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April 1, 2010

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VIA U.S. MAIL and E-MAIL bkean@calnurses.org

Ms. Beth Kean
CNA University of California and
Public Sector Divisions Director
California Nurses Association/NNOC
2000 Franklin Street, Suite 300
Oakland, CA 94612

Re: Unresolved Bargaining Issues

Dear Beth:

As we discussed on the telephone earlier this week, the University has re-evaluated local market conditions, and is now able to offer a 2% across-the-board range increase for CNA-represented nurses employed at the five University Medical Centers, effective the first pay period in September 2010. The University recognizes the high level of skill and experience possessed by its nurses, and wishes to do all that it can, within the constraints imposed by the current statewide fiscal crises, to retain (and recruit) the best nurses.

The timing of this proposed increase is consistent with the recommendation of the fact finder last fall. I should note that this proposed wage increase is in addition to the step increases for nurses that will be provided in July 2010 (as previously communicated to you last year). Under this proposal, eligible nurses will receive both the step increase in July and the across-the-board increase in September 2010.

As I told you over the phone, the University does not now propose to alter the terms of its last, best and final offer which have already been implemented, *e.g.*, those relating to the pension redirect (*see* Implemented Terms, Article 15, § A.1.d) or employee/employer health benefits contribution levels (*see* Implemented Terms at § B.2 & Appendix B-2).

I have advised the University of your initial reaction that CNA will not return to the bargaining table, despite this new offer from the University. The University hopes that CNA will reconsider its refusal to bargain further, and that the University's significant movement on wages will be sufficient to allow a final resolution of all issues remaining from the 2009 Reopener Negotiations.

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Please feel free to contact me anytime to discuss resolution of the outstanding issues.

Thank you.

Very truly yours,



Robert G. Hulteng

RGH/slp

cc: The University of California

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