

“Just The Facts”

For CRONA Nurses, BY CRONA Nurses

April 21, 2010

Volume No. 3 Issue No4

Nurses Week?: The Hospital Should Show Its Appreciation By Returning To Table And Actually Negotiate In Good Faith

What's Going On Now?

April 21, 2010

Despite the Hospitals' refusal to return to negotiations and actually begin working to a mutually acceptable contract the Negotiation Team continues meet. We are making a concerted effort to get the Hospitals back to the table. To that end, as we have previously mentioned we will make a comprehensive counterproposal.

Since the expiration of the meet in face to face negotiations, the Negotiation Team will continue to keep our members updated as events warrant. Because we are not actively meeting with the Hospitals, the frequency of the updates may be less.

As always if you have any questions:

- Call CRONA at 1-650-366-0156
- Email CRONA at crona@crona.org
- Ask you area representative

CRONA Will Present Hospital With Revised Proposal

CRONA, in an effort to get the Hospital back to the table, will present a comprehensive package proposal. A summary of the proposal, including areas were CRONA made significant concessions, will be posted. To date the Hospital has rejected EVERY economic and the majority of the non economic proposals CRONA has made. We call upon the Hospital to match deeds with words and return to the table.

Hospitals Step Up Disciplinary Process

The Hospital has stepped up disciplinary actions on CRONA Nurses. This may be an attempt to intimidate nurses. If you feel you are being targeted please call CRONA immediately so that you can ensure representation at any and all meetings. IT is your right to have representation at ANY meeting were potential discipline could be issued.

The Hospitals' Nurse's Week Celebration: Just Say No

If the Hospital truly appreciates its Nurses, it would return to the table and actually negotiate in good faith.

Nurses week celebrates the mother of modern nursing, Florence Nightingale. The week long celebration honors her memory and all nurses everywhere. One has to wonder how Florence would fare under the Hospitals' PNDP.

We are asking that you refrain from participating in the Hospitals' "celebration". Send the Hospital a STRONG message that trinkets and a continental breakfast will NOT make up for their failure to negotiate in good faith.

We are NOT asking nurses on Shared Leadership, who are working on Nurse Week, to cease doing so. CRONA greatly appreciates the work performed by our nurses on Shared Leadership. CRONA believes, however, that this year nurses should not participate in voluntary events in connection with Nurse Week since the hospitals' "appreciation" rings hollow when they are attempting to hurt our nurses and weaken CRONA.

Please join CRONA with your families at Flood Park in Menlo Park on Saturday, May 2nd, 2010 for a true celebration of what makes us the Best of the Best. Food and fun will be provided. More details about the celebration will be sent in the next newsletter.

The Hospital Once Again Misrepresenting the Facts:

April 21st, 2010

The Hospitals once again misrepresent the facts regarding negotiations. Rather than dealing with the issues at hand, the Hospital has once again resorted to using misrepresentations and half truths:

The Hospital Says: "The union plays no role in the promotion process now. Under our proposal, promotions will be determined by a panel consisting of an equal number of nurse members and management selected members. The existing contract language recognized the right of the Hospitals (not CRONA) in determining whether or not a nurse meets the applicable Staff Nurse Clinical Performance Criteria."

The Facts: The Hospital is simply trying to confuse the issue and not address the Nurses' real concerns. Under the existing contract any changes to the Staff Nurse Criteria would HAVE to be decided by the Nurse Practice Committee (A joint CRONA / Hospital body). A majority vote, ie. true collaboration, would be required to change the criteria. Under the Hospitals' proposal they will have the final say with NO input from CRONA. The Hospital will be able to add any requirements to Clinical Nurse II criteria AT ANY TIME.

The current contract states the following about modification of Staff Nurse criteria:

Modification of the Criteria

The parties agree that there may be occasions when the Criteria, including the Performance Standards, may require modification. Any such proposed modification shall be reviewed by the Nurse Practice Committee either as a whole committee or in a subcommittee as decided by the Nurse Practice Committee.

Decisions of the Nurse Practice Committee shall be by majority vote. There shall be present a quorum of at least six (6) members and only an equal number of CRONA nurses and management shall be permitted to vote. If the committee is unable to reach agreement, the parties agree the issue(s) may be referred to the FMCS for mediation. Individual Managers may not set specific criteria without going through the Nurse Practice Committee.

(Side Letter: Page 82-83 LPCH Contract 88-89 SUH Contract)

The Hospital Says: "The Hospital currently has the right under the contract to demote Staff Nurse III's and Staff Nurse IV's. Language in the previous contract allowed Management to demote a nurse without CRONA representation or agreement. In addition, during the 3 year term of the contract under our last, best and final offer, all SN III's and IV's have the ability to continue in their current status and will continue to receive wage increases each year. No nurses would have a reduction in their wage rate, such as would occur in the case of a demotion, so long as they maintain their current status."

The Facts: The Hospitals' PNDP with its unrealistic point system, its marginalization of ADN and Diploma Nurses, and their ability to deny promotions with no true appeal process, and lack of recognition for the contributions made by bedside nurses, The Hospitals can argue semantics all they want, but the simple truth is that the Hospitals' proposals, will result in the majority of Nurses not being able to be promoted. Furthermore those Staff Nurses would receive a decreased wage increase that will effect pay, retirement, and differentials, all the while having to do the same work as before. The reality is that the majority Staff Nurses will eventually be Clinical Nurse II's, and that is a demotion.

The Hospital Says: Our offer does not contain any provision that would affect or change the unions current representation rights, whether in regard to the discipline of a nurse or in regard to any other claim of a contract violation. The union has the same ability to represent nurses in disciplinary matters that it had under the previous agreement.

The Facts: CRONA has never claimed its members would NOT be represented. However, It's TRUE objection was to the lack of a real appeals process in the Hospitals' PNDP. As one senior LPCH official stated "CRONA does not need to be involved, I AM THE APPEALS PROCESS". The Hospitals wants to be able to control the entire process without any checks and balances.