

“Just The Facts”

...produced by CRONA nurses for CRONA nurses

The source of truth about the ongoing negotiations between CRONA and the Hospital.

Negotiation Information Sheet – July 1, 2010

This Information Sheet is designed to provide CRONA members with important information about the last contract offer from the hospitals. Please feel free to share this document with CRONA members.

Where We Are Now:

- 1) We are working under the terms of the expired contracts.
- 2) We rejected the “Last, Best and Final” offer (LBFO). It hasn’t changed and remains unacceptable.
- 3) We will continue to urge the hospitals to negotiate.
- 4) If the hospitals unilaterally implement the “Last, Best, and Final” offer, we will take appropriate actions depending on the circumstances. At this point it is unwise to spell out our next steps or our timeline.

Progress has been made on the contract. We have agreed to several key points. For example, in our April 28, 2010 comprehensive package proposal, we:

1. Agreed to the wage package offered by the hospitals. This is a major contract component.
2. Agreed in principle to accept a “Professional Nurse Development Program” (PNDP).
Essential details of the PNDP need to be resolved and some elements are unacceptable.
3. Agreed to significant changes in the “Paid Time Off” (PTO) Program. Important issues need to be resolved.

Our Concerns:

I. Unacceptable PNDP Proposal From the Hospitals

Virtually Unattainable Requirements for Advancement

Point system is unrealistic. Inadequate recognition of bedside skills. Point system heavily weighted towards academic and administrative tracks. Full portfolio submission every year. Hospitals can revise PNDP requirements without collaboration from CRONA.

Demotions

85 percent of Relief Nurses are not even eligible to apply. Majority of Staff Nurse 3s and 4s will not attain Clinical Nurse 3 and 4 status. ADN/ASN/Diploma Nurses are not eligible except under special circumstances. Likelihood of demotion for transfer between units. Immediate demotion with any

Corrective Action:

Guilty until proven innocent.

24 months ineligibility with Corrective Action.

Ineligibility with Final Written Warning unless CNO grants clemency.

Hospitals Control Who Advances and Who Does Not

Unacceptable appeals process. Requires multiple recommendations to apply: Manager, MD.... Rejection still possible after meeting all requirements. No CRONA/Management collaboration on panel composition. Hospitals can impose limits on the number of CN 3s and 4s. Hospitals no longer required to collaborate with CRONA on Staff Nurse criteria.

No Real Help for Nurses Under Hospitals' PNDP

Minimal financial assistance. Inadequate time to complete educational goals. Inadequate mentoring/infrastructure to support RN achievement of PNDP criteria.

Job Re-Classification

Hospitals have complete discretion. Hospitals can redefine Clinical II Nurse duties at their sole discretion. Eliminates collaboration with Nurse Practice Committee.

II. Unacceptable PTO Proposal From the Hospitals

Reduced "Paid Time Off"

Capped at 520 hours. Work without accruing PTO once at 520 hours. If you don't regularly use PTO, ultimately you earn less per year. "Cash-out plan" deprives you of actual time off from work that you have already earned. ESL is accrued minimally, is difficult to utilize, and if you don't use it, you lose it.

PTO and How it Relates to LOA

Need PTO in case of serious illness, injury, pregnancy. Unlike other employees, nurses must be 100 percent fit to return to current position. Our PTO is all-inclusive, but other area hospitals have separate sick time, vacation time, holiday, and PTO benefit banks.

No PTO, Cut Medical

Currently you have six months PROTECTED medical benefits, with the hospitals' proposal it will be 12 weeks. If you don't qualify for FMLA (1,250 hours worked in the past year), you must use your PTO from day one on any type of leave. FMLA, CRFA, PFL are not gifts from the hospitals, they are required by law.

Vacation Is At The Discretion of the Hospitals

Many nurses are unable to get any of their vacation requests approved. Vacations granted only per hospitals' operational feasibility. No clear language in the hospitals' PTO proposal regarding vacation requests.

What's Next:

We are asking the hospitals to return to the bargaining table. It is time for the hospitals to talk to us – to bargain in good faith so that we can resolve our differences and ratify a fair contract.

We are engaged in a new, expansive effort to inform the public and our community leaders about why the hospitals should stop refusing to negotiate with us. We will enlist new allies by building on the strong support we have earned through excellent patient care.

You can help! Talk to your area reps. Check the CRONA website. Find out what you can do to help return the hospitals to the bargaining table.