



California Pacific
Medical Center

A Sutter Health Affiliate

Public Affairs Fact Sheet

March 10, 2008

CNA Bargaining Update

California Pacific Medical Center (CPMC) and the California Nurses Association (CNA) have been in negotiations for a new contract. The old contract expired June 1, 2007. Some 770 nurses at CPMC's California and St. Luke's campuses are represented by CNA; the remaining 1,155 choose to have a direct relationship with CPMC.

Background

Nurses are a vital part of the health care team. We entered the bargaining process with heartfelt respect for our nurses and are proposing enhancements to their already superior contract that ensures fair wages, comprehensive benefits and positive working conditions. Unfortunately, in these negotiations CNA is primarily focused on furthering its union growth agenda, including expanding strike provisions, imposing one-sided organizing provisions without giving nurses choice, and other costly provisions that would only put St. Luke's in amore tenuous financial position and increase health care costs.

What CPMC Has Proposed

CPMC has made a number of proposals that are relevant to our nurses, including:

- A 21.5 percent pay increase over the next four years (25.5 percent for nurses at St. Luke's, to bring them up to the same level as our other CNA members) which means the average nurse would earn approximately \$140,000 a year
- A single contract for St. Luke's and California Campus nurses including wage parity over time for St. Luke's nurses to California Campus standards
- \$1,000 tuition reimbursement and \$200 for CEU's
- Fully-paid health premiums for R.N.s who work at least half-time, including family coverage (only 4% of employers nationwide offer this)
- Improved leave of absence language
- Better process for awarding extra shifts
- Involvement in design and implementation of new technology
- Leave of absence for adoption process
- Involvement in Staff Nurse II selections

No Progress from CNA

Despite months of bargaining, CNA has made little progress in negotiations. In fact, it has yet to submit a wage proposal. Rather, it is attempting to overhaul a contract that was agreed upon only two years ago – a contract that currently is one of the best in the region – in its pursuit of a statewide growth agenda. CNA leaders want to force new practices that impose tens of millions of dollars in additional costs without improving patient care or the quality of the work environment for our nurses. CPMC is concerned about the lack of progress and has enlisted the

CPMC – A Responsible Employer and Provider

CPMC is proud of consistently being in the top tier of hospitals nationwide with respect to patient satisfaction. We have been recently designated as one of the top 33 hospitals in the U.S. by the Leapfrog Group, a nonprofit organization that measures hospital quality and safety. Our employee satisfaction ranks higher than the benchmark for employers our size. It is unfortunate that CNA's national agenda is being played out at the bargaining table, when patient care and its very own member interest should come first.

Contact Information

Cynthia Chiarappa, Sr. Director of Communications and External Affairs – 415-600-2980

Press Contact: Kevin McCormack, Media Relations Manager – 415-600-2984