



Landmark Pact for Sutter RNs

What we have gained — A few highlights of CNA–Sutter contracts:

Patient Care Protections

- **Floating Limitations**
Ban on floating out of one's clinical cluster
- **Quality Liaisons**
Staff RNs selected by the nurses and CNA who work within the facility as independent patient care monitors on staffing problems and structural concerns regarding quality of care improvements and nursing practice
- **Unresolved Staffing issues can be submitted to neutral third party for resolution**
Disputes between management and the RN-elected Professional Practice Committee (PPC) may be submitted to a neutral arbitrator for a binding decision
- **All RN staffing**
Commitment to only hire RNs into all open non-relief licensed nurses positions in med/surg, ER, intensive care units, OB

Benefits

- **Retirement health benefits for RN and spouse**
Benefitted and per diem RNs eligible for retirement benefits if working 1000 hours/year
- **Secure Pension — Defined Benefit Plan**
Benefitted and per diem RNs eligible for pension credit if working 1000 hours/year
- **Fully paid employer health benefits for nurse and family**

Compensation

- **Sutter Solano, Vallejo, Day Shift**
 - Year 1 - \$41.66
 - Year 5 - \$42.68
 - Year 16 - \$46.20
 - Year 26 - \$47.13Plus: 16% across the board increase over life of the contract (2 years)
- **Alta Bates Summit Medical Center**
 - Year 1 - \$37.35
 - Year 5 - \$43.02
 - Year 16 - \$45.66
 - Year 26 - \$47.13Plus: 12% across the board increase over the life of the contract (2 years)
- **Shift Differentials**
 - Evenings - 10%
 - Nights - 15%
- **Charge nurse pay — \$2.00/hour**
- **Ratification bonus between \$1000 – \$2000**

Improved working conditions

- **No weekends after 20 years**
- **No cancellation policy**
- **Travelers and registry assigned shifts last**
Order of assigning shifts: Regular benefitted nurses, short hour nurses, regular and short hour nurses requesting extra non-premium shifts, per diems and registry and travelers

A VOICE FOR NURSES ~ A VISION FOR HEALTHCARE