

Two years ago we voted for CNA at Tenet Twin Cities Community Hospital and won a 22% wage increase over the three years of the contract



“We would never have received these increases without voting for CNA. The most we could expect to get before we voted for CNA was a 0-4% merit increase. The hospital decided when and how we received our raises. As an RN for over 20 years, I'm glad I finally have a say in how I'm paid and how I'm treated at my hospital. We are finally getting the respect we deserve.”

– **Bente Kirk, RN, Recovery Room** –
Twin Cities Community Hospital

What's in a Contract?

Most CNA contracts include these major elements (specifics of a contract vary from facility to facility):

Professional Practice Committee

Elected staff nurse committee that addresses staffing and practice issues, meeting on paid time in facility.

Protections Against Unsafe Floating

Restrictions on Mandatory Overtime

Annual Salary Increases and Regular Longevity Step Increases

Differentials

Weekend, Shift, Charge, and Preceptor.

Nurse Representatives

Elected staff RN representatives from your unit who can assist you in interpreting your contract, filing a grievance, and organizing and communicating within your facility.

Vacation, Sick Leave, and Holidays

Paid Educational Leave

Retirement Plan

Health Benefits

Grievance and Arbitration

Procedure Provides a formal procedure to resolve issues with management.

Per Diem Rights



“Tenet sold our hospital, but all of our wages and benefits remained intact because of job security language in our CNA contract.”

- **Valerie Selden, RN, Telemetry-Oncology, CNA**
Negotiating Team Member at Brotman Medical Center

What is job security/successorship language?

Job security/Successorship language is written into CNA contracts to protect RNs from arbitrary changes by new owners and new management at a hospital.

How does it help RNs?

Many nurses are worried about what will happen when their hospital is sold or transferred to another company. With job security/successorship language in the contract, the contract you worked for and voted on is transferred between the new owner and the RNs as a part of the sale of the hospital. The new owner is obligated to respect nurses' wages, benefits, patient protections and rights as originally negotiated in the contract.

When the contract expires, nurses sit down and negotiate a new contract with the new owners with CNA's support.



“Because of the protections in the CNA contract we knew everything we bargained for with Tenet would remain the same. The new owners accepted the contract as it was, with all the patient protections we rely on. When we heard Tenet was going to sell the hospital, we were worried, but not about the contract. We knew we were safe with CNA.”

- **Valerie Selden, RN, Brotman Medical Center**