



CALIFORNIA
NURSES
ASSOCIATION



National
Nurses
United

A Voice for Nurses. A Vision for Healthcare.

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February 14, 2013

Anthony DiGracia
Associate Director – Labor Relations
University of California UC Office of the President

By email Anthony.DiGrazia@ucop.edu and fax (510) 268-0602

Dear Tony,

This letter will serve as notice of CNA's intent to open negotiations on a successor agreement, as provided in Article 38 or the parties' current Agreement. The Articles and applicable appendices which we intend to open to negotiate enhanced terms are as follows. As a courtesy and based on our past practice, a brief description of the content of our proposals is also included. The Association reserves the right to modify or delete any proposal as well as to add other proposals.

Article 2	Bargaining Unit Classifications	Amend charge nurse provision.
Article 4	Per Diem	Amend provisions to clarify Special Per Diem rights Clarify and amend Per Diem rights. Add provision for conversion to career positions.
Article 6	Education/Professional Development Leave	Clarify provisions regarding mandatory educational programs Amend and clarify provisions relating to scheduling and granting of leave
Article 7	Professional Practice Committee	Amend to provide for additional paid time for PPC chair Amend to provide for additional PPC members
Article 8	Staffing	Add provision to restrict floating between locations Add provision regarding staffing matrix changes Amend provisions to include Transport team
Article 12	Performance Evaluation	Add provision for manager evaluations
Article 13	Job Posting	Clarify and amend provisions regarding posting Add provision to restrict traveler nurse assignments
Article 14	Hours of Work	Amend and clarify standby provision Amend provision regarding shift rotation Amend break relief provision Clarify scheduling requirements
Article 15	Benefits	Amend to maintain current benefits Add provision regarding childcare.
Article 16	Health and Safety	Update provision regarding lift teams Add provision for CNA representatives on Health and Safety and Environmental Committees Provide for alternate assignments for pregnant RNs
Article 17	Vacation	Clarify and modify vacation scheduling provision
Article 18	Holidays	Clarify and modify holiday scheduling provision Clarify pay for holiday worked Clarify holiday pay for part-time RNs
Article 22	Work Incurred Injury	Add provision for Needlestick and Workplace Violence insurance
Article 23	Layoff and Reduction in Time	Modify to prohibit daily cancellation Standardize and amend severance pay Clarify and amend seniority provisions

Article 26	Discipline and Discharge	Clarify provision regarding investigatory leave. Amend provision regarding personnel records
Article 27	Grievance Procedure	Clarify grievance procedure and process
Article 28	Arbitration	Modify scheduling requirements Review arbitrator list Modify provisions regarding arbitrability
Article 31	Nurse Lists and Distribution of Contracts	Review and clarify information to be provided. Clarify orientation provision.
Article 38	Duration	Update with new duration Delete provision regarding Article 15
Article 39	Release Time for Bargaining	Update locations
Article 40	Compensation	Provide salary increases and increased differentials Standardize provisions for Nurse Practitioners' and Nurse Anesthetists' step placement Amend and clarify steps
Article 41	Parking	Add provision for secure and well-situated parking at all locations Maintain current parking costs Add provision regarding parking and overtime.
Article 42	New technology	Clarify to provide adequate training
Appendices		Review all appendices
Side Letters		Review all side letters

We look forward to an expeditious and productive bargaining process. Please contact me if you have any questions or require further information.

Sincerely,


Joe Lindsay
Director, UC Division, California Nurses Association/NNU

Cc: CNA Statewide Bargaining Council
Hari Subramanian
Labor Representatives