

CRONA

Representing Nurses at Stanford and Packard Hospitals since 1966

April 27, 2016

Dear CRONA Nurses,

YES, WE HAVE A TENTATIVE AGREEMENT. This means that the Negotiating Team has accepted and recommends a comprehensive agreement that includes wage increases, improvements in working conditions and important new protections for Nurses. The CRONA Executive Board and Negotiating Committees unanimously support this agreement. But the agreement is not official until it is ratified by the CRONA membership in a vote.

We will be having membership meetings beginning at 6 a.m. tomorrow (Thursday, April 28) and continuing through the next week and a half, to review the Tentative Agreement with the membership. Then we—the total membership of CRONA—will vote on this new contract package.

This Tentative Agreement would not have been possible but for the strength, dedication and resolve of the united membership. CRONA Nurses, we should all take great pride in what we are able to achieve when we are united and advocate strongly for our profession!

After the federal mediator suspended discussions last Thursday, CRONA and the hospitals continued to work constructively -- with the knowledge that membership meetings were scheduled to start tonight at 6 p.m. and that the membership had clearly demonstrated their resolve to take action if a fair agreement could not be reached. As a result of that work by CRONA and the hospitals, the hospitals presented CRONA with a revised comprehensive proposal this morning. Your CRONA Negotiating Team, Negotiating Committees and Executive Board spent this afternoon thoroughly reviewing the hospitals' revised proposal, before ultimately agreeing to and supporting the Tentative Agreement.

The Tentative Agreement accomplishes the key goals CRONA has held true to throughout these negotiations: making the hospitals a place Nurses want to come and stay, by ensuring a competitive compensation package and significant improvements in working conditions.

We will be distributing more detailed information about the Tentative Agreement beginning tomorrow, but included in that agreement are the following improvements:

- wage increases that make CRONA Nurses the highest paid in the Bay Area and encourage the retention and hiring of Nurses
- improved retirement benefits
- differential pay for precepting
- increased Relief differentials
- pre-approved vacation and education time
- limitations on mandatory on-call and pre-designation of sleep rooms
- real opportunities for Nurses to obtain part-time positions
- enforceable commitments to Nurses regarding the moves to the new hospitals
- limitations on excessive floating

- increased accessibility of the PNDP

Now, it will be the responsibility of every CRONA Nurse to review the Tentative Agreement and participate in a contract ratification vote. The vote will be on **May 11th**, so mark your calendars!

This is the first in a series of emails you will be receiving. Look for additional emails with more details on the agreement and reminders of the dates/ times of membership meetings. It will be a very large amount of information, so please be prepared to spend some time reviewing it —and bring your questions to the membership meetings or e-mail us.

In UNITY is STRENGTH!

Colleen Borges

President, CRONA

On behalf of the CRONA Negotiation Committee and Executive Board

Remember: In UNITY is STRENGTH!
Thanks to CRONA Nurses!