



UC Bargaining Alert #1

2013 CNA Contract Negotiations Commence

In a rousing kick-off on March 26–28 at UCLA Medical Center, scores of UC RNs from both Ronald Reagan and Santa Monica Medical Centers attended the start of CNA negotiations for a successor contract with the University of California.

The CNA bargaining team presented a comprehensive set of proposals. The team is still working on a wage proposal that establishes regional parity of wages for UC RNs.

Nurse speakers gave strong and sincere testimony in support of many CNA bargaining proposals.

Main CNA proposals based on key issues voiced in UC RN surveys statewide:

- **Safe Staffing Protections**, including:
 - Patient staffing based on acuity, not budget
 - Charge nurses without patient assignment at all times
 - Transport Teams for safe patient care
 - Lift Teams to aid patient care
 - Dedicated break relief staffing for ratio compliance at all times
 - Sufficient training for any new technology without patient assignment
- **No Two-Tier Pension**
- **No PTO**
- **No Daily Cancellations**
- **Improved Per Diem Rights**
- **Improved CNA Ed Leave and Strengthened Mandatory Ed Leave Benefits**
- **Improved Rights for Internal Candidates to all Job Postings**
- **Direct-Care RNs Dignity and Respect**, including:
 - Direct-Care RNs to evaluate nurse managers
 - One-hour penalty pay for one or more missed breaks and missed lunch
- **No Parking Rate Increases**

WHAT YOU CAN DO TO HELP WIN A GOOD CONTRACT:

Stay Informed. Sign-up your co-workers for CNA email alerts (see below). Post and help distribute CNA literature in your unit. To receive bargaining updates, email your name, facility, unit, and private email address to UCDivision@calnurses.org

For more information, contact your CNA nurse negotiator, nurse rep, or labor rep.

CNA BARGAINING TEAM

Shirley Toy, RN · UCD

Erin Carrera, RN · UCSF

Randy Howell, RN · UCSF

Manny Punzalan, RN · UCLA

Ann B. Brown, RN · SM-UCLA

Tam Nguyen, RN · UCI

Michael Jackson, RN · UCSD

Kris Woolard, RN · UCR

**12,000
UC RNs
will be
heard!**



A Voice for Nurses. A Vision for Healthcare.