



OFFICE OF THE PRESIDENT

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Steve Juarez, Associate Vice President and Director

December 17, 2008

Reference: University of California Negotiations with California Nurses Association

Dear Member of the Legislature:

As you may know, the University of California is in negotiations with the California Nurses Association regarding new contract terms for UC’s 8,500 nurses. UC continues to work very hard toward a fair contract for our nurses – one that keeps their pay and benefits competitive, and recognizes the important role they play in helping to serve patients – and I want to be sure you have the facts about the following key issues.

Union strike vote and unfair labor practice charge: CNA recently decided to call a strike authorization vote among its members, and the union also recently filed an unfair labor practice charge (ULP) against UC, alleging bad faith bargaining and violations of the collective bargaining process. CNA’s accusations that UC has bargained in bad-faith are false, and the University believes there is no factual basis for CNA’s ULP. The union’s strike vote concludes this Sunday (Dec. 21), and although we remain hopeful that a strike can be avoided, we are taking necessary precautions in order to ensure service to patients. As reflected by our proposals and in the bargaining record generally, UC has bargained in good faith and demonstrated its willingness to work toward resolving differences. UC remains willing to work with the union, and with either the neutral factfinder or the State Mediation Service, to resolve remaining issues.

Staffing: Staffing is one of the key issues in the negotiations and in the union’s ULP. Adequate staffing is a top priority for UC, and our proposals reflect our commitment to ensuring that nurses and their managers have the proper mechanisms required to address staffing issues. UC supports fully the neutral factfinder’s recommendation that staffing and related issues be addressed locally at each location.

Wages and benefits: UC is offering pay increases that keep UC nurses competitive with other hospitals and recognize their dedication, professionalism and the critical role they play in serving patients. In fact, the fact-finder’s report as well as CNA’s own salary information confirm the market-competitiveness of our offer. Here are some examples of average annual salaries UC nurses would receive by next summer under UC’s proposal:

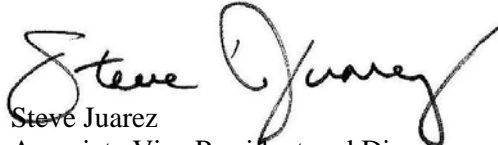
	Clinical Nurse II	Clinical Nurse II w/ 20+ years
UCSF	\$118,682	\$128,704
UC Davis	\$97,897	\$111,408
UCLA	\$78,200	\$90,285
UC Irvine	\$81,800	\$91,900 (12.5% <i>above</i> local market)
UCSD	\$85,330 (4.6% <i>above</i> local market)	\$95,561

NOTE: The above rates represent average salaries and do not include on-call pay, overtime, double-time and holiday pay, or other ancillary pay.

We also continue to offer our nurses excellent medical benefits, at the same prices as other UC employees with UC continuing to pay the majority of the costs. UC has also guaranteed not to make any changes to the UC's retirement benefits at this time, and that any nurse contributions to the UC pension plan will be negotiated.

Given the current economy and the ever increasing costs of living, we believe it is time to conclude negotiations so nurses can get the raises they deserve. If you would like more information about these issues, please feel free to contact my office at (916) 445-9924, or visit the UC website regarding these negotiations at www.ucnurses.com/

Sincerely,

A handwritten signature in black ink that reads "Steve Juarez". The signature is written in a cursive, flowing style.

Steve Juarez
Associate Vice President and Director
State Governmental Relations