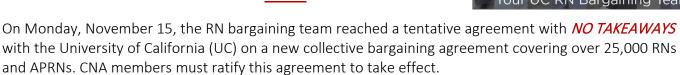
# TENTATIVE AGREEMENT REACHED

The CNA bargaining team strongly recommends a *YES* vote!



The following is a summary of the tentative agreement wins:

## **PATIENT CARE PROTECTIONS:**

- ▶ Patient Care: Established equitable healthcare for ALL patients.
- ► Floating:
  - o Patient safety and nurses' professional judgment guide all floating decisions.
  - o No floating between facilities unless no qualified RN is available in the receiving unit.
- Manager Survey: CNA may access RN & APRN survey results about managers upon request.
- ► Cancellation Notice: Nurses get two hours' notice if their assignment is canceled—otherwise 2 hours pay or access to training modules.
- ▶ Meal & Rest Break: Incorporated the 2023 Meal & Rest Break law and nurses have the right to file claims with the state if UC fails to pay nurses penalty pay for missed rest and meal breaks.
- ► Disaster Preparedness & Response:
  - o UC must maintain and share written plans.
  - o Paid disaster-preparedness training for all nurses.
- ▶ WPV Protections: Strengthened existing WPV language that now requires UC to respond to WPV incident reports within 10 days.
- New Technology: Nurses will play a central role in selecting, designing, and validating new technology, including AI systems.

### **EDUCATIONAL ADVANCEMENT, PROFESSIONAL DEVELOPMENT & HOLIDAYS**

- ► APRN Education Reimbursement: \$1,000 annual reimbursement
- ► CE Hours: All 40 education hours may be used online or in person.
- ▶ UC Registration Fees: Reduced <u>UC registration fees</u> for RNs and APRNs pursuing higher education.
- ► Holidays: Secured one additional floating holiday.

# **UNION RIGHTS & JOB SECURITY**

- ▶ Just Cause: Just Cause rights for <u>ALL Per Diems</u> irrespective of years of service or hours worked.
- Probationary Period: Protected the established probationary periods for RNs & APRNs.
- ▶ No Employment Discrimination: Strengthened protections with explicit coverage for immigration status.
- ➤ Subcontracting: Subcontracting side letter that limits UC ability to subcontract RN work has been incorporated into the contract
- New RN Classification: Midwives officially added to the NX bargaining unit.
- Seniority: For purposes of acquisition, layoff, and reduction in time, seniority is determined by the Nurse's most recent date of hire into a career nurse position prior to the acquisition of the University
- ► Arbitration: Strengthened arbitration process.
- ► CNA Professional Practice Committee (PPC):
  - o PPC meeting time extended from 3 to 4 hours.
  - o More RN seats secured on the Union PPC; 1 PPC seat for every 100 RNs in a unit.
  - o Each medical center may establish its own PPC.
- ▶ Internal Job Vacancies: Preserved the principle that vacancies go to the most senior qualified applicant.

25,000 UC Registered Nurses UNITED

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California Nurses Association

#### **UNION RIGHTS & JOB SECURITY**

- ▶ Job Security for APRNs: An APRN will have the right to reclassify to a clinical nurse position in layoff situations
- ► Vacation: Schedules must be posted for transparency
- Sick Leave:
  - o Per Diem Sick Hours: Per Diems receive 24 hours of sick leave annually starting Jan 1, 2026.
  - o **Doctor Notes:** UC cannot request doctor's notes for short absences.
  - Expanded definition of Family: From biological to chosen family "designated person".
    - Parent-in-law/Grandparents
    - Grandchild
    - Siblings related by blood, adoption, or common legal or biological parent
- Pregnancy Disability Reassignment: Enhanced workplace accommodation rights
- ▶ Reproductive Loss Leave: A nurse may take up to (5) days of reproductive loss leave following the loss by the nurse, spouse, domestic partner, or other individual if the nurse would have been a parent of a child.
- ▶ Victims of Qualifying Acts of Violence: A nurse who is a victim of a qualifying act of violence may take leave from work.

# **HEALTHCARE BENEFITS**

- ▶ BLUE AND GOLD (HMO)
  - o 5% cap (starting 2027) on premium *baseline (pre-subsidy)* increases.
  - o CNA members rates for Blue & Gold premiums will never increase by more than \$25/year.
- ► KAISER (HMO)
  - o 7.5% cap (starting 2026) on premium baseline (pre-subsidy) increases.

#### **RECRUITMENT & RETENTION BENEFITS**

- Across the Board (ATBs):
  - o 18.5% for UCSF, UCD, UCR, UCSB, UCB, UCSC UCM:
    - January 2026: **5%**
    - January 2027: 5%
    - January 2028: 4.5%
    - January 2029: 4%
  - o **19.50%** for UCLA, UCI, UCSD
    - January 2026: 5.33%January 2027: 5.33%
    - January 2028: **4.84%**
    - January 2029: **4%**
  - o + Annual 2% step increases in July for those who quality.
- ► Ratification Bonuses:
  - o Career RNs: \$4,000 + additional \$500 for UCLA, UCI, and UCSD
  - o Per Diem RNs: **\$1,500**
  - o Student Health (UCR, UCSB, UCB, UCSC UCM)- \$5,300 annually over 4 years
- ► Call Pay: \$20 for UCD, UCLA, UCI, UCSD.
- ► Call-Back: Time paid at 1.5× the regular rate for ALL UC employees
- ▶ Comp Time: Access to a comp time back for all UC nurses, including UC Davis who was previously excluded
- Parking and Travel
  - o Parking Rates: Secured parking rate caps at all medical centers.
  - o **Parking Access and Safety:** UC must meet with CNA upon request to address concerns about location, security, and availability.
  - o **Paid travel time** (counts toward overtime).
  - o **Travel Reimbursements:** Reimbursement for mileage, parking, and tolls when required to travel.
- ► Term of Agreement: The contract will be effective upon ratification and will expire on January 2, 2030.

# THE CNA BARGAINING TEAM STRONGLY RECOMMENDS A YES VOTE TO RATIFY THE TA!

