



MAY 22, 2008

HCA BARGAINING UPDATE #3

This week we presented proposals to management that focused on our ability as RN's to be patient advocates. Our proposals covered protections from retaliation for acting as a patient advocate and guarantee the charge RN the right to union protection. CNA Nurse Negotiators from both Good Sam & Regional Medical Center provided concrete examples of actions which have given rise to concerns for these protections in order to act as a patient advocate without fear of retaliation.

HCA RN's from facilities in Texas and Tennessee participated as part of our Bargaining Team. The HCA RNs from Texas and Tennessee provided examples of similar problems in their facilities. This validated our concerns as patient advocates as we shared experiences as RNs at HCA facilities. They came to support all of us and we support their right to choose to join CNA/NNOC.

Retaliation for patient advocacy appears to be a national issue for HCA RN's. Management continually interrupted and refused to listen to the Texas & Tennessee RNs. Management walked out of negotiations stating that they would not sit and listen to why these other HCA RN's need a union in their hospitals. Our team had to constantly insist that management treat our colleagues with respect.

Negotiations continued in the afternoon with one loud and clear theme from management: "NO" to most of the proposals RNs had developed:

- *NO to increase in any shift differential
- *NO to increase in charge nurse differential
- *NO to Charge nurse being out of patient care
- *NO to increased weekend shift differential
- *NO to preceptor differential
- *NO to Bilingual differential
- *NO to ANY improvements in Health, Dental or Vision
- *NO to ANY improvements in our Retirement plan
- *NO to ANY improvements in Retiree Health
- *NO to increase in Per Diem differential
- *NO to access to meeting rooms at the facilities for union meetings
- *NO to a "No Cancellation" from regularly assigned work
- *NO to providing sufficient staffing to cover rest and meal breaks