



**California
Nurses
Association**



**National
Nurses
United**

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A Voice for Nurses. A Vision for Healthcare.

March 15, 2017

Sent by Electronic Transmission and Hand Delivered

Anthony DiGrazia
Associate Director – Labor Relations
University of California UC Office of the President
Anthony.DiGrazia@ucop.edu

Re: CNA Notice of Intent to Negotiate a Successor Agreement

Tony,

This letter will serve as notice of CNA's intent to open negotiations on a successor agreement, as provided in Article 38 of 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 Classification:** Amend charge nurse provision. Amend movement between jobs provision. Clarify and amend provisions regarding clinical ladders.
- Article 3** **Positions:** Clarify career appointment provision. Amend limited appointments provision. Clarify and amend partial year appointment provisions.
- Article 4** **Per Diem Nurse:** Amend provisions to clarify Special Per Diem rights. Clarify, amend and standardize Per Diem rights. Amend professional development provision. Amend conversion credit on hire into career status appointment provision. Add provision for conversion to career positions.
- Article 6** **Educational/ Professional Development:** Clarify provisions regarding mandatory education programs. Amend and clarify provisions relating to scheduling and granting of leave. Amend provision to provide increased professional development/education leave. Amend provision to allow hours to be accumulated year-to-year. Add provision regarding advanced practice nursing.
- Article 7** **Professional Practice Committee:** Amend to provide for additional paid time for PPC members and chair. Amend to provide for additional PPC members.
- Article 8** **Staffing:** Clarify and amend provisions regarding floating. Add provision to restrict floating between locations. Add provision regarding staffing matrix changes. Amend provisions to include transport team. Add provision regarding Observation status patients and/or units. Clarify provision regarding meals and breaks.
- Article 9** **Probationary Period:** Amend probationary period provision. Amend credit for time served in limited appointments.

- Article 10** **Acting Appointments:** Clarify language regarding bargaining unit work.
- Article 12** **Performance Evaluation:** Add provision for manager evaluations.
- Article 13** **Job Posting:** Clarify and amend provisions regarding posting. Clarify and amend provisions regarding filling vacant positions. Add provision to restrict traveler nurse assignments.
- Article 14** **Hours of Work:** Amend and clarify standby provision. Amend and clarify provision regarding shift rotation. Amend break relief provision. Amend meal period provision. Amend rest periods provision. Amend weekend work provision. Clarify travel time provision. Amend and standardize on-call provision. Amend and clarify overtime provision. Clarify, amend and standardize compensatory time bank provisions. Clarify scheduling requirements.
- Article 15** **Benefits:** Amend to maintain current benefits.
- Article 16** **Health and Safety:** Clarify and amend provisions regarding general conditions and assignments. Amend provision regarding safe lifts and transfers. Add provision for CNA representatives on Health and Safety Committees. Add provision for hazardous substance exposure protection. Add provision for infectious disease protection. Add provision for workplace violence protection. Add provision regarding repetitive stress injury protection.
- Article 17** **Vacation:** Clarify and modify vacation scheduling provision. Modify vacation accrual system.
- Article 18** **Holidays:** Clarify and amend holiday scheduling provision. Clarify and amend pay for holidays worked. Clarify holiday pay for part-time RNs.
- Article 19** **Sick Leave:** Clarify and amend provisions regarding use of accrued sick leave.
- Article 20** **Leaves of Absence:** Clarify and amend provisions regarding parental leaves.
- Article 22** **Work Incurred Injury & Illness Leave:** Add provision for needlestick, infectious disease and workplace violence insurance. Add provision regarding nurses on modified duty.
- Article 23** **Layoff and Reduction in Time:** Modify to prohibit daily cancellation. Standardize and amend severance pay. Clarify and amend seniority provisions.
- Article 26** **Corrective Action, Discipline and Discharge:** Clarify and amend provisions regarding corrective action and discipline. Clarify provision regarding investigatory leave. Amend provision regarding personnel records. Amend provision regarding notice.
- Article 27** **Grievance Procedure:** Clarify and amend grievance procedure and process.
- Article 28** **Arbitration:** Modify scheduling requirements. Review arbitrator list. Modify provisions regarding arbitrability.
- Article 29** **Association Rights:** Amend provision to provide additional paid time for nurse representatives. Clarify and amend provision regarding nurse representative release time. Clarify and amend meeting rooms and bulletin boards provision.
- Article 31** **Nurse List and Distribution of Materials:** Review and clarify information to be provided. Clarify orientation provision.
- Article 38** **Duration:** Update with new duration.
- Article 39** **Release Time for Bargaining:** Update locations. Amend bargaining team provision to include additional Nurse Negotiator(s).

- Article 40 Compensation:** Provide salary increases and increased differentials. Standardize step placement provisions for Nurse Practitioners' and Nurse Anesthetists'. Amend and clarify steps. Clarify, amend and standardize provisions regarding shift differentials. Clarify and amend salary range and step placement and within-range step increases provision. Standardize and amend certification differentials.
- 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:** Amend and clarify new technology provision. Clarify to provide adequate training. Add TDO (Technology Despite Objection) provision.

New Article RN Response Network

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,



Stephanie Short / RMB

Benjamin Elliott
Stephanie Short
Lead Labor Representatives, UC Division

Cc: Joanne Jung, CNA Northern California Collective Bargaining Director
CNA UC Statewide Bargaining Council
CNA UC Labor Representatives