

# Sutter RNs United

## California Nurses Association



### Sutter Management Distortions

For nine months now, your CNA bargaining team has been fighting massive takeaway proposals from Sutter Health. Most recently, we asked Sutter for documents and other information to back up their claims of impending “doom and gloom” with the implementation of national healthcare reform provisions. While Sutter has agreed to provide some of the information we requested, they also claimed that the prices and charges for healthcare services are irrelevant, and that they have done “no analysis” for what those might be in the future. Yet they continue to insist that unless they take \$50,000,000 per year away from us, the RNs, they will be unable to stay in business. We look forward to seeing the information that they do provide.

In bargaining today, we offered to withdraw our proposals to enhance our pension, provided that Sutter guarantees the minimum \$84,000/year pension that they have advertised to the public. Sutter rejected our offer even though it’s based on management’s own widely-broadcast assertions. We also withdrew two of our other proposals today.

#### “Significant Compromise Proposals”

In their January 27 “CNA Update”, Sutter claimed that they have made “significant compromise proposals” in several areas. Who do they think they’re kidding? Here are the facts on those issues:

Issue	Current Contract	Original Sutter proposal	Sutter’s “compromise”
12-hour shifts	Nurses who work 12-hour shifts are paid 40 hours for 36 hours worked	Eliminate all 12-hour shifts	Retain 12-hour shifts but cut nurses’ pay by 11%
.5-.7 positions	Benefitted, and guaranteed	Eliminate benefits for all nurses working .5-.7 positions	Eliminate benefits for all nurses working .5-.7 positions; offer some .8 positions, layoff some current staff
New grad pay	Staff Nurse I -- \$48.93/hour (day shift) for the first six months	“Student Nurse” -- \$29.36/hour for the first six months	“New Graduate RN” -- \$31.00/hour for the first six months
Shift Differentials	PM shift = 11.5% of SNII Step 1 = \$5.83/hour NOC shift = 20% of SNII Step 1 = \$10.13/hour	PM shift = \$3.50/hour NOC shift = \$6.00/hour	PM shift = \$4.50/hour NOC shift = \$7.50/hour
Per diem and Short Hour differential	25% of RN’s current rate. \$11.53/hr up to \$17.01/hr depending on step	\$5.25/hour	\$6.75/hour

As you can see, management is proposing to “compromise” only on how much they want to take out of our pockets and put into theirs.

## ABSMC

# Bargaining Update

Feb. 22, 2012

### ABSMC BARGAINING TEAM

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