

A PROGRESS UPDATE FROM THE SHC AND LPCH BARGAINING TABLE

Topic	According to CRONA's March 25 Proposal Side-by-Side	DID YOU KNOW??
Wages	6%, 6%, 6% across-the-board increases	<p>3%, 3%, 3% across-the-board increases</p> <p>Despite industry headwinds, our improved wage proposal would ensure that SHC and LPCH nurses remain ahead of both UCSF and Kaiser, even after accounting for Kaiser's increase next year. Negotiations continue.</p>
Staffing	Omitted	YES! (Tentative Agreement)
Rotators, Remote Work	Omitted	<p>There is a conceptual agreement on Rotators, and the hospitals are affirming policy language on Remote Work; the only remaining issue is moving SHC schedule posting from 2 weeks to 3 weeks.</p>
Workplace Violence Prevention	Omitted	YES! (Tentative Agreement)
Education Reimbursement	Omitted	YES! (Tentative Agreement pending signature)
Investigations and Written Warnings	Omitted	YES! (Tentative Agreement)
Grievance and Arbitration	Omitted	YES! (Tentative Agreement pending signature)
Relief Nurse Attendance	Omitted	YES! (Tentative Agreement pending signature)

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Nurse Practice Committee	Omitted	YES! (Tentative Agreement)
Information Requests	Omitted	YES! (Tentative Agreement)
Time Off for CRONA Officers	Omitted	YES! (Tentative Agreement)
Vacancies & Internal Transfers	Omitted	Hospitals withdrew their proposal to get closer to an agreement.
Side Letters	Omitted	YES! (Agreement in principle)
Retiree Medical Benefits	CRONA proposed to significantly increase the Health Reimbursement Account benefit to cover a large portion of what Nurses will need to pay for health insurance during retirement. CRONA says Hospitals said NO .	<p><u>However</u>, the hospitals:</p> <ul style="list-style-type: none"> ▪ Increased the Part D Benefit by 50% and 75% (depending on age) as part of the last round of negotiations in 2022. <p>Also of importance:</p> <ul style="list-style-type: none"> ▪ 78% of 184 surveyed* health care organizations offer NO pre-Medicare retiree health coverage. ▪ Another 8% of those 184 organizations, the retiree pays 100% of the cost. <p style="text-align: right;"><small>*Source 2024 AON Survey</small></p>

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Weekend Staffing	CRONA proposed that Hospitals will use best efforts to grant Nurses at least two out of every three weekends off and should make positions available for people who prefer to work weekends. CRONA says Hospitals said NO .	<p><u>However,</u> The current contract does not prohibit best efforts to grant two out of three weekends. The hospitals have expressed willingness to educate nurse managers that current contract language already permits this.</p>
On-Call/Sleep Rooms	<ul style="list-style-type: none"> • CRONA proposed that the Hospitals increase the time that on-call Nurses have to report to the hospital after being called in. • CRONA also proposed the Hospitals make the sleep room availability and reservation more transparent. CRONA omitted Sleep Room proposal. 	<p><u>However,</u> The hospitals' last proposal would agree to improved and more transparent sleep room availability.</p>
PTO Usage	<ul style="list-style-type: none"> • CRONA proposed that hospitals allow Nurses with limited PTO to make arrangements for another Nurse to cover a shift without being required to use PTO; • CRONA proposed that hospitals ensure that the hospitals allocate sufficient weeks of pre-approved vacation; • CRONA proposed that hospitals allow Nurses to take full vacations when PTO is depleted due to mandatory cancellations. 	<p><u>However,</u> The hospitals' last proposal makes movement on 2 of the 3 proposed changes.</p>

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<p>PNDP</p>	<p>CRONA proposed several changes including changes to make the PNDP accessible to more Nurses and implement common-sense reforms and clarifications.</p> <p>CRONA says the Hospitals said NO to making the PNDP accessible to more Nurses and YES to implementing some reforms and clarifications.</p>	<p><u>In reality...</u></p> <ul style="list-style-type: none"> ▪ The hospitals' proposal provided an avenue for <u>all ADN and Diploma Nurses</u> to reach Clin III status under the PNDP, subject to certain service requirements. ▪ Currently, ADNs have no pathway to a Clin IV ▪ The hospitals' proposal also provided a pathway to Clin IV for ADNs and Diploma Nurses who elect to pursue their BSN. ▪ After multiple exchanges of proposals, CRONA never accepted the BSN point adjustments, service requirements or other changes the hospitals indicated were necessary to the inclusion of ADN and Diploma Nurses noted above.
<p>Relief Nurse Differential</p>	<p>CRONA proposed a 25% increase in differential pay for Limited Relief, A, and B 18% increase for Relief C and D</p> <p>Add \$2 to current differential for Limited, A, and B Relief Nurses (moving from \$10 to \$12/hour); NO to any increase to differential for C and D Relief Nurses.</p>	<p>The hospitals' last proposal would provide a 20% increase for Limited Relief A and B, and we are still negotiating.</p>
<p>Hospitals as Safe Place</p>	<p>CRONA proposed that the hospitals should provide Nurses clear guidance addressing how to respond to requests from law enforcement and should respect Nurses' preference not to participate in enforcement of federal immigration enforcement when it conflicts with their moral, ethical, and/or religious beliefs.</p>	<p>The hospitals' last proposal would provide step by step instructions about how all staff, including nurses, should respond to law enforcement officers.</p>

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New Technology	CRONA proposed that Nurses' clinical judgment should not be superseded by technology and technology will not be used to eliminate a Nurse's role in patient care delivery.	<ul style="list-style-type: none"> ▪ The hospitals' last proposal states that "the use of technology will not limit the Nurse's exercise of clinical judgment in assessment, evaluation, planning, and implementation of care, nor from acting as a patient advocate." ▪ Our proposal further clarifies that new technologies are not intended to eliminate the nurse's role in the delivery of patient care.
Student Loan Payments	Continue the Student Loan Repayment Program.	The hospitals have agreed to the continuation of the Student Loan Repayment Side Letter as allowed by law for the duration of the new CBA.