

September 14, 2017

Dear Caregivers,

Here at Holy Cross we listen to your concerns and a perfect example of this is the topic of floating. California Nurses Association (CNA) is back leafleting with a Question: *What can CNA do about floating?*

We have been addressing floating concerns for a while now, and Anna’s memo on August 31st (attached) outlined our plans to centralize the staffing in Post-Acute services. Acute Care staff will not have to float to Sub Acute on a routine basis but rather on a voluntary basis. On Monday Anna and Kelly announced the rollout of an RN specialty float pool model and reinforced the decentralized staffing in post-acute services (see Sept 11 memo attached – formal updated float pool policy coming end of Sept). We have always been able to make positive changes through shared governance, and other avenues that include your input. Below you will find a comparison to what you have today and what the union flier reflects.

**Comparison:**

Float Pool for Nurses	Holy Cross	CNA – flyer
Established float pool	✓	✓
Floating by clusters	✓	✓
Established Floating order	✓	✓
Proper training guidelines	✓	✓
Double floating	Not more than twice in one shift unless by volunteer	Not more than once
New graduates are not floated for 6 months	✓	✓
Floating Based on Competencies	✓	✓
And at what cost to you ....? *MAXIMUM ANNUAL UNION DUES according to CNA’s LM2 By-Law	<b>\$0</b>	<b>*\$1,666.08</b> Annual Maximum Dues

The union flier references St. Joseph’s Eureka paying a floating differential of seven and one-half percent. That is true, but what is also true is that CNA contracts at Providence Saint John’s and Little Company of Mary San Pedro/Torrance do NOT include a floating differential. That brings us back to the question on the flier: *What can CNA do about floating?* You can see that within CNA there isn’t consistency from one contract to next – a union can only negotiate what the employer agrees to do. That is why it is so important to get the facts. Unions can put anything on a flyer or make promises. The bottom line is that the only thing they can guarantee is that you will pay union dues.

As always, your leadership and HR team is here to help. If you have questions or want more information, we will be happy to help you better understand this topic and how it could impact you. Please reach out to your manager or Human Resources with questions or for any other support you may need.

Thank you,

Bernie and Anna