

2025 CNA BARGAINING UPDATE

UNIVERSITY OF CALIFORNIA DIVISION

TENTATIVE AGREEMENT REACHED

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



On Monday, November 15, the RN bargaining team reached a tentative agreement with ***NO TAKEAWAYS*** with the University of California (UC) on a new collective bargaining agreement covering over 25,000 RNs and APRNs. CNA members must ratify this agreement to take effect.

The following is a summary of the tentative agreement wins:

PATIENT CARE PROTECTIONS:

- ▶ **Patient Care:** Established equitable healthcare for ALL patients.
- ▶ **Floating:**
 - Patient safety and nurses' professional judgment guide all floating decisions.
 - 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:**
 - UC must maintain and share written plans.
 - 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 UC registration fees for RNs and APRNs pursuing higher education.
- ▶ **Holidays:** Secured one additional floating holiday.

UNION RIGHTS & JOB SECURITY

- ▶ **Just Cause:** Just Cause rights for **ALL Per Diems** 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):**
 - PPC meeting time extended from 3 to 4 hours.
 - More RN seats secured on the Union PPC; 1 PPC seat for every 100 RNs in a unit.
 - Each medical center may establish its own PPC.
- ▶ **Internal Job Vacancies:** Preserved the principle that vacancies go to the most senior qualified applicant.

More wins on the next page...

25,000 UC Registered Nurses **UNITED**



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:**
 - **Per Diem Sick Hours:** Per Diems receive 24 hours of sick leave annually starting Jan 1, 2026.
 - **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)**
 - 5% cap (starting 2027) on premium *baseline (pre-subsidy)* increases.
 - CNA members rates for Blue & Gold premiums will never increase by more than \$25/year.
- ▶ **KAISER (HMO)**
 - 7.5% cap (starting 2026) on premium *baseline (pre-subsidy)* increases.

RECRUITMENT & RETENTION BENEFITS

- ▶ **Across the Board (ATBs):**
 - **18.5%** for UCSF, UCD, UCR, UCSB, UCB, UCSC UCM:
 - January 2026: **5%**
 - January 2027: **5%**
 - January 2028: **4.5%**
 - January 2029: **4%**
 - **19.50%** for UCLA, UCI, UCSD
 - January 2026: **5.33%**
 - January 2027: **5.33%**
 - January 2028: **4.84%**
 - January 2029: **4%**
 - + Annual 2% step increases in July for those who qualify.
- ▶ **Ratification Bonuses:**
 - Career RNs: **\$4,000** + additional **\$500** for UCLA, UCI, and UCSD
 - Per Diem RNs: **\$1,500**
 - 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**
 - **Parking Rates:** Secured parking rate caps at all medical centers.
 - **Parking Access and Safety:** UC must meet with CNA upon request to address concerns about location, security, and availability.
 - **Paid travel time** (counts toward overtime).
 - **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!**

25,000 UC Registered Nurses UNITED

