



## CNA Bargaining Discussions: Break Relief Nurses, Unsafe Floating and Staffing

Bargaining continued this week at UCSF. Record numbers of UCSF nurses attended bargaining, with many testifying about staffing, floating and break relief issues. This year's bargaining that began July 29 is "reopener" bargaining, which means only certain topics are addressed (salary, benefits, staffing and union rights), not the entire contract.

### **Our patients deserve break relief nurses: UCLA-Westwood now has dedicated break relief nurses**

- Last year the CNA Professional Practice Committee at UCLA-WW began meeting with nursing administration to address the lack of adequate break relief staffing. Nursing administration agreed to add break relief nurses to each department and shift, freeing up the charge nurses to perform their critical oversight duties.
- This break relief system has been in place at UCLA-WW for more than 12 months, with RNs now guaranteed restful breaks on most shifts knowing their patients are being cared for by a dedicated break relief nurse.
- UCLA-WW nurses take a 15-minute morning break and a 1-hour lunch each shift.
- CNA has been pushing for break relief nurses at the remaining UCs. There has been interest from UCLA administration in expanding the break relief program to Santa Monica, but so far the remaining UCs for the most part have refused to add dedicated break relief nurses to address the critical lack of break relief staffing.
- CNA's contract proposals: 24/7 dedicated break relief staffing all departments, charge nurses can only be assigned two hours of break relief per 12-hour shift, nurses in each department can decide if you want to change to a 15-minute and 1-hour break schedule (or other break/lunch configuration).

### **Pension/Retiree Health and Health Insurance Changes Being Planned by UC**

- UC wants CNA to give up our pension/retiree health protection and health insurance protection we first won in 2005. UC wants to be able to change your pension/retiree health and health insurance at any time.
- **UC RNs will never give up our pension/retiree health and health insurance protections.**
- UC will be making their case to change these benefits in bargaining next week at UC Irvine (health insurance and retiree health changes: Tuesday 1 pm; pension changes: Thursday 9 am).

### **UCSF Slashes RN staffing**

- CMS just cleared UCSF in early June after a 9-month investigation into two sentinel events last September and April.
- Unbelievably, one week after UCSF was cleared by CMS, UCSF instituted severe RN staffing cuts in most adult ICU, med-surg and specialty units. Most of these units cut one nurse per shift and all resource nurses (when compared to staffing levels that preceded the sentinel events last fall). PACU and critical care transport nurses were also cut.
- CNA and UCSF nurses are organizing to reverse these unjustified and unsafe staffing cuts.

### **Compensation, other proposals**

- UC has not yet given CNA their salary proposals. UC also wants to weaken CNA (union-busting) by eliminating the recently-established Nurse Rep Councils that are working to address and resolve facility issues such as missed meals and breaks, inappropriate use of mandatory on-call in the ORs and unpaid overtime.
- CNA compensation proposals: across-the-board increases October 1; new salary steps; increased differentials; \$3/hour preceptor differential; 50% on-call (and 75% holiday on-call) statewide. Other CNA proposals: further restrictions on unsafe floating, continued pension/retiree health and health insurance protection.

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

CNA Hotline: 1-800-284-4518

[www.calnurses.org](http://www.calnurses.org)