



UC BARGAINING BULLETIN: CNA

UNIVERSITY OF CALIFORNIA SUMMARY OF UC- CNA 2008 FACT-FINDING REPORT AND RECOMMENDATIONS

UC PROPOSAL	FACT-FINDING RECOMMENDATIONS	CNA PROPOSAL
<p>BRN ADVISORY</p> <ul style="list-style-type: none"> Do not include Advisory in the contract 	<ul style="list-style-type: none"> Do not include Advisory in the contract (<i>page 2</i>) 	<ul style="list-style-type: none"> Include the Advisory in the contract.
<p>FLOATING</p> <ul style="list-style-type: none"> No change to current contract; no restriction on floating Med-Surg RNs to Telemetry Include reference to “age-specific competencies” No change to current contract: no restriction on floating based on seniority No change to current contract: no restriction on floating RNs between hospitals; no float differential Establish local task force to address where RNs float; recommendations to Nursing Director. 	<ul style="list-style-type: none"> No recommended change to current contract re: floating Med-Surg RNs to Telemetry (<i>page 3</i>) Include reference to “age-specific competencies” (<i>page 3</i>) No restriction on floating based on seniority (<i>page 3</i>) No restriction on floating RNs between hospitals; no float differential (<i>page 3</i>) Address matter locally through PPC and nursing management collaboration, per UC proposal; negotiations & binding arbitration not recommended (<i>page 4</i>) 	<ul style="list-style-type: none"> Medical-Surgical nurses shall not float to Telemetry Adult-care RNs shall not float to pediatric care assignments RNs with >5 yrs seniority shall not be required to float No required floating between hospitals; when RNs volunteer to float, pay differential. Meet and confer about where RNs can float: binding arbitration if agreement cannot be reached.
<p>MEAL & BREAK RELIEF</p> <ul style="list-style-type: none"> No proposed change to current contract language; current contract already allows for nurse/management collaboration through PPC. No proposed contract change 	<ul style="list-style-type: none"> Address matter locally, through PPC and nursing PPC and management collaboration (<i>page 4</i>) Reports must be given on work time (<i>page 4</i>) 	<ul style="list-style-type: none"> Establish ratios for break relief staffing Adequate time must be provided for relief report



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<p>CHARGE NURSES</p> <ul style="list-style-type: none"> No change to current language 	<ul style="list-style-type: none"> Relief decisions should be local, ensuring that charge RNs have sufficient time to carry out assignments <i>(page 5)</i> 	<ul style="list-style-type: none"> Charge should not have a patient care assignment; should not be used for more than 2 break and lunch relief stints per 12-hour shift.
<p>MEDICAL BENEFITS</p> <ul style="list-style-type: none"> UC proposes language that guarantees no shifting of medical costs to employees, and sets the formula for deciding the UC contribution UC proposes that it be able to set the medical benefit, as long as it provides the same benefits to RNs that it provides to all other employees. 	<ul style="list-style-type: none"> Contract to contain the formula for setting the employer contribution; this formula will be used in future years, and bargaining about cost will not be necessary <i>(page 5)</i> UC should agree that there will be no substantial changes in benefits made because of the University's specifications to medical provider organizations <i>(page 5)</i> 	<ul style="list-style-type: none"> Annual negotiations over the cost of medical benefits. Annual negotiations over the medical benefits provided.
<p>RETIREMENT BENEFITS</p> <ul style="list-style-type: none"> RNs redirect the mandatory DCP contributions to the UCRP; UC guarantees to match employee contribution. 	<ul style="list-style-type: none"> UC and CNA should bargain over the contributions to the retirement plan in June, 2009, after The Regents make their decision as to timing and amount. <i>(pages 6 & 7)</i> 	<ul style="list-style-type: none"> No change to the status and payment to the retirement plan.
<p>SIDE LETTERS</p> <ul style="list-style-type: none"> No proposal 	<ul style="list-style-type: none"> Extend side letters on pension and retiree health through June 30, 2009. <i>(page 7)</i> 	<ul style="list-style-type: none"> Extend side letters on pension and retiree health



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<p>ASSOCIATION RIGHTS</p> <ul style="list-style-type: none"> ▪ Rescind 4-hour/month paid release time for nurse representatives 	<ul style="list-style-type: none"> ▪ Rescind language because such release time is already part of the status quo. (<i>page 7</i>) 	<ul style="list-style-type: none"> ▪ No proposal
<p>WAGES</p> <ul style="list-style-type: none"> ▪ Salary increases consistent with those in the local market, as determined by the University's salary survey process ▪ July experience step movement ▪ On-call, and shift increases at specific locations. 	<ul style="list-style-type: none"> ▪ 2% increase in November and 2.5% increase in May 2009 at hospital locations (except UCD which is providing greater increases reflecting local changes) (<i>page 9</i>) ▪ Ensure experience step movement on a date earlier than July, 2009 (<i>page 9</i>) ▪ No additional recommendations beyond those already offered by the University. (<i>page 9</i>) 	<ul style="list-style-type: none"> ▪ 9% ATB for all medical centers ▪ 10% ATB for all free-standing student health centers ▪ Increase on-call pay to 50%, increase night shift differential, and add some longevity increases.