

SUTTER NURSES TAKE A STAND FOR OUR PATIENTS

Why Sutter RNs Are On Strike Today

Nurses who work for Sutter hospitals are on strike today throughout the Bay Area. Going on strike is never an easy decision for registered nurses. But Sutter's corporate executives have given us no choice. We are on strike today to tell Sutter that our patients and our communities deserve quality care every day.

Sutter has been engaged in a scorched earth policy of seeking to close hospitals and reduce patient services that it deems less profitable, especially in medically underserved communities and services that affect lower-income patients (see other side for a partial list).

Sutter does not need to cut care and reduce access for patients. Sutter sits on \$11.6 billion in assets and has recorded \$3.7 billion in profits just since 2005. Sutter pays 20 top executives over \$1 million in salary every year, half of them have gotten pay raises of from 94 to 206 percent the past four years — **led by Sutter CEO Pat Fry who in 2009 was paid \$3,992,642 — a 163 percent pay increase in four years.**

Nurses at Sutter have been outspoken about opposing Sutter's cuts in patient care — just as we are the last line of defense for patients at the bedside against hospital managers and insurance agents who care more about their profit margins than the care our patients receive.

Sutter is retaliating against nurses by demanding over 200 reductions in our standards that would severely undermine our ability to protect patients, force us to work when sick, expose very ill patients to infection, and severely erode our health coverage for our families.

We will not accept an attack on our patients or our families. Today 50 percent of Sutter RNs support our children or grandchildren, 51 percent of Sutter RNs support our brothers, sisters, or other extended family members, and 19 percent of Sutter RNs support our parents.

Sutter's demands on its RNs include proposals to:

- **End the ability of charge nurses**, who make clinical assignment, **to effectively advocate for patients**; they could be summarily removed by nurse managers for protecting patients.
- **Bar the voice of experienced bedside nurses** in selecting computer (acuity) systems that are used to help determine staffing needs based on individual patient illness and need.
- **Subject RNs to discipline** when hospital fails to meet arbitrary "patient satisfaction" goals that are based on budget priorities, not patient need.
- **Eliminate paid sick leave for RNs** — a move that would force RNs to work when sick, exposing countless patients who already have compromised immune systems to enormous risk.
- Accept thousands of dollars a year in **additional out-of-pocket costs for healthcare for RNs** and their families, and new restrictions on the ability of RNs to choose their own doctors.
- **Reduce maternity leave for RNs.**
- **Eliminate or sharply reduce retiree health coverage.**
- **Cut pay for newly hired RNs by \$20 per hour**, sharply eroding the future work force as the most qualified new RNs will certainly choose to work elsewhere.

(partial list, varies by hospital)

"We refuse to be silenced on patient care protections. As nurses, we speak up, and we insist on standards that safeguard our patients, but Sutter doesn't want to hear about anything that might cut into their huge profits."

— Sharon Tobin, RN, Sutter Mills-Peninsula in Burlingame



A Voice for Nurses. A Vision for Healthcare.



CALIFORNIA
NURSES
ASSOCIATION



National
Nurses
United

Sutter's Broken Promises to Patients & Families

A Record of Patient Care Closures

(PARTIAL LIST)



EAST BAY HOSPITALS

- Seeks to close San Leandro Hospital
- Ending breast cancer screening for women with disabilities
- Ending most bone marrow transplant services for cancer patients
- Major cuts in psychiatric services
- Downgraded nursery care for sick children
- Closing rehabilitation services



PENINSULA HOSPITALS

- Closed pediatric care
- Closed acute rehabilitation, dialysis, and skilled nursing services
- Ended breast feeding support service for new mothers
- Closing the gastrointestinal lab (Mills-Peninsula)



SACRAMENTO REGION

- Closed Auburn birthing center forcing new mothers to travel over 70 miles for maternity care
- Stopped providing psychiatric services for over 225 Sacramento children

NORTH BAY HOSPITALS

- Closed pediatric, psychiatric, lactation, and transitional care services
- Closed home health services
- Limited acute care hospital stays

SAN FRANCISCO

- Cut services at a Mission District hospital by two-thirds
- Sharp cuts in dialysis and skilled nursing care 50-bed dialysis unit

A Voice for Nurses. A Vision for Healthcare.