

# CRONA

## Side-by-Side Comparison of Outstanding Differences Between CRONA and the Hospitals

CRONA <i>What We Proposed</i>	STANFORD/PACKARD <i>What They Proposed</i>
<b>WAGES</b>	
Across-the-board annual wage increases of <b>4%, 4%, 4%</b> , keeping up with the cost of living and making us competitive.	Across-the-board annual wage increases of 3%, 3%, 3%.
<b>RETIREMENT PLAN</b>	
1% <b>increase</b> in matching contributions for <b>all Nurses</b> .	Two 0.5% increases in matching contributions (one in 2020, one in 2021) for only Nurses with 10 or more years of service.
<b>RETIREE MEDICAL</b>	
Improve lump-sum “Group D” benefit by making it dependent <b>only on years of service</b> (not age) and increasing payments to 75% higher than current max category. Benefit ranges from <b>\$29,750 to \$53,812.50</b> .	No change to approach of current “Group D” matrix, which is dependent on both age and years of service, with a 50% increase of the matrix. Lump-sums range from \$7,500 to \$46,125.
<b>INCENTIVES FOR SPECIALIZATION</b>	
<b>\$100 incentive per pay period</b> to Nurses who obtain and maintain national certifications for up to \$2,600/year. Ongoing payment as long as Nurse maintains certification.	One-time payment of \$1,200 for only Nurses who obtain and maintain an ANCC-approved certification. Only one payment during the whole three-year contract, no future payments.
<b>PERCEPTING PROGRAM</b>	
\$3/hour differential, and <b>expansion of the differential</b> to cover precepting of students and travelers. Reasonable limitations on a Nurse’s obligation to continue precepting — <b>Nurse has a say</b> in stepping out of role.	\$3/hour differential, excluding precepting of students and travelers. No assurances that Nurses could step out of precepting role — Nurses can ask, but manager decides.

## CRONA *What We Proposed*

## STANFORD/PACKARD *What They Proposed*

### WORKPLACE INJURIES & EXPOSURES / ESL

Give Nurses injured on the job the **right to use accrued ESL** to cover the 3-day waiting period for worker's compensation and give all Nurses right to use ESL for same-day surgeries.

No change to ESL. Nurses injured on the job cannot use ESL to cover the 3-day waiting period for worker's compensation. Nurses cannot use ESL for same-day surgeries.

### VIOLENCE PREVENTION

Nurses have **right to request reassignment** when they are assaulted or threatened by a patient or the family of a patient, and that request must be honored if staffing permits.

Manager will give "good faith" consideration of Nurses' requests for reassignment when they are assaulted or threatened, but no guarantee that request will be honored if staffing permits.

### PART-TIME POSITIONS

No change to requirement that part-time vacancies be posted at the **same commitment level**. Must also be posted to **same shift**, with reasonable exceptions.

Requirement not applicable to units that are more than 40% part-time or to units of fewer than 5 Nurses.

Requirement that part-time vacancies be posted at same or lower commitment level, but not the same shift.

Requirement not applicable to units that are more than 40% part-time or to units of fewer than 10 Nurses.

### MULTI-SITE ASSIGNMENT & FLOATING

Nurses **cannot be regularly assigned** to work in locations that are **more than 30 miles apart**, unless the Nurse volunteers.

Nurses at SHC cannot be required to float more than 30 miles away (to Emeryville or to Pleasanton from the peninsula).

No limitation on distance a Nurse may be required to travel between assigned work sites or distance Nurse may be required to float.

### PNDP

Nurses will need national certification, but can get **PNDP points for all national certifications**. Nurses can get up to 5 points for membership in a professional organization, without limitation on how soon before application they sign up or renew their membership.

Nurses required to have ANCC-approved certification to participate in PNDP, but will not get PNDP points for their "first" national certification. Nurses must sign up for or renew their membership in professional organizations six months before application.