

ST. FRANCIS NURSES

Protecting our patients, our profession, our family

SFRNA's Proposal for Support Staff

Our RN Bargaining Team has made a proposal for support staff to ensure that the Charge Nurse would coordinate and facilitate staffing, patient flow, and serve as the primary resource for the unit's employees.

The Charge Nurse would be unit based, and would not be assigned additional roles or be required to provide meal period coverage.

Our proposal also calls for minimum staffing of CNA and other support staff.

SFRNA's Safe Staffing Proposal

The California Safe Staffing Law provides for minimum safe nurse-patient ratios in many different areas of hospital care.

St. Francis RNs know that when our hospital falls out of compliance with the law it puts our patients and our licenses in jeopardy.

So we've made a proposal that guarantees and even improves on the state mandated minimums, to add a layer of protection and enforcement that will improve patient care and working conditions for nurses at our hospital.

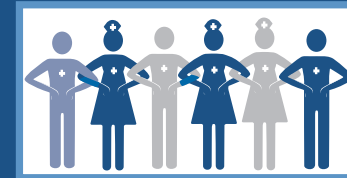
Win Safe Staffing

To protect patient safety and build the case for a contractual guarantee of strong safe staffing, fill out Staffing Objection Forms for every violation that occurs in your shift.

Download the Safe Staffing form here: <http://www.unacuhcp.org/st-francis-campaign>



PROTECTING PATIENTS WITH STRONG SAFE STAFFING



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REGISTERED NURSES ECONOMIC PROPOSALS TO ST. FRANCIS - HIGHLIGHTS JUNE 23, 2011

NO CUTS

NO TAKEAWAYS

NO WAY



United Nurses Associations of California
Union of Health Care Professionals



The St. Francis Registered Nurses Association has made contract proposals that will:

- Improve patient care and safety
- Help St. Francis continue to achieve high standards of care
- Help SFRNA nurses maintain professional standards and provide for our families and our future



Wages

Our wage proposal will keep up with the standard of living, and recognizes the commitment and expertise of St. Francis RNs. As health care becomes more and more complex and demanding on our profession, our education and skills should be rewarded.

Proposals:

- **Wage Increases:**
 - 4.25% ATB (across the board) – 7/1/11
 - 4.25% ATB – 7/1/12
 - 4.25% ATB – 7/1/13
- **Bilingual Differential:** RNs may volunteer to provide translating or interpreting services - \$50 per pay period.
- **Preceptor Differential:** \$2.75 per hour.
- **Canceled Shift Protection:** In the event that the Employer cancels or flexes a Registered Nurse on his/her regularly scheduled shift, the Registered Nurse shall continue to receive premium pay for the identified fourth 12-hour day worked.
- **Flex Time OT:** For the purposes of calculating overtime, time flexed will count as time worked.

Paid Time Off

New Holidays: President's Day and a floating day



Education

St. Francis is spending a lot of financial resources trying to achieve magnet status. And with new federal quality requirements for hospital reimbursement, having opportunities to advance our education will be critical in this new environment.

We successfully negotiated an expanded career ladder, which will assist the hospital's goals in achieving magnet status, but the career ladder will be of no value unless we have the resources to achieve our goals.

Proposals:

- **Degree-Related Expenses:** up to \$4,000 per RN per fiscal year.
- **Non-Degree-Related Expenses:** up to \$3,000 per RN per fiscal year.
- **Educational Leave:** Educational leave with pay, including shift differential, up to 60 hours per fiscal year

Job Security

RNs need a guarantee that if St. Francis sells or merges, our contract, wages and benefits will be guaranteed just like those of the hospital's dietary, Techs, LVNs and other unionized employees.

Proposal: In the event of a merger, sale, closure...or other transfer of ownership... this collective bargaining agreement and all its obligation thereof shall be binding upon any purchaser or transferee.

St. Francis Hospital management has made contract proposals that would:

- Cut our wages by a minimum 17% by eliminating overtime pay after 8 hours
- Increase our health care premiums by up to 20%

No Cuts, No Takeaways, No Way!