

# RNs REJECT UC Final Offer By a Landslide!

In the November 4-15 voting, a nearly unanimous 98% voted to REJECT UC's final offer.

## What RNs find inadequate in UC's final offer:

### 1. Pension/retiree health protection inadequate

- While UC did agree to extend our pension/retiree health protection for one year, **UC still wants to keep language in the contract concerning UC's ability to change the pension plan, including altering eligibility criteria, altering or deleting current coverage, and altering rates of contribution after the first year.** They also want the ability to change retiree health after the first year.

### 2. PTO is unacceptable

- UC's final offer still includes PTO. RNs should not be encouraged to come to work sick. PTO is a patient care issue.

### 3. Staffing protections inadequate

- **Floating.** UC wants no limits on where they can float nurses.
- **No limit on cancellations.** UC wants no limits on their ability to cancel nurses, even if ratios are not met and meal and break coverage is inadequate.
- **Mandatory shift rotation.** UC wants no limits on mandatory shift rotation. UC insists they want to be able to force RNs to rotate shifts throughout their entire UC career (happening now at UCSF and UCLA).
- **Technology.** UC won't agree that new technology cannot replace RN's professional judgment concerning your patients' care.

### 4. RN protections inadequate

- **Layoffs.** UC wants the ability to exempt hand-picked nurses from layoff ("special skills" exemption). This is favoritism.
- **Transfer and promotion opportunities.** UC wants the ability to hire an outside nurse over a UC nurse, and the ability to hand-pick anyone they want for open positions. This is favoritism.
- **Union protection.** UC wants to be able to remove large numbers of RNs from union protection.
- **Lift teams.** UC refuses to protect lift teams in our contract.
- **CNA nurse reps and PPC.** UC wants to make it more difficult for CNA nurse reps and PPC to get time to help you address and resolve your issues, and to educate nurses on your rights and benefits. UC also wants to bar CNA from new hire orientation to prevent CNA from educating new hires on their rights and benefits.

### 5. Salary and access to ed leave inadequate

- **Offered raises inadequate.**
- **Recognition of experienced nurses inadequate.**
- **Lower raises for NPs and CRNAs** at any location is unacceptable.
- **On-call pay inadequate** (except at UCSF where it is 50%).
- **Ed leave.** UC refuses to improve RN access to earned ed leave. Last year RNs lost \$10 million in ed leave.
- **Preceptor differential.** UC refuses to offer an hourly differential to recognize nurses who precept.

**Next Steps.** Mediation continues on November 19 and 20, and CNA will continue to urge the state-appointed mediator to convince UC that CNA's negotiating position is reasonable and in the best interest of UC and UC's nurses and patients. CNA is concentrating its efforts on reaching a settlement through mediation or factfinding with the hope that the process results in an agreement that protects and improves RN protections, compensation, staffing and other RN practice issues.

## 10,000 UC RNs Will Be Heard

For more information, contact your CNA rep or labor rep, or email CNA at [ucdivision@calnurses.org](mailto:ucdivision@calnurses.org).

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