



Negotiations for the new CNA contract returned to UCLA Medical Center on June 12-14. With this session your CNA bargaining team has been in negotiations with UC for 17 days—beginning with the kick-off on March 26, 2013. Negotiations continue in Oakland on June 25-27. The contract expires on June 30, 2013.

Side-by-side comparison of main provisions in these negotiations follow. For details of all proposals talk to your CNA nurse negotiator, or your CNA unit rep or labor representative.

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!**

STAFFING:

ISSUE	CNA'S PROPOSAL/RESPONSE	UC'S PROPOSAL/RESPONSE
Break relief staffing	<ul style="list-style-type: none"> CNA has proposed dedicated break relief nurses (BRNs) 24/7 at all UCs in the contract. CNA has proposed penalty pay for missed lunches and breaks. 	<ul style="list-style-type: none"> UC continues to reject CNA proposals for dedicated break relief nurses (BRNs).
Patient Acuity Staffing	<ul style="list-style-type: none"> CNA has proposed staffing by acuity, not budget, on all units in the contract. 	<ul style="list-style-type: none"> UC continues to reject CNA proposal.
Charge Nurses	<ul style="list-style-type: none"> CNA has proposed that charge nurses will be without patient assignment all times. It is the mandate of California's safe staffing law. 	<ul style="list-style-type: none"> UC rejects this CNA proposal.
Lift Team	<ul style="list-style-type: none"> CNA has proposed 24/7 lift teams at all UCs in the contract. 	<ul style="list-style-type: none"> UC rejects this CNA proposal.

WAGES:

ISSUE	CNA'S PROPOSAL/RESPONSE	UC'S PROPOSAL/RESPONSE
Wages	<ul style="list-style-type: none"> CNA has proposed equal pay for equal work with regional parity proposal. Get more information on CNA proposal for UC Southern CA rate and UC Northern CA rate proposal. CNA has also proposed 4 per cent ATB for each year of the contract CNA has proposed the UCSF on-call rate statewide. 	<ul style="list-style-type: none"> UC is yet to make a wage proposal.

BENEFITS:

ISSUE	CNA'S PROPOSAL/RESPONSE	UC'S PROPOSAL/RESPONSE
2-Tier Pension	<ul style="list-style-type: none"> No 2-Tier pensions. A single tier protects the pension for all. 	<ul style="list-style-type: none"> UC continues to demand 2-Tier pensions for nurses beginning July 1, 2013.
Pension contributions	<ul style="list-style-type: none"> Stop excessive executive pensions. UC continues to find money for a 5% supplement to many executives' DCP each year. UC also funds supplemental executive pensions through the UC's 415M Plan. 	<ul style="list-style-type: none"> UC seeks additional mandatory employee contributions beyond the 5 per cent that employees contribute at this time.
Retiree Health Protection	<ul style="list-style-type: none"> No 2-Tier retiree health benefit. All nurses deserve the same retiree health benefits. 	<ul style="list-style-type: none"> UC demands 2-Tier retiree health benefit with changes in eligibility that will shift many current nurses to the second tier with reduced benefits.

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BENEFITS, continued:

Health Insurance Rates	<ul style="list-style-type: none"> Reasonable health insurance rate increases only. No shifting of costs to employees. 	<ul style="list-style-type: none"> UC seeks increasing monthly health insurance premiums.
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PARKING:

ISSUE	CNA'S PROPOSAL/RESPONSE	UC'S PROPOSAL/RESPONSE
Parking	<ul style="list-style-type: none"> CNA proposed no parking tickets when nurses work overtime to provide patient staffing needs. CNA has proposed no change in parking rates in the new contract. 	<ul style="list-style-type: none"> UC has rejected CNA parking proposals.

CONTINUING EDUCATION:

ISSUE	CNA'S PROPOSAL/RESPONSE	CNA'S PROPOSAL/RESPONSE
Ed. Leave	<ul style="list-style-type: none"> CNA has rejected UC's education leave takeaway. CNA proposed no patient assignment during any mandatory education. 	<ul style="list-style-type: none"> UC has proposed takeaways for mandatory education. They seek to NOT pay nurses for BLS, ACLS, PALS, NRP etc.

JOB POSTING:

ISSUE	CNA'S PROPOSAL/RESPONSE	UC'S PROPOSAL/RESPONSE
Job Posting	<ul style="list-style-type: none"> CNA has proposed preferential hire of internal candidates. CNA has proposed selection by seniority. 	<ul style="list-style-type: none"> UC continues to reject CNA proposals for strengthening job postings for internal candidates.

PER DIEM RIGHTS:

ISSUE	CNA'S PROPOSAL/RESPONSE	UC'S PROPOSAL/RESPONSE
Per Diem Rights	<ul style="list-style-type: none"> CNA has proposed per diem RNs be able to buy benefits at no cost to the University. CNA has proposed per diem RNs have to right to automatically convert to career positions under specific circumstances. CNA has proposed per diem RNs will have access to just cause provisions similar to career RNs. 	<ul style="list-style-type: none"> UC rejects all CNA proposals for better per diem rights.

Bargaining Schedule: Bargaining continues **June 25-27** at CNA Oakland Headquarters.

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

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