Nurse Bargaining Update: UC’s Wage Proposal Ensures Competitive Compensation

Our negotiations with CNA for a new nurses’ contract continued on December 8 and 9 in San Diego. UC delivered its first wage proposal to the union on December 8.

The University uses data from a comprehensive, third-party statewide wage survey conducted by Allied for Health to compare our current wages with those paid by competitor area hospitals and confirm that our proposed future wage increases will help keep us competitive with those hospitals. This year’s wage survey showed that RN wage rates at the University Medical Centers are generally competitive, and that nurses employed by California hospitals in the local markets near the University’s five major medical centers have, on average, received annual wage increases of around 3.2 percent.

Consistent with our commitment to providing competitive compensation and benefits for our nurses, the proposed wage increases that we presented to the union will help ensure that nurse wages at UC Davis remain fully competitive with other hospitals in our market.

Specifically, UC Davis has proposed wage increases totaling up to 5% for eligible nurses in 2011 and up to 4% for eligible nurses in 2012, 2013 and 2014, totaling about 17% over the four years. These include both a within-range step increase for eligible nurses as well as an across-the-board increase each year.

Salaries are one important component of UC’s compensation package. Benefits are another. UC offers some of the best health benefits and retirement programs of any large California employer. UC’s benefits proposal for nurses offers the same high-quality yet affordable health benefits package that is available to other eligible staff employees of the University.

We are currently waiting for the union to respond to our wage proposal and will continue to keep you updated as frequently as possible. Please also visit UC’s website for more information on bargaining at www.ucnurses.com.

As always, thanks for all you do for our patients, and to help make UC Davis one of the best medical centers in the country.

If you have any questions, please don’t hesitate to contact the collective bargaining office at 734-2718.