FREE Staffing Ratio Protections – No Union Dues Required

All registered nurses in California have the **SAME** staffing ratio protections under Title 22. These protections are **FREE** and apply to you whether you belong to a union or not.

	Hospital	Staffing
	Providence St. Joseph Hospital	Staffing system in accordance with Title 22
REPRESENTED BY CNA	Providence St. Mary Medical Center	Staffing system in accordance with Title 22
REPRESENTED BY CNA	Providence Queen of the Valley Medical Center	Staffing system in accordance with Title 22
REPRESENTED BY CNA	Providence St. John's Health Center	Staffing system in accordance with Title 22

Why pay dues to get something you already have for free? **VOTE NO.**



Flip over to see the exact contract language CNA agreed to include inthese contracts.

Providence
St. Joseph Hospital

CNA's existing contracts with Providence DO NOT provide greater staffing ratios than what is already mandated in California

Providence
St. Joseph Hospital

What CNA agreed to in the contract at Providence St. Mary Medical Center

ARTICLE 8
STAFFING

A. The Hospital will comply with the legally applicable state-mandated staffing ratios. For informational purposes only, the currently applicable state staffing ratios are attached to this agreement as Appendix C. The parties acknowledge that this law may change in the future and that the Hospital shall have an obligation to comply only with the state laws that are in effect and shall not have an obligation to bargain with the Union about the changes to the law. The section and referenced Appendix C shall not be subject to the grievance and arbitration process (Article 16), or to any other provision in this Agreement or any other Agreement between the parties.

What CNA agreed to in the contract at Providence Queen of the Valley Medical Center

ARTICLE 4
STAFFING

A. The Hospital shall utilize a patient classification system (PCS) that is in accordance with Title 22 of the California Administrative Code and any other applicable state and/or federal law and regulations.

What CNA agreed to in the contract at Providence St. John's Health Center

ARTICLE 17 - RESOLUTION OF STAFFING DISPUTES

A. As required by law, the Health Center recognizes its duty to maintain a staffing system based on assessments of patient needs in conformance with the requirements of Title 22 of the California Code of Regulations ("Title 22") and other applicable state and federal laws, including AB 394 and the regulations effective January 1, 2004 pursuant to AB 394. Nothing in this Article is intended to conflict with or impose greater obligations than exist under the law relating to patient classification systems.

Is CNA promising something they cannot deliver? **VOTE NO.**