

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>
WAGES	
Across-the-board annual wage increases of 4%, 4%, 4% , keeping up with the cost of living and making us competitive.	Across-the-board annual wage increases of 3%, 3%, 3% .
RETIREMENT PLAN	
1% increase in matching contributions for all Nurses .	Two 0.5% increases in matching contributions (one in 2020, one in 2021) for only Nurses with 10 or more years of service.
RETIREE MEDICAL	
Improve lump-sum “Group D” benefit by making it dependent only on years of service (not age) and increasing payments to 75% higher than current max category. Benefit ranges from \$29,750 to \$53,812.50 .	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.
INCENTIVES FOR SPECIALIZATION	
\$100 incentive per pay period 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 or CNO-approved certification. Only one payment during the whole three-year contract, no future payments.
PERCEPTING PROGRAM	
\$3/hour differential, and expansion of the differential to cover precepting of students and travelers. Reasonable limitations on a Nurse’s obligation to continue precepting — Nurse has a say each year in deciding whether to stay in the role.	\$3/hour differential, excluding precepting of students and travelers. No clear path for Nurses to step out of precepting role — Nurses can ask, and managers should not unreasonably deny requests.

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.

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 not unreasonably deny Nurses' requests for reassignment when they are assaulted or threatened, but no guarantee that request will be honored if staffing permits.

PART-TIME POSITIONS

Requirement that part-time vacancies be posted at the same or lower commitment level, **exempting only** units that are more than 40% part-time and units of fewer than 5 Nurses.

Same requirement, but exempting units that are more than 40% part-time and 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 required to have ANCC-approved certification to participate in PNDP, but will not get PNDP points for their "first" national certification.