

CNA Fact Checking

RN Wages	CNA Contract Facts at St. Joseph Hospitals			Non-Union
	Petaluma	Eureka	St. Mary	SJO
Average annual wage increases:	1.714% (6/2009-5/2016)	3.286% (6/2009-5/2016)	3.286% (6/2009-5/2016)	3.814% * (6/2009-current)
Annual dues:	1.015%	1.015%	1.015%	No Dues
Net average increases (after dues):	0.699%	2.271%	2.271%	3.814%
<i>* Excludes SJO RNs at the top of their wage range who receive merit bonuses in lieu of percentage increases</i>				
Clinical Ladder	Petaluma	Eureka	St. Mary	SJO
New Grad:	-	-	-	-
Level Two:	-	-	3% of base rate	5% of base rate
Level Three:	5% of base rate	4% of base rate	6% of base rate	7% of base rate
Level Four:	10% of base rate	8% of base rate	10% of base rate	10% of base rate
Differentials	Petaluma	Eureka	St. Mary	SJO
Evening:	9% of base rate	\$2.00/hr	6% of base rate	\$2.50-\$2.88/hr
Night:	25% of base rate	\$4.50/hr	15% of base rate	\$4.25-\$4.82/hr
Preceptor:	\$20/shift	\$1.25/hr	5% of base rate	\$2.00/hr
Relief charge:	NA	NA	5% of base rate	\$2.00/hr
Retirement	Petaluma	Eureka	St. Mary	SJO
Savings plans:	401(a) and 401(k) plans with employer contributions/match			Exactly the same
Traditional pension plan:	None			Exactly the same
RN Staffing Concerns	Petaluma	Eureka	St. Mary	SJO
RN staffing system by patient acuity:	Per contract, staffing is done in accordance with state and federal regulations, including Title 22			Exactly the same
RN staffing concerns:	Per contract, RN staffing concerns should be brought to the Nurse supervisor's attention			Exactly the same
Meal & rest breaks:	Per contract, breaks are provided in accordance with state and federal law – Break relief is provided in accordance with Title 22			Exactly the same
RN and Ancillary Staffing:	<ul style="list-style-type: none"> Per contract, isolated staffing disputes of limited duration are not eligible for arbitration (for example, whether the Hospital staffed properly in a unit on a given day) Per contract, arbitrator may consider only disputes relating to staffing ratios of RNs Per contract, arbitrator's authority is limited to remedies available under state and federal regulations Per contract, arbitrator shall not award remedies which dictate staffing levels or ratios of other hospital employees 			<p><i>CNA's promise of language that empowers RNs to increase RN and ancillary staffing is not supported by actual staffing language that appears in any of the three contracts</i></p>
	To date, CNA has not arbitrated a single staffing concern under the above contract provisions at Petaluma, Eureka or St. Mary			