter Lakeside management) believes the SLH RNs were willing to accept all of the takeaways demanded by Sutter in their last set of proposals.

While Sutter management continues to claim poverty, Sutter Health (including the West Bay Region) has made record profits, with executives receiving huge raises. CNA RNs at all facilities still in bargaining are facing similar attack on their benefits, working conditions and contract standards. CNA RNs at Mills-Peninsula, Eden - San Leandro, Solano, Delta, Alta Bates Summit Medical Center and Novato remain united & committed to winning fair contracts for all Sutter RNs and to fighting back Sutter's attack on Registered Nurses.

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

We will be holding membership meetings next week to discuss the future direction of our contract campaign. Contact your bargaining team or Labor Rep. for more information.

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," causing current RNIIIs to take a massive pay cut.
- 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 (currently 23%, by far 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.

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

4-11-2012

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