

PCCs

KNOW THE FACTS – KNOW THE REALITY OF A CNA CONTRACT.....

WHAT WE WILL LOSE:

1. **REDUCTION IN RETIREMENT CONTRIBUTIONS** from Kaiser Supplemental Savings (Plan B), currently a total of 5% of your base pay, would decrease to 1-2% (this is a loss of thousands of dollars per year of retirement income)
2. **SIGNIFICANT DECREASE OF KAISER MATCHING TAX ANNUITY SAVINGS** (another loss of thousands of dollars)
*Go to MyHR, KP & Me tab, Under the Benefits, Pay & Employment heading, click on the My Total Compensation (\$) icon, scroll to page to see your pay, benefits and retirement benefits, along with “My Pension Benefits” and “My Saving’s Plan Benefit” – Look at your paycheck stub – Look at CNA Contract
3. **REDUCED ANNUAL BONUS PAY** – CNA does not receive the annual payout bonuses (March-April checks) for achieving organizational goals, they only get 1% of their base pay, and only if it is renegotiated with each contract renewal, no guarantee. **We get far more!**
4. **NO Benefits by Design**, meaning **NO CHOICE** in your healthcare coverage plan, dictated by CNA contract
5. **NO Life & Disability Insurances**, **YOU HAVE TO PAY EXTRA**, on your own
6. **NO flexible scheduling or vacations**, dictated by CNA contract, if you are new or short time in your position, you will lose
7. **DECREASED** tuition reimbursement from our current \$3,000/year
8. **LOSE ability to hire** best candidate for the job, would be done by seniority
9. **CNA breeds mediocrity**, no incentive for continued professional development, certifications and recognition for those who go above and beyond
10. **LOSE** our professional independent distinction
11. **LOSE** nearly \$2,000 of your annual pay for union dues, for what? The PCCs are only 3% of the RNs in Northern California, CNA won’t be contacting you for issues, just for your dues

*CNA only wants your money for their organization - they do not help our nurses or the quality of patient care,
WE DO!

WE ALREADY HAVE WHAT THEY ARE PROMOTING WITH THEIR CAMPAIGN:

1. We already have fair pay increases
2. We are not mandated to work overtime
3. Unjust discipline and termination are under state laws, do NOT NEED CNA
4. If you are eligible, you can apply to any CNA position already
5. ED PCCs already receive shift differential

PCC NURSES ALREADY HAVE A VOICE.....WE DO NOT NEED CNA!!!!