

What's Next: Our Contracts Expire Today (Sunday, March 31).

Our contracts with Stanford and Packard Hospitals expire today, Sunday, March 31. Despite CRONA's efforts, the hospitals so far have not agreed to new contracts providing the wages, benefits, and workplace protections we need. To combat understaffing and fill the new hospitals, we need a competitive total package that will bring and keep the world-class Nurses. If the hospitals and CRONA aren't able to reach agreement on the outstanding key issues tomorrow, our current contracts will expire.

What Happens If the Contracts Expire?

If our contracts expire, the hospitals must maintain the "status quo" regarding wages, benefits, and working conditions. That means they must continue to comply with virtually all of the protections in our current contracts as we continue to try to reach agreement on new contracts.

If the hospitals want to make changes to our wages, benefits, or working conditions after the contracts expire, they *must* bargain with CRONA. **If management tries to make any changes to your wages, benefits, or working conditions before a new contract is secured, notify CRONA immediately.**

There are two key changes that will occur when the contracts expire. First, when the contracts expire, the "no strike" clause in the contracts expires, too. That means after this Sunday, CRONA Nurses could decide to strike. We are pushing management to agree to the package of wages, benefits, and workplace protections we need, so that we don't have to strike. But after the contracts expire, CRONA's leadership may decide to recommend a strike vote. If that recommendation is made, we would hold a vote of all CRONA members, and the membership would decide whether to authorize a strike.

Second, when the contracts expire, the requirement that the hospitals must arbitrate new workplace disputes also will expire. Arbitration is generally a faster, less costly way that we resolve disputes with the hospitals when they violate the contracts. Without arbitration, the alternative way to resolve disputes often is going to court. The hospitals still must process grievances after the contracts expire, but they will no longer be required to arbitrate disputes that do not arise under the expired contracts. **If you have a dispute with management after the contracts expire, contact CRONA and we will advocate for you.**

If management tells you that they think any part of the current contracts no longer applies after the contracts expire, please contact CRONA immediately.

Membership Meetings:

Tuesday, April 2, 6:30 - 8:30 a.m. AND 7:30 - 9:00 p.m.
Linda Meier Boardroom, SHC 3rd floor (between C and D pavilion)

Thursday, April 4, 1:30 - 4:30 p.m.
LPCH Auditorium, 1st floor LPCH (old hospital)

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