Nurse Bargaining Update: Keeping Compensation for UC Nurses Competitive and Financially Realistic

Negotiations between UC and the California Nurses Association continued last week, with compensation for nurses continuing to be the issue on which the parties are farthest apart.

CNA’s Proposal: Excessive Above-Market Raises

CNA has proposed cumulative wage increases which would result in raises of up to 21% since 2009, including wage increases of up to 11% in calendar year 2010 and increases of up to 13% in the 11-month period from September 2010 to July 2011. In UC’s view, these increases are excessive and unreasonable as they are not justified by current salary survey data and would push compensation for nurses significantly above market levels.

UC’s Proposal: Keeping Nurse Compensation Competitive with Local Markets

Consistent with both UC’s commitment to maintain competitive compensation and benefits for nurses, as well as data in the statewide wage survey in which UC participates, UCDHS has proposed a combination of step and range increases, resulting in total wage increases of about 17% over a four-year contract (comprised of annual increases of approximately 4% - 5% in calendar years 2011 through 2014).

These proposed increases are in addition to salary increases of up to 10% that UC nurses have received since the beginning of 2009. UCDHS believes this proposal recognizes our nurses’ contributions and dedication, and is very fair, especially in light of the economic crisis that both the state and nation are confronting and the fact many UC employees have not had raises in several years.

UC’s nurses are central to the overall quality of UC medical centers, and one of the reasons that, year after year, UC medical centers are ranked among the best in the nation. Accordingly, UC has a history of offering its nurses a competitive compensation package that reflects the important contributions nurses make to UC medical centers, and this year’s offers continue that successful practice.