

Sutter RNs United

California Nurses Association



Victory! (l to r): Mary Alice Martinez, Genel Morgan, Chris Picard, and Sharon Tobin

RN Tentative Agreement Reached at Mills Peninsula

After 16 months of negotiations, 5 strikes, the “Bake Sale” and countless advocacy actions in the community, the CNA bargaining team has reached a tentative agreement with Sutter Mills Peninsula. The nurse negotiators bargained tirelessly in order to fight off the dozens of takeaways and successfully reached a solid agreement that achieves many of its intended goals.

Cuts such as the following, which would have been egregious, were fought off:

- Elimination of the 12-hour formula rate
- Management rights clause that would have provided far-reaching rights for MPHS
- Elimination of ESL
- Implementation of a ‘short term disability’ program that would have paid only 2/3 of your salary when on leave
- Elimination of the top wage 25 year step
- Prohibitively high healthcare premiums of up to 30% of the monthly costs
- Cuts in per diem pay for call off with short notice
- Drop PTO cap from 800 to 460 hours
- Elimination of rest between shifts which guarantees adequate time between shifts or premium pay
- Increase the per diem availability requirement to 8 shifts/month
- Limiting time off on various leaves of absence provisions for personal leaves, medical leaves, pregnancy leaves
- Eliminate bargaining unit nurses from participation on hospital committees
- Reduction of the project nurse wages
- Changes to charge nurse duties with greater direct-care requirements
- Lowering the increases between wage steps 1 through 5, in some cases by half
- Cutting by 50% the guaranteed pay for nurses called in on a day off

A huge feat in this round of negotiations was accomplished which, due to the many takeaways, was an intensive defensive fight. The modest wage increase, improvements to the grievance procedure which places obligations to move issues more quickly through the process, improvements to the utilization of PTO when core staffing needs are met, input from charge and staff RNs regarding patient acuties prior to any consideration of over-staffing—are all important gains for moving forward. The Mills Peninsula team also made reasonable compromises in a couple of areas that are appropriate. Our tentative agreement comes with unanimous endorsement by the Mills Peninsula negotiating team.

Congratulations to the nurse negotiators and to the entire bargaining unit for their fortitude and solidarity!



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