

CRONA Strike Vote Authorized: Strike Vote April 10

Your CRONA Executive Board has approved a strike authorization vote, which is set to take place on **Wednesday, April 10**. Throughout this week and next, we will be sharing more detailed information and holding membership meetings regularly. We want every CRONA Nurse to feel informed and ready. Please, join us at a meeting to ask questions, speak to your unit's CRONA area representative, or email us at CRONA@crona.org.

Upcoming CRONA Membership Meetings:

- **Thursday, April 4, 1:30 – 4:30 in LPCH Auditorium, 1st floor LPCH old hospital**
- **Friday, April 5, 5:00 – 8:00 p.m. in LPCH Auditorium, 1st floor LPCH old hospital**
- **Saturday, April 6, 6:00 – 10:00 a.m. in Linda Meier Boardroom, SHC 3rd floor (between C and D pavilion)**
- **Saturday, April 6, 6:00 – 9:00 p.m. in LPCH Boardroom, 1st floor LPCH (near LPCH Auditorium)**
- **Sunday, April 7, 6:00 – 10:00 a.m. in Linda Meier Boardroom, SHC 3rd floor (between C and D pavilion)**
- **Sunday, April 7, 6:00 – 9:00 p.m. in LPCH Boardroom, 1st floor LPCH (near LPCH Auditorium)**

It is Time for Action

CRONA has been negotiating in earnest since January. We have worked hard to reach an agreement and made significant moves on some of our most key proposals. The hospitals came into negotiations seeking to undo many of the hard-won compromises reached in previous contracts, and CRONA has made progress in backing the hospitals off those positions. But the hospitals' proposals fall short of offering Nurses the wages, benefits and working conditions Nurses need and deserve. Significant gaps remain on wages, pay for Nurses with specialized skills, retirement and retirement benefits, and the scope of the precepting pay. We also need contract language that will ensure workplace conditions that will make the hospitals a place Nurses want to work: protections against violence, support for part-time positions, and more accessible ESL. It is clear that the hospitals do not hear us and are not willing to agree to the package we need. A strike vote is the next step.

We will be sending out more detailed information, but here is where we are on just some of the key issues.

Wages Must Keep Up: CRONA has proposed across the board wage increases of 4% this year and the next two years. The hospitals have stated that they will not budge from their offer of 3%, even though they admit that 3% is less than the average cost of living increases over the last three years.

CRONA *Strong*

Nurses Standing Strong for Our Patients and Each Other

Improved Retirement Benefit for All: The hospitals have refused to make a proposal that would improve everyone's retirement, instead offering an increase in matching contributions only for Nurses with 10 or more years of service. CRONA knows all Nurses need to save to protect our future. Our current retiree medical benefits are completely inadequate. We have proposed significant increases to the lump-sum benefit, and to tie it to years of services, not a Nurse's age at the time of retirement. The hospitals have not agreed.

Incentives for Nurses with Specialized Skills: In response to the hospitals' flat refusal to renew our current specialty incentive payments, CRONA has proposed a \$100 per pay period incentive for Nurses who are nationally certified, which will allow more nurses to be rewarded. The hospitals want to pay far less, offering a single payment of \$1,200 *just once* during the three-year contract. This is not acceptable and will not provide the incentive we need to attract and retain Nurses with specialized skills.

Hospitals are Refusing Common Sense Protections: CRONA has proposed straightforward limits on the hospitals' ability to require Nurses to float or be regularly assigned to facilities that are more than 30 miles away, and the hospitals have refused to agree. CRONA has also proposed modest improvements to Nurses' ability to use ESL when they have same-day surgery, or are injured at work and need to use worker's compensation. Again, the hospitals refuse to move on this issue. We have to keep fighting.

Going on strike is always the last resort during contract negotiations, but we need to stand strong for the contract that Nurses deserve. Join us at a membership meeting to learn more.

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