

## CNA Bargaining Begins; UC Wants to Change Retirement and Health Benefits

Bargaining began this week in Sacramento. This is "reopener" bargaining, which means only certain topics are addressed (salary, benefits, staffing and union rights), not the entire contract.

### UC's proposals included:

1. **End pension protection; paycuts for pension.** UC wants to end the first-time-ever pension protection CNA won in 2005. UC wants the ability to change and/or terminate the pension plan, to begin paycuts for pension in 2008, and to increase the paycuts for pension over the next several years.
2. **End retiree health protection.** UC wants to end the first-time-ever retiree health protection CNA won in 2005. UC wants the ability to increase costs to retirees, change eligibility requirements and coverage.
3. **End health insurance protection.** UC wants the unilateral right to change co-pays and deductibles on your current plan, to eliminate your current insurance option, and to change the amount nurses pay for it.
4. **Union-busting.** To counter the ever-increasing power of UC RNs, UC made proposals to weaken UC nurses' voices/protections through weakening CNA. UC RNs with CNA have made tremendous advances in advocating for our patients and uplifting the nursing profession as a whole. UC wants to minimize any opposition to their proposed pension and benefit cuts, and to make it more difficult for us to win additional staffing as well as adequate break relief.
5. As expected, UC's compensation proposals were not presented.

### CNA's proposals included:

1. **Continued pension and retiree health protection; no paycuts for pensions.** UC has not spent one dollar to fund the pension plan since 1990, saving themselves billions of dollars in pension costs. The UC pension fund is still one of the best-funded public pension plans in the world. UC should put those billions of dollars back into the pension plan before they ask employees to take paycuts for pension.
2. **Health insurance protection; end the cost-shifting to employees.**
3. **Dedicated break relief positions.** Establish dedicated break relief positions 24/7 in addition to each unit's current staffing. The UCLA-Westwood CNA PPC worked with UCLA nursing administration to establish 24/7 break relief positions in all units a year ago (July 2007). The system is working very well, with patients getting nursing care from the break relief nurses while their regular nurse is on break, and nurses being able to take all of their breaks (75 minutes each 12-hour shift) knowing their patients are being well-cared for.
4. **Further restrictions on unsafe floating.** Non-tele nurses are routinely being floated to tele units and assigned tele patients; non-perinatal nurses are being floated to postpartum and assigned mom-baby couplets. These practices are both unsafe and illegal: state law says nurses cannot be assigned patients for whom they are not competent, and if a nurse accepts an assignment for which she is not competent she could lose her license. When nurses protest these assignments, management says they must take them.
5. **Compensation:** across-the-board salary increases for all locations October 1, adding new salary steps for recognition of senior nurses, increasing differentials and on-call. Also:
  - **preceptor differential \$3/hour.**
  - **50% on-call pay; 75% holiday on-call pay.** 50% on-call should be a system-wide standard for nurses. Currently only UCSF nurses receive 50% on-call pay. 75% holiday on-call pay is the standard in many non-UC Bay Area hospitals.

**Bargaining Schedule:** Aug 11-12, UCSF; Aug 19-21, UC Irvine; Aug 27-29, UCSD;  
Sept 8, UCLA-Santa Monica; Sept 9-12, UCLA-Westwood.

**If you are able to attend negotiations, please contact your CNA labor rep or unit contact.**

## 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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