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## UC Bargaining Alert #5

# High RN Turnouts at CNA Negotiations Continues

Bargaining for the new CNA contract continued on May 29–31 at UCD Medical Center, completing the round robin of the five UC medical centers statewide. Continuing the statewide trend, over 150 UCD RNs attended the three days—with many nurses attending CNA negotiations for the first time.

Speaking to the needs of bedside nursing, UCD nurses gave testimony to UCD Chief Nursing Officer (CNO), Carol Robinson. Nurses spoke of the need for dedicated break relief detailing the problems with the so-called “pod” system, the problems when charge nurses are required to cover meals and breaks, and nurses with 1:1 assignment in the ICU being required to provide break relief for the majority of their shifts. Nurses from Davis 6 gave testimony regarding issues such as work load, lack of staffing based on patient acuity, and patient turnover (via discharges and admissions), as well as the unreasonable expectation for resource (“flex”) nurses having to cover breaks on their unit.

**A petition opposing UC's proposals for two-tier pension and reductions to retiree health benefits with over 1,000 UCD RN signatures from all units of the hospital was presented to the UC bargaining team.**

After the nurse testimonies, CNA chief negotiator put UCD on notice for three legal violations:

- That nurses were working overtime and not being paid
- That UCD was failing to maintain ratios at all times
- That units were paying overtime in compensatory time (comp time).

### EQUAL PAY FOR EQUAL WORK: CNA PROPOSES REGIONAL WAGE STRUCTURES

The CNA bargaining team presented UC with CNA's opening wage proposal. Under CNA's proposal, UCI, UCSD, UCSB, and UCR nurses would be moved to the UCLA step structure. UCD, UCB, UCSC, LBNL, and UCM nurses would be moved to the UCSF step structure. The proposal aims to do away with UC RN wage disparities through regional wage structures similar to UC's main competitor Kaiser Permanente (KP).

Parity for differential pay for shifts, weekend, charge nurse, on-call, and preceptor pay were also proposed. In addition, the CNA wage proposal proposed four percent across-the-board (ATB) increases for each year of the contract. Speak to your nurse negotiator, CNA unit rep, or labor rep for more details of the wage proposal.

### BARGAINING CONTINUES JUNE 12–14 AT UCLA MEDICAL CENTER

#### 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. For more information, contact your CNA nurse negotiator, nurse rep, or labor rep. To receive bargaining updates, email your name, facility, unit, and private email address to [UCDivision@calnurses.org](mailto:UCDivision@calnurses.org).

### CNA BARGAINING TEAM

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



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