

# “Just The Facts”

For CRONA Nurses, By CRONA Nurses

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## CRONA Makes Significant New Offer; Calls On Hospitals To Accept It

After CRONA nurses rejected the hospitals' Last, Best, Final Offer by a majority of 90%, CRONA asked the hospitals to return to bargaining with an open mind about all issues. The hospitals refused to do so stating that their offer was “excellent.” Instead, they told CRONA to “reconsider their (sic) position.”

Thereafter, we continued to receive dozens of emails from CRONA nurses. In all the emails we received to date, not a single nurse has ever agreed with the hospitals' statement that their offer is “excellent.” Many nurses urged CRONA to strike. A handful suggested that CRONA accept the hospitals' offer, even though they recognized it was not good. Other nurses urged CRONA to see if it could get the hospitals to stop refusing to bargain.

CRONA chose that middle ground, of neither seeking a strike vote nor accepting a proposed contract that would not only hurt nurses during its term, but would also modify existing systems (advancement, PTO, medical benefits) that would continue to hurt nurses into the future.

On April 23, CRONA informed the hospitals that we would have a new proposal and asked them to meet with us on April 28. On April 26, the hospitals once again REFUSED TO MEET saying “we see no purpose to be served in meeting.” Nevertheless, we have presented our new proposal to the hospitals through the mediator in the hope that cooler heads will prevail on their side, and that they will resume negotiations.

Our new offer contains the following SIGNIFICANT CHANGES:

### Wages

CRONA accepted the hospitals' last wage offer. CRONA has withdrawn its proposal for

- A 5% across-the-board wage increase in each year of the contract for ALL nurses, including those Staff Nurses III and IV who do not obtain Clinical Nurse III and IV.
- A bonus for those nurses who become Clinical Nurse III or IV.
- A possible cost-of-living increase in the third year of the contract.

### PTO

CRONA previously agreed to accept the lower accrual rate demanded by the hospitals. CRONA has now also withdrawn its proposal:

- That there be no cap on the number of hours in any week on which PTO can accrue.
- That vacation be increased and included in the contract.
- That PTO balances not be transferred to a cash account for any nurse who has less than 420 hours or more PTO.

## PNDP

As CRONA has told the hospitals from the beginning, it is willing to accept a FAIR PNDP that is not rigged to insure that most Staff Nurses III and IV will be demoted. In its most recent proposal, CRONA has proposed that:

- A diploma or ADN nurse with less than 10 years of service at the hospitals must have a nationally recognized specialty certification in his/her area of practice to become a Clinical Nurse III or IV. (CRONA previously had 5 years)
- A Clinical Nurse III or IV who transfers to another unit must within 9 months of the date of transfer apply for and obtain such status in the new unit in order to remain a Clinical Nurse III or IV. (CRONA previously said nurses should have 12 months)
- Assuming a fair point system, points must be attained every year to maintain Clinical Nurse III or IV status. (CRONA previously said it should be every two years.)
- Assuming an acceptable voting process or an acceptable appeals process is in place, nurses who want to achieve Clinical Nurse III status must appear before the panel. (CRONA previously agreed that nurses who want to achieve Clinical Nurse IV status appear before the panel.)

## Other Issues

In addition to the above changes that CRONA has now agreed to regarding wages, PTO, and PNDP, CRONA's latest proposal also:

- Drops an important proposal it made regarding improvements in the employee retirement plan.
- Drops its proposal regarding performance evaluation.
- Drops a proposal for health, welfare and safety.

As outlined above, CRONA's newest proposal contains significant changes in an effort to get the hospitals back to the bargaining table to negotiate a new contract.

**We are now waiting for the Hospitals to respond.**