

Bargaining Update

March 4, 2015



Your Corona RN Bargaining Team met with management on February 24, 25 and 26 to continue our fight for a contract. We provided the following economic proposals to management:

Wage\$: Your RN Bargaining Team proposed across-the-board wage increases for full-time/part-time and per diem registered nurses, weekend differentials, increased shift differentials, preceptor pay, increase of on-call pay to the California minimum wage, national certification bonus and BSN/MSN bonus.

401(k): Your RN Bargaining Team proposed an increase in 401(k) matching to 65% of the first 6% a RN contributes up to the plan max allowance.

Benefit\$: Your RN Bargaining Team proposed that the employer pay 100% of the cost for the medical HMO, dental plan and vision plan for benefit eligible registered nurses, children, spouse and family.

Management's response to our economic proposal was unfortunately to grandstand about "being professional" as we enter talks around money. Management went on to say that what UHS-Corona may counter-propose in wages and benefits is not a reflection of registered nurses' worth at the hospital.

What will UHS-Corona's response to wages and benefits be a reflection of? Come hear for yourself on March 24, 25 and 26 starting at 9:30am at Ayres Hotel in Corona.

PTO: Your RN Bargaining Team proposed increases in the accrual rate of PTO, including adding additional years to match those accrual rates currently provided to Corona department directors.

Floating: Your RN Bargaining Team provided a comprehensive floating proposal on November 13, 2014 to address concerns regarding unsafe floating practices that affect patient care. Despite our concerns and explanation of unsafe issues at that time, it took management over three months to make a counter proposal which would only solidify the unsafe practices. See the side-by-side comparisons on the reverse page.

UHS-Corona Proposal

- Floating assignments **based on good faith judgment of hospital.**
- Float log to be kept in centralized staffing office. RN needs appointment to review log.
- Exceptions to or departures from the float order/cluster below **may occur if in good faith judgment of the hospital.**

UHS-Corona Proposed Float Clusters:

- ICU, PCU, Telemetry
- Med/Surgical, Telemetry
- Maternal Child (to include L&D, Nursery, Mother/Baby, Pediatrics)
- Pediatrics may also float to PCU, Telemetry
- PCU/Pediatrics

* Departments not listed above may also be floated in accordance with orientation and demonstrated competency.

* There are no closed units.

* RNs may float outside of clusters outlined above **if in good faith judgment of the hospital because of unavailability of staff to float within the outlined cluster.**

Do you see a pattern above???

RN Bargaining Team Proposal

- RN may be floated to a different department/unit provided the nurse received orientation and demonstrated competence in providing care in that department.
- Floating shall be equitably shared among RNs within same department or unit.
- Maximum float of one per shift unless RN agrees to be floated more.

RN Bargaining Team Proposed Float Clusters:

- Medical/Telemetry/Surgical
- PCU may float to Telemetry
- ICU may float to PCU
- Pediatrics may float to post-partum (as a second RN only)
- Post-partum may float to nursery (as a second RN only)
- Nursery may float to post-partum
- Outpatient may float to GI lab

* Emergency department, Radiology/Diagnostic Imaging, PACU, O.R. and L&D do not float.

Show up. Make your voice heard.

General Membership Meeting

Monday, March 9, 2015 | 7–10 am & 5–9 pm
Ayres Hotel, 1900 Frontage Road, Corona

Contract Negotiations

March 24, 25, and 26 | Starting at 9:30 am
Ayres Hotel, 1900 Frontage Road, Corona

Help win the fight for a contract NOW!

