



CALIFORNIA
NURSES
ASSOCIATION



National
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UC Bargaining Alert #9

UC Blind to Staffing Problems

Student Health Nurses Call Out UC on their ZERO Percent Wage Offer

Bargaining for the new CNA contract continued in Oakland on August 6-8. With this round, we have been in bargaining for 25 dates, since starting in late March.

The parties had very little face time even though the CNA bargaining team was ready and available to meet. Additionally, when CNA offered four (4) sets of further dates to bargain, UC could only confirm its availability for one (1) of the sets of dates offered.

Patient Safety and Safe Staffing Demands Reiterated

UC opened the bargaining session on August 6 with the dubious claim that a high ranking for some of the UC Med Centers in a magazine survey somehow refutes “union reports of short staffing.” But UC had no response to 25 ADOs received in just the past week at UCSF, outlining multiple violations of staffing regulations and agreements between UC and CNA, including overloading charge nurses with break assignments, and violations of ratios on specialty units. We reiterated our proposals for staffing by acuity not budget, for charge nurses to be free of primary patient assignments, and for no grid changes without approval of the Patient Classification System Committee.

Free Standing Student Health Nurses Speak Out

The session was well attended by UC Berkeley Student Health nurses who came to speak to long standing and ever growing disparity of wages of student health nurses statewide, and in favor of CNA's proposal for regional wage parity. UC, which claims that its wage proposals are “market-based,” has been unable to explain how their own surveys justify their proposals. Despite the gross inequity, UC's has proposed ZERO per cent across-the-board (ATB) increases for student health nurses in their current four-year wage proposal.

CNA has proposed equal pay for equal work with regional pay structures. Under CNA's proposal all UC nurses in Southern California facilities would be moved to the UCLA step structure, and all UC nurses in Northern California facilities 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 largest competitor, Kaiser Permanente (KP).

BARGAINING CONTINUES

August 21-23

(Location to be confirmed)

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

12,000 UC RNs will be heard!

A Voice for Nurses. A Vision for Healthcare.