



*California Pacific
Medical Center*

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MEDIA RELEASE

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California Pacific Disappointed At CNA Ordering 10 Day Strike

(San Francisco, March 10, 2008) California Pacific Medical Center is disappointed that the California Nurses Association is once again putting its own business agenda ahead of the needs of its members and patients by calling for a ten day strike.

CNA has instructed nurses to walk off the job starting 7 a.m. on March 21 and to return at 7 a.m. on March 31. This will be the third strike in six months. The two previous strikes, in October and December, were both for two days.

California Pacific employs roughly 2,000 nurses, and fewer than 800 of those are members of CNA. The other 1,200 have chosen not to join the union, despite frequent attempts by CNA to recruit them.

"I chose to work at this hospital for a reason," says Carol Rich, R.N., a staff nurse at California Pacific's Pacific Campus, where none of the nurses belong to CNA. "I came here because of its high standards of patient care and safety. If CNA's claims about patient safety and staffing levels were true I would be lining up to join the union, but I'm not. I think it speaks highly that this hospital goes out of its way to meet every state mandate and staff ratio requirement. I'm proud to be part of this team."

Damian Augustyn, M.D., chief of staff at CPMC says the medical executive staff members are unanimous in their support for the hospital and a swift resolution to the contract dispute. "If we felt the actions of the hospital were jeopardizing the safety of our patients we would be the first to speak up," says Augustyn. "We feel that CPMC's record of safety and quality is second to none."

In this latest round of contract talks, California Pacific has offered its nurses 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. That is in addition to free health care coverage for nurses and

their families, and generous retirement benefits. We are also offering nurses something they identified as one of their top concerns, landmark language on shift cancellation.

The union claims this is not about economics but about patient safety and inadequate staffing. But consider these facts:

- CPMC is one of the top 33 hospitals in the nation, as determined by the Leapfrog Group, an independent organization measuring hospital quality and safety.
- California law has very specific nurse-to-patient staffing ratios, dictating how many nurses we need to have per patient. We obey the law.
- In patient satisfaction surveys we have a 95% rating.
- In physician satisfaction surveys we have a 99% rating.
- CNA's own internal documents show that it has signed agreements with 96 other private health care providers in California, and none of those contracts contains language requiring a prescribed number of designated break and meal relief nurses on each shift. Yet it is demanding that of us and other Sutter Health facilities.

As with previous strikes CPMC will hire replacement nurses to ensure that patient safety and care is not jeopardized.

California Pacific Medical Center. Beyond Medicine.

At San Francisco's California Pacific Medical Center, we believe in the power of medicine. We research the most up-to-date treatments, hire the most qualified individuals, and practice the most modern, innovative medicine available. We deliver the highest quality expert care, with kindness and compassion, in acute, post-acute and outpatient services, as well as preventive and complementary medicine. But we also believe that medicine alone is only part of the solution. That's why we look intently at each individual case and treat the whole person, not just the illness. It's why we go beyond medical care and provide our patients with things like disease counseling, family support and wellness treatments. As one of California's largest private, community-based, not-for-profit, teaching medical centers, and a Sutter Health affiliate, we are able to reach deep into our community to provide education, screening and financial support in some of the city's most underserved neighborhoods. Because medicine can transform a body. But going beyond medicine can transform a life. www.cpmc.org