



The Truth Behind Sutter Health/ Solano's Last, Best, and Final Offer

	CNA PROPOSAL	SUTTER HEALTH/SOLANO MANAGEMENT'S LAST, BEST, AND FINAL
Patient Care	<ul style="list-style-type: none"> ◆ Charge RN out of the count ◆ Dedicated meal/break relief RN ◆ Admit RNs ◆ Provide lift teams ◆ Rapid Response Team 	<p>X Rejected</p> <ul style="list-style-type: none"> ◆ Proposed a grid that will determine whether or not a break relief nurse is needed based on census and core staffing. Management retains the right to change this grid at any time. ◆ Lift team was rejected
Healthcare	Maintain all current benefits.	X Rejected – Major takeaway Sutter Select EPO/PPO – higher premiums and less choice.
Retiree Healthcare	<ul style="list-style-type: none"> ◆ 100% employer paid medical coverage for retired employees. ◆ Eligible for retirement age 55 with 15 years service. 	X Rejected – Major takeaway Healthcare spending account is inferior to CNA proposal.
Pension	Enhancement to 2.5%	X Rejected Management has not improved our pension for five years and refuses to make any future improvements.
Cancellations	No cancellation policy. RN may volunteer to take day off or choose alternate work assignment, such as: admits, cross train to other units, update competencies, precept new RNs, provide meal/break relief.	X Rejected

We know why we went out on strike: to improve patient care, retiree health, and pensions. In this era of record profits for Sutter Health, profits should be put towards recruiting and retaining quality RNs and keeping our patients safe. We must stay united.

For more information, please call CNA Labor representative Shawn Bartlett, 510-273-2267, sbartlett@calnurses.org or talk to your bargaining team: Sherry Ramsey, CCU; Janet Braillard, CCU; Zita Mckindsey, OB