



UC 2008 Health questionnaire NOT Confidential CNA and Other Unions Refuse to Participate

UC's 2008 health questionnaire program not confidential

- UC insisted in bargaining with CNA on UC's right to send the results of any participating employee's 2008 health questionnaire to the employee's health plan. This means the program is NOT confidential.
- UC refused to change the questionnaire program in response to CNA's confidentiality concerns, but instead said that any union could opt-out of the 2008 questionnaire program.

All UC Unions Opt-out of Health Questionnaire Program

- To protect the confidentiality of each employee's personal information, last week CNA along with the other UC unions refused to participate in the 2008 questionnaire on behalf of the UC staff they represent.
- CNA, AFSCME, UPTE, AFT, UAW, CUE and SETC all refused to participate in the program.
- As a result, 70,000 UC staff will be protected from the lack of confidentiality of the 2008 health questionnaire.

CNA Bargaining Process Continues: Fact-finding is Next

- CNA participated in four days of mediation with UC in November in an attempt to reach an agreement; unfortunately no agreement was reached. The state mediator subsequently released CNA and UC to move to the fact-finding process. We are currently in the process of choosing the chair of the fact-finding committee. CNA is now concentrating our efforts on reaching a settlement through fact-finding with the hope that the process results in an agreement that protects and improves RN protections, compensation, staffing and other RN practice issues.

CNA's Bargaining Priorities

1. **Pension/retiree health protection**
2. **No to PTO** (also end the UCLA jury duty side letter)
3. **Staffing protections**
 - Floating
 - Limits on cancellations
 - No mandatory shift rotation
 - Technology protections
4. **RN protections**
 - Layoff protections
 - Transfer and promotion opportunities
 - Union protections
 - Lift teams
 - CNA nurse reps and PPC
5. **Adequate salaries and improved access to ed leave**
 - Significant raises at all locations, with extra attention to UC Irvine and UC San Diego
 - Recognition of experienced nurses; also preceptor differential
 - On-call pay inadequate (except at UCSF where it is 50%)

10,000 UC RNs Will Be Heard

For more information, contact your CNA rep or labor rep, or email CNA at ucdivision@calnurses.org.

CNA Hotline: 1-800-284-4518

www.calnurses.org