

# Sutter RNs United

## California Nurses Association



### ***CNA-Sutter Lakeside Nurse Alert***

**CNA RN Membership Meeting &  
Vote on Managements "Last, Best, and Final" Proposal**

**5:30pm to 8:30pm**

**TJs Restaurant in Lakeport: 370 S. Main St. (Back Room)**

During the bargaining session on April 10, 2012 your CNA RN Bargaining Team provided Sutter Lakeside Management with a set of proposals that would have maintained our current contract benefits and standards.

Sutter Lakeside Management rejected all of the CNA proposals and refused to provide any counter-proposals.

Sutter Lakeside Management stated that they believe the Registered Nurses were willing to accept Managements last set of proposals, including all of the remaining takeaways!

On Monday April 16, Sutter Lakeside will vote to accept SLH management's takeaways or to reject Sutter's proposals and to keep fighting for a fair contract with **NO TAKEAWAYS!**

**SLH Management's proposal includes:**

- 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 [bellriott@calnurses.org](mailto:bellriott@calnurses.org) or 510.273.2278

### Lakeside

## Bargaining Update

4-5-2012

### LAKESIDE BARGAINING TEAM

Steve Kostove, RN  
*ICU*

Charlotte Massey, RN  
*Surgery*

Carrie Roth, RN  
*Med Surg*

### CNA LABOR REP

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**A Voice for Nurses. A Vision for Healthcare.**