

CALIFORNIA
NURSES
ASSOCIATION

Tenet RNs Statewide Council

The CNA Difference at Sierra Vista

RNs at Tenet's Sierra Vista Regional Medical Center have seen firsthand the benefits of a professional voice and representation by the California Nurses Association.

With CNA, Sierra Vista RNs have seen substantial economic gains, an enhanced voice in patient care, and more say in their scheduling and work life. Here's what Sierra Vista RNs have to say:

"Travelers are always called off first - and are floated first. It's in our contract!"

**Leslie Neely Smith, RN
Med/Surg**



"After a day of work and call, our personal clock would revert to straight time no matter how many hours we worked. We now have an eight hour minimum rest or our personal clock goes to double time."
Christie Cutter, RN, OR

"Floating is limited to a cluster of like units such as L&D and Mother/Baby. All other floating is voluntary and the nurses get a \$100 bonus to float."

Angela Pericic, RN, ICU



"Over the years Sierra Vista has undergone many changes, and our contract has provided us written legal protections on matters that are important to us!"
Sandy Ellis, RN, ER

"CNA means PROTECTION. I have worked through many changes and it is our contract that continues to protect and guarantee our rights."

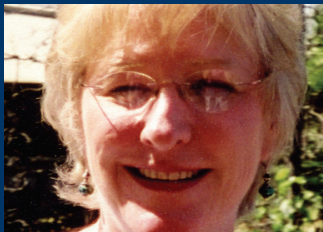
**Sherri Stoddard, RN
Labor/Delivery
CNA Board Member**



When our Rehab department was faced with closure, CNA negotiated day shift positions for our day shift nurses throughout the hospital to protect our senior nurses, and an additional day shift position was opened up to accommodate them.
Dana Justensen, RN, OB

"We have a shift change incentive to pick up extra night shift which is SSP bonus, time and a half, stand-by pay plus shift differential. Essentially, we can double our pay for picking up an extra shift."

**Terri Paske, RN, ICU (top)
Lori Allen, RN, Mother/Baby**



"Job postings give nurses an opportunity to bid on jobs and be given first options."
**Stacy Cooley, RN
Labor/Delivery**



Collective representation is the only way we can influence decision making with a revolving administration in a large corporate structure.
Kevin Mounts, RN, OR

This is an example of the contracts CNA has won for its members. The contract that will apply when Twin Cities RNs vote for CNA contains improvements such as retiree medical benefits for eligible nurses and guaranteed wage increases. It also allows RNs to negotiate on critical issues such as floating, scheduling, health and safety practices and hours of work.

Don't Get Left Behind.

Vote CNA!

Job Security?

**Yes – with the
CNA Contract!**

**The contract requires Tenet or the successor owner/
operator to uphold the following:**

- ★ 8% Immediate Pay Increase (22% pay increase over 3-year contract)
 - ★ Patient Care Protections/Safe Staffing Enforcement
 - ★ New Retiree Health Benefit
- ... and much more.

56,000 RNs at 160 facilities including 2,500 Tenet RNs at 12 Tenet Hospitals already represented by CNA:

Alameda Hospital, Alvarado Hospital, Antelope Valley Hospital, Arroyo Grande, Bakersfield Memorial Hospital, Brotman Hospital Medical Center, California Hospital Medical Center (LA), California Pacific Medical Center (SF), Cedars Sinai Hospital, Central Coast VNA, Chapman Medical Center, Childrens Hospital Medical Center - Oakland, City Of Hope National Medical Center, Coastal Communities Hospital, Community Hospital of San Bernardino, Contra Costa County, County of Fresno, County of San Mateo, County of Stanislaus, County of Ventura, Dameron Hospital, Daniel Freeman Marina Hospital, Desert Hospital, Doctor's Medical Center - Pinole & San Pablo Campus, Dominican Hospital Santa Cruz, Eden Medical Center, Enloe Medical Center, French Hospital Medical Center, George Mee Memorial Hospital, Glendale Memorial Hospital and Health Center, Good Samaritan - Los Angeles, Hazel Hawkins Hospital, HCA Good Samaritan Hospital San Jose, HCA Regional Medical Center of San Jose, HCA San Jose Medical Center, Hemet Valley Hospital, Henry Mayo, Long Beach Memorial, Los Alamitos Hospital, Marian Medical Center, Marin General Hospital, Mercy Folsom, Mercy General Hospital, Mercy Methodist Hospital, Mercy Mt. Shasta, Mercy Regional, Mercy San Juan Hospital, Midway Hospital Medical Center, Mills-Peninsula Medical Cntr, Mt. Diablo Medical Center, John Muir Mt. Diablo, Novato Community Hospital, O'Connor Hospital, Oroville Hospital, Palm Drive, Palomar Pomerado Hospitals, Petaluma Valley Hospital, Sacramento County, Salinas Valley Hospital, San Bernardino County, San Diego Blood Bank, San Gabriel Valley Medical Center, San Joaquin County, San Leandro Hospital, Santa Monica Hospital, Sequoia Hospital, Seton Medical Center, Sierra Nevada Memorial Hosp, Sierra Vista Regional Medical Center, St. Bernardine Medical Center, St. Dominic's Hospital of Manteca, St. Francis Hospital, St. Joseph's Medical Center of Stockton, St. Louise Hospital (S. Valley), St. Lukes Hospital, St. Mary Medical Center (LB), St. Mary's Medical Center (SF), St. Vincent Medical Center, Suburban Medical Center, Summit Medical Center, Sutter Alta Bates Medical Center, Sutter Auburn Faith, Sutter Auburn Faith VNA, Sutter Delta Medical Center, Sutter Roseville, Sutter Solano Medical Center, Sutter Visiting Nurses Assoc, UC Berkeley, UC Davis, UC Irvine, UC Lawrence Berkeley Lab, UC Los Angeles, UC Riverside, UC San Diego, UC San Francisco, UC Santa Barbara, UC Santa Cruz, VNA Santa Cruz, Washington Hospital, Watsonville Hospital, Woodland Memorial Hospital, and all Kaiser facilities in Northern California.



“Our input into patient safety, staffing and acuties is respected because of our Professional Practice Committee (PPC). Throughout PPC we work together to improve patient care with our Director of Nursing.”
Karen Brown, RN, ICU

Vote
(or)
CNA

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Left Behind.**