



*California Pacific
Medical Center*

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MEDIA RELEASE

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**CNA Strike Falls Flat
Nurses reject union call for walkout and protests**

(San Francisco, March 27, 2008) The call by the California Nurses Association/National Nurses Organizing Committee for nurses to walk off the job at California Pacific Medical Center is being met with a less than resounding response.

CNA/NNOC ordered nurses to go on strike for ten days, beginning March 21. However, in the first five days of the strike, more than 200 of the nurses at California Pacific's California and St. Luke's campuses combined crossed the picket line and went to work. At other Sutter Health hospitals the number was even higher. Meanwhile the picket lines were sparsely attended, even for scheduled rallies.

"Our nurses are clearly showing they do not support this strike," says Julie Clayton, R.N., vice president of Women and Children's Services and chief administrative officer for the California campus. "They are crossing the picket line and reporting for work in larger numbers than ever before, and even the ones who are not coming to work are not showing their support on the picket line."

CNA/NNOC officials are claiming that "95 percent of nurses are honoring" the strike. While union officials have the luxury of fabricating numbers, hospitals are required to document those who come to work because the Department of Health Services checks on those numbers to make sure they are accurate.

This is the third time in the past six months that the CNA/NNOC has ordered its members to strike. The two previous strikes, in October and December, were for two days each.

As in the two earlier strikes, California Pacific brought in more than 200 replacement nurses to ensure that patient care was not affected. Patients showing up at California Pacific do not notice any difference in the level of care, or the number of nurses available to take care of them.

In the first 72 hours of the strike, 70 babies were born at the hospital, a normal rate for the organization.

California Pacific has been negotiating with the union since last April but talks are stalled over changes in "organizing" language to make it easier to force non-union nurses into the union, and a demand that any new facility built within 50 miles of an existing clinic would be automatically all-union. The union is targeting the 3,000 non-union nurses throughout the Sutter Health system. Forcing them to join the union will bring CNA/NNOC an extra \$4 million a year in membership dues.

"We respect those individuals who choose to be in a union, but there are also those who have a right to have a legal vote if they do not want to join a union," says Martin Brotman, M.D., California Pacific president and CEO. "We will never give up our nurses' constitutional right to make fully informed decisions as to whether or not they want to be members of CNA/NNOC."

California Pacific employs approximately 2,000 nurses, and roughly 1,200 of them are non-union members. "I've never felt the need to seek the union's help for anything in my 24 years of practice," says Carol Rich, R.N., a nurse at the Pacific campus.

"During the time I've been working here the conditions have been great," says Rosangel Klein, R.N., an oncology nurse at the Pacific campus. "We've always had adequate staffing and this year actually the staffing has got even better."

Because the union refused to allow nurses a chance to vote on whether to accept the hospital's proposal, California Pacific implemented the economic part of its offer last January. That means nurses are receiving an extra 6 percent each pay period. Under the contract, nurses are getting salary increases that will bring the average full-time R.N.'s salary to approximately \$140,000 per year. That enhancement is on top of free health care insurance for themselves and their families, and generous retirement benefits.

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