

## UC's Message to Nurses: No Staffing Improvements, No Salary Increases for Two Years

- As expected, UC used their million dollar attorneys this week to deliver the message that nurses cannot expect any staffing improvements or raises for at least two years. Step increases will also be delayed.
- UC also wants to be able to “alter” or “delete” pension and retiree health benefits and eligibility.
- UC's million dollar attorneys have NO EXPERIENCE bargaining nurse contracts in at least the last 20 years and NO EXPERIENCE bargaining a UC contract.

### CNA's Message to UC: Listen to Your Nurses and Put Patient Safety First

- CNA's proposals include staffing improvements, competitive raises, and continued benefit protection.
  - Staffing improvements:
    - Dedicated break relief staffing: UCLA-WW has it, why not all UC medical centers?
    - Strengthened infection control standards, especially in face of H1N1 pandemic
    - Dedicated RN transport team
    - Advance notice to CNA of proposed staffing changes, with an outside arbitrator making the final decision if CNA does not agree with UC's proposed changes.
    - Enforce current staffing laws:
      - Ending practice of staffing by numbers not acuity
      - End practice of short-staffing
      - Increase current staffing to take into account all nurse duties added in the last 2 years
  - Match raises nurses are getting at other California hospitals
  - Continued pension, retiree health and health insurance protection. These important benefit protections were first won by UC nurses in our 2005 contract fight.

### UC Myth: “No Money!” What are the FACTS?

1. FACT: Medical center funding comes from patient insurance, NOT the state budget.
2. FACT: UC medical centers are making record profits. One example: UCSF CEO Mark Laret's recently announced that last year was “our most successful ever” at UCSF.
3. FACT: Medical center CEO/CNO raises and bonuses are continuing, with UCSF CNO Sheila Antrum just getting a 15% raise retro to February. Medical center CEO/CNOs are eligible for even bigger bonuses than last year if they are able to further cut costs, eg, nurse wage freezes and staffing cuts.
4. FACT: Applying the furlough concept to busy medical centers was a non-starter and rejected even by the CEOs because massive staffing cuts would jeopardize hospital accreditation and licensing.

### Nurses rally at UCSF to protest lack of readiness for H1N1

- Nurses rallied at UCSF on Wednesday to alert the public to the lack of readiness of many hospitals concerning infection control procedures. Many hospitals do not have fit masks available, or staff fit-tested.
- A UCSF nurse was fired two days before her 6-month probation was up after she took care of a patient with H1N1, subsequently got sick, and raised concerns about the lack of N95 fit masks at UCSF.
- Nurses will continue to speak out so that our patients are protected from getting H1N1.

**Bargaining Schedule:** Aug 17-18, UCLA-WW; Aug 19 UCLA-SM; Aug 26-27 UCSD; Aug 28 UC-Irvine.  
If you are able to attend negotiations, please contact your CNA rep.

## Put Patient Safety First : 11,000 UC RNs Will Be Heard

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