

efits were unsatisfactory.
"Sutter, currently, their pension plan is over-funded by \$167 million, so we have asked that they either consider making an alteration to the formula, or one-time enhancement ... especially as they are a very profitable institution," she said. "They have refused to consider any of the alternatives that we have offered."

Both parties accused each other of bad faith with

nurse-to-patient-ratio laws, specifically noting Novato as one affiliate that assigns nurses to cover meal and break relief.

Sutter claims that the staffing complaints are baseless, as the union has "never" submitted a staffing dispute to Sutter/CNA arbitration.

Nurses at Novato Community Hospital were not called to return to work until three days after the strike

ations were Sutter's to make or break.

"We would love to be able to bargain, but seriously, not ... make-believe bargaining."

Strebig said the Sutter affiliate was hoping to finalize a contract.

"We are urging the negotiating team for the nurses to come back to the table," she said. "So we can finalize a contract for our nurses as soon as possible"

Home for the holidays



SHEILA MASSON/ADVANCE

Picture perfect: A home at 701 Arthur Street in Novato is decked-out for the holidays. For a list of decorated homes in Novato visit the Lights of the Valley Web site at www.lightsofthevalley.com and click on "Novato."