

Negotiation Update:

No Settlement – HCA Still Refuses to Recognize RN Standards

After months of negotiations, HCA continues to maintain a “Just Say No” response to the issues that RMC & GSH RNs want addressed to the contract. They continue to “Just Say No” to addressing the staffing issues, maintaining union protections for Charge RNs, improved retirement, guarantee of adequate break relief, differentials, etc. Even with awareness of the recent settlements at Sutter facilities, we see that HCA thinks they can maintain hospitals with lower standards. They repeated in the recent negotiation sessions, that they intend on only putting money on the wage scale – and their proposal is 3.5% (first year), 3% (second year) and 3% (third year).

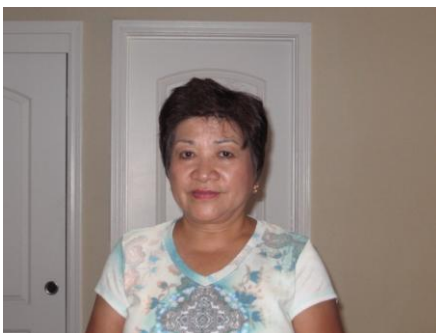
And How Does this Compare????

CNA has reached recent settlements at Sutter hospitals. At Mills Peninsula hospital, just 20 miles away, the following agreement was reached:

- Contract provisions for matrices that reflect charge RNs out of the count, break relief and ancillary staff.
- Safe patient handling program: including lift personnel, lift equipment
- Significant retirement enhancements
- Wages Upon Ratification: 7%, January 1, 2009: 2%, July 1, 2009: 4.5%, July 1, 2010: 4%

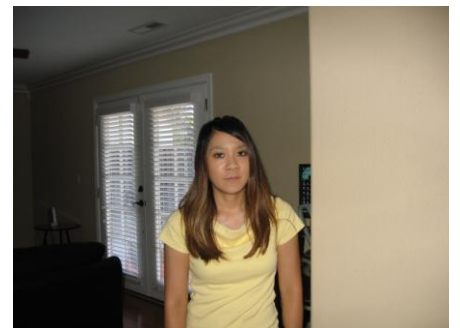
AND many other improvements – just the summary sheet has 27 improvements.

Another Comparison – Mother & Daughter CNA/NNOC RNs



Grace Novicio, RN has worked at RMC for 31 years. She is an RN 3. Grace and other RNs have fought for years to improve patient care, establish ratios, improve working conditions, improve the profession so that our future is safe for our patients and we can encourage sons and daughters to join the nursing profession. Grace is the proud mom of Cheryl, who is a Registered Nurse. But Cheryl does not work for HCA.

Meet Grace’s daughter, Cheryl Novicio, RN. She has followed her mother’s footsteps and is a new RN working at Kaiser for 2 years. She and her mother compared wages and reported that Cheryl makes only \$4.00 less than her mother. Cheryl has entered the profession at Kaiser and has access to lift teams, retiree health benefits for life, higher pension benefits, break relief, and a ‘no cancellation’ policy.



Hold HCA accountable to establish working conditions that we would recommend to our son’s and daughter to join the profession and safely provide care to patients. Make sure our communities can recruit and retain the new RNs that are joining the profession.