



FACTS ABOUT UC-CNA NEGOTIATIONS

April 2010

The California Nurses Association is circulating information suggesting that UC's positions regarding wages and benefits for UC nurses are out-of-step with the September 2009 fact-finder's report. With its recent 2% wage increase offer, **UC is in accord with virtually all fact-finder recommendations**, and thus, the union's claims misrepresent a number of important facts, and in some cases are simply false. The following is intended to correct the record. (NOTE: Quotations are directly from the fact-finder's report, which is available at http://ucnurses.com/index.php/important_issues/14.html).

Issue	Fact-finder's recommendation	CNA Claim	Facts
STAFFING			
Break Relief Staffing	"Mid-shift break relief staffing should be provided as adjusted for conditions within each medical center."	UC nurses work 12-hour shifts and are not able to get their 75 minutes of contractual meal and break periods due to UC's failure to implement dedicated break relief programs throughout the UC system. It's imperative that a relief nurse is available in order for nurses to exercise their right to take a break.	UC provides mid-shift meal and rest breaks for its nurses. Consistent with the fact-finder's recommendations, each medical center does so in a different manner – one that is tailored to that location – rather than using a "cookie cutter" model for all hospitals. During fact-finding it was shown that "there are a variety of methods to assure that breaks and meal periods are available to nurses," and that UC and CNA "have been successful in working out satisfactory arrangements for doing so based on situations within each" location.
Staffing Changes Notifications	"Each facility should notify the PPC of any proposed changes in its regular base staffing and should meet with the PPC upon request to discuss any such proposed changes before they are implemented."	UC has failed to notify or discuss staffing changes with CNA before they are implemented. Unlike UC's major competitors, these practices result in the lack of nurses input on staffing.	No changes in <u>regular base staffing</u> have taken place since September 2009, and CNA's assertion that the fact-finder suggested that <u>all</u> staffing changes of any kind must be discussed with CNA is simply untrue.
BENEFITS			
Pension and retiree health benefit protections	The fact-finder specifically stated that UC's retiree medical benefits for 2010, and the proposed 2% pension redirection, should be accepted. Future retiree health benefits changes, "would be a subject for discussion" in the upcoming negotiations, "if so proposed by" UC.	UC has refused to extend the pension and retiree health protections first negotiated with CNA in 2005, even though nurses at UC's three competitors have pension and retiree health benefits that are protected for the term of the contract.	CNA's suggestion that UC is acting at odds with the fact-finder's recommendations is completely false. Employee pension contributions are scheduled to begin with the 2% redirection, and UC fully supports the recommendation to discuss any changes to retiree health benefits during the upcoming negotiations.
WAGES			
	The fact-finder recommended three wage increases in 2010: (1) 2% in March (2) a step increase in July (3) 2% in September	UC imposed a wage freeze on its nurses, even though nurses at UC's three main competitors are getting 4.5-5% yearly salary increases.	CNA's statement that UC has "imposed a wage freeze" is false and entirely misleading. As of now, UC has accepted the majority (two of three) of the recommended wage increases: -- In Dec. 2009, UC implemented its final offer which included the July 2010 step increase; -- On April 1, 2010, due to a reassessment of local markets, UC offered CNA a 2% across-the-board wage increase for medical center nurses.