



# CRONA Negotiations

## TENTATIVE AGREEMENT

March 31, 2025

<b>WAGES</b>	Across-the-board increases to wages of 4% on April 1, 2025, April 1, 2026, and April 1, 2027.
<b>HOLIDAY</b>	A new paid holiday: the Friday after Thanksgiving Day.
<b>RELIEF DIFFERENTIAL</b>	Increase the Relief Nurse differential to \$15/hr. for Limited, A, and B Relief; and \$10/hr. for Relief C and D.
<b>RETIREE MEDICAL</b>	Annual increases in the Group D retiree medical benefits, of 3%, 3%, and 3% on January 1, 2026, January 1, 2027, and January 1, 2028.
<b>SCHEDULE POSTING</b>	Schedules will be posted 3 weeks in advance at both Stanford and Stanford Children's.
<b>STAFFING PLANS</b>	Building on the gains of 2022, a requirement that all units and areas in the hospitals make their staffing plans available to all Nurses in electronic and hard copy, and provide annual education on the staffing plans.
<b>WEEKEND STAFFING</b>	Confirmation that Nurses do <u>not</u> need to be scheduled to work every other weekend, that Nurses may be scheduled to work every third weekend, and that managers and schedulers do not need to pre-populate weekends. Managers can post weekend- only and weekend- preferred positions, which can improve weekend staffing flexibility.
<b>Getting a Co-Worker to Cover Your Shift</b>	Nurses may arrange to have a co-worker cover their shift and, if the Nurse does not have sufficient PTO, the Nurse can still have the co-worker cover the shift and have the time be unpaid.
<b>SLEEP ROOMS</b>	Increased transparency regarding the sleep room sign-ups and locations.
<b>ADDRESSING WORKPLACE VIOLENCE</b>	Managers must offer reassignment to Nurses who have been assaulted or threatened by a patient or visitor, with tracking of those incidents, and a requirement that workplace violence prevention training be made available to Nurses who want to attend, on paid time.
<b>REMOTE AND HYBRID WORK</b>	Confirmation that the hospitals' remote and hybrid work policies apply to CRONA Nurses.
<b>NEW TECHNOLOGY</b>	Protections against the threat of AI replacing Nurses' jobs, and agreement that new technology is not intended to be used to eliminate Nurses' role in the delivery of care and cannot supplant the Nurses' clinical judgment.
<b>PNDP</b>	Maintenance of all the points previously available, including the 3 points for all Nurses with BSNs, and the addition of volunteer opportunities related to Social Determinants of Health.  Continuation of the BSN waiver and confirmation of a pathway for ADN and diploma Nurses who are in school to apply for a Clinical Nurse III classification.
<b>IMMIGRATION ENFORCEMENT</b>	Agreement on the substance for a new One Point Lesson on how to interact with law enforcement in a way that avoids putting Nurses in the midst of enforcement efforts and also ensures patient privacy is protected.
<b>STUDENT LOAN REPAYMENT PROGRAM</b>	Extension of the student loan program, a program CRONA initiated in the last negotiations.