

We've Got a Contract!!!

Bargaining Team Unanimously Recommending Ratification Ratification Votes to Start Later this Week—look for details Monday

After 11 months of bargaining and fact-finding, we were able to reach a great settlement on March 15 which met our key objectives of continued pension/retiree health protection, No to PTO, and good raises state-wide. This was only possible because 10,000 UC RNs were organized, educated and actively in support of the bargaining team. THANK YOU!!

1. Pension/retiree health protection

- a. We extended our first-time-ever pension/retiree health protection.
- b. Reasonable health insurance increases for 2008.

2. No PTO

- a. Due to organized opposition of 10,000 UC RNs to PTO, we were able to say NO to PTO. This is a huge victory for nurses and safe patient care!

3. Increased Salaries (see reverse for details) (raises effective first pay period after ratification)

- a. 6% increases at all medical centers
- b. Retro pay to October (either lump sum, full retro, or increase in-lieu-of retro; date decided by the fact-finder)
- c. Equity increases for UC Irvine and UCSD, the lowest paid medical centers.
- d. Improvements in call pay, differentials, and new steps at many locations.
- e. For the first time ever, we were able to get NPs and CRNAs at least the same increases as the Clinical Nurses.
- f. 2-8% increases at the free-standing student health centers.
- g. 2nd and 3rd year raises will be negotiated during the 2008 and 2009 contract reopeners.

4. Ed Leave Improvements

- a. Full shift ed leave if you miss a work shift to attend a class
- b. No ed leave denial on your day off

5. CTO (comp time) improvements

- a. UC agreed to guarantee continued access of all UC nurses to CTO, preventing UC from discontinuing CTO as they did at UC Irvine several years ago, and in several UC Davis departments last year. Now all UC RNs, including all of UC Irvine and UC Davis, have access to the comp time benefit in lieu of overtime pay.

6. Improved Staffing Protections

- a. **First-time-ever limit on mandatory shift rotation!**
 - i. Shift rotation can only be required "to ensure proper skill/competency mixes on each shift."
 - ii. Effective September 1, RNs with more than 10 years of seniority will not be required to rotate (unless written reasonableness case made)
- b. **Technology Protections.** New technology will not replace RN's professional judgment or the RN's role in delivery of care to patients.
- c. **Improved access to missed break pay** we first negotiated in 2007.

7. New RN Protections

- a. **New Layoff Protections**
 - i. End of the special skills exemption to seniority order of layoff
 - ii. New protections for CN4s and AN1s in case of layoff

- b. **Transfer and promotion opportunities:** slight improvements concerning preference for internal applicants.
- c. **Union protections:** UC has agreed that all charge nurses are entitled to continued union protection.
- d. **New Nurse Rep Councils** at each facility (monthly nurse rep meeting so your nurse reps can better collaborate on issue/grievance resolution in the facility).

8. Other

- a. **End to 10-day jury duty limit at UCLA.** UCLA RNs now have the same jury duty benefit as all other UC RNs.
- b. **Protection of personal financial information.** UC agreed they will not send a nurse's personal financial information to a vendor without the nurse's explicit (opt-in) permission.
- c. **3-year contract, with reopener bargaining each fall** on salary, health insurance, and pension/retiree health benefits.
- d. **NO TAKEAWAYS.**

Medical Centers: First Year Raises (raises effective first pay period following ratification)

| Dates of raises | UC Davis now | UCSF now | UCLA Now + Apr + Aug | UC Irvine Now + July | UCSD now |
|--------------------------------|--|---|-------------------------------|------------------------------|---|
| Retro or lump sum | Benefited: \$2300 pro-rated by FTE; per diem \$1000 | Extra 1.5% increase in-lieu-of retro | 2% retro to October | 2.8% retro to October | Benefited: \$1800; per diem \$1000 |
| New or Changed Steps | - | New 30-yr step (2%) eff. July; new CRNA steps | - | Step decompression eff. July | New 15-yr (w/10 UC) (+2%) and new 20-yr (w/15 UC) (+2%) eff. July |
| Ancillary Increases | Chg \$2 (+\$1); w/e \$1.60 (+0.60); on-call \$9 (+\$2) | Chg \$2.20 (+\$0.45) | On-call \$10 (+\$2) eff. July | On-call \$6.75 (+\$0.50) | Noc \$3.85 (+0.10) On-call \$9 (+\$2) |
| Clinical Nurse 1-4 | 6% | 7.5% | 2% + 2% + 2% | 2.8% + (3.2% to 7.2%)* | 6% |
| Per diem Nurse | 6% | 7.5% | 2% + 2% + 2% | 4% | Day 6.5% |
| Resource RN (LA) | n/a | n/a | 2% + 2% + 2% | n/a | n/a |
| Nurse Practitioners 1-3 | 6% | 7.5% | 2% + 2% + 2% | 2.8% + (3.2% to 7.2%)* | 8% |
| PD NPs | 8.7% | 7.5% | 2% + 2% + 2% | 4% | Night 3% |
| CRNA, Sr CRNA | 6% | increases | 2% + 2% + 2% | 2.8% + (3.2% to 7.2%)* | 6% |
| PD CRNA, Sr CRNA | 6% | 7.5% | 2% + 2% + 2% | 4% | Night 1.5-2.5% |
| Home Health 1-3 | 6% | 7.5% | 2% + 2% + 2% | n/a | n/a |
| PD HH | 6% | 7.5% | 2% + 2% + 2% | n/a | n/a |
| Transpl/RN coordinator | n/a | 7.5% | 2% + 2% + 2% | n/a | n/a |
| AN 1 | n/a | 7.5% | 2% + 2% + 2% | n/a | 6% |

*includes July step progression

Student Health Centers: First Year Raises (raises effective first pay period following ratification)

| | UC Berkeley | LBNL | UC Santa Cruz | UC Merced | UC SB | UC Riverside |
|--------------------------|----------------------|------|---------------|-----------|-------|--------------|
| Date of raises | now | now | now | now | now | now |
| Retro to October? | yes | yes | yes | yes | yes | yes |
| Benefited | 8% plus 4 new steps* | 3.5% | 3% | 4% | 2% | 3.5% |
| Per Diem | 8% | n/a | 3% | n/a | 2% | RN 5%; NP 4% |

*UC Berkeley nurses who were topped out as of 7-07 will move one step now; next step progression 7-08.

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