

Proposed Budget Cuts for FY 2010 RNPA Membership Update

On February 20, 2009 all County departments were instructed to submit their proposed budget reduction plans to the Acting County Executive.

Prior to this date, RNPA actively participated in numerous meetings with Health and Hospital Administration to determine the direction they would take to meet the very aggressive budget cutting goals set by the Acting County Executive.

On March 3rd, RNPA met with Michael Skehan, Ex. Director of VMC, Trudy Johnson, Chief Nursing Officer, and Melody Jones, Director of Nursing Critical Care Surgical and Administrative Services to discuss the proposed Health and Hospital budget reduction submittal.

At every meeting with SCHHS Administration, RNPA leadership has stressed the important role our members play in delivering quality patient care to the most vulnerable populations within Santa Clara County. At every turn RNPA has attempted to protect the nurse-to-patient ratios and worked to prevent Management ideas that would put patient's and nurse's safety at risk.

With the edict from the Acting County Executive to cut \$60 million dollars from the SCVMC on top of the T2010 Deloitte process, it is inevitable that some layoffs will occur. Even our most aggressive efforts to find non-personnel savings in our

system will not generate enough revenue to avoid layoffs.

RNPA has conveyed to Hospital Administration that any layoffs must follow our contract language, word for word. The layoff process can be found within our contract, Article 5—Layoff. Please phone the RNPA office if you wish to receive a copy of this language.

As of today, the proposed units that will experience additions and deletions of positions have been identified as:

- Pedi/PICU
- OR, PACU
- ED, Express Care Unit
- Ambulatory Care
- BAP
- Drug and Alcohol.
- CPSP

MICC has experienced a decrease in census and this has triggered a "layoff" within that specific unit. Nurses in that unit have received their letters of layoff. The majority of nurses within MICC have been able to remain within the unit. Several have transferred and two are awaiting placement within the hospital.

We encourage any nurse with questions about layoffs or any nurse that has received a layoff letter to phone RNPA and discuss their options and the process. Seniority lists will be prepared by the office of Labor Relations for any unit potentially impacted

by layoffs. We are available to field your inquiries and work with you during this very difficult time.

Thus far the most draconian cuts have been proposed for the Mental Health Department. The current rendition of cuts would close half of Barbara Aarons Pavilion (BAP), 24-BEDS. There are other mean spirited cuts proposed that would impact those in most need of care. RNPA has been fighting this proposal very vigorously and will advocate strongly for our patients and the nurses that serve them.

What is also very galling is once again, it is the frontline service providers, care-givers, and first responders that are being decimated. All the talk about a shared vision and shared decision making has gone out the door when jobs are on the line. Everyone should share the pain of these cuts, not just frontline nurses!

RNPA is working with our political advisors, our attorneys, and third party patient advocates to prevent as many unnecessary cuts to our system as possible. We will be asking for you help in the coming weeks to weigh in and show your solidarity for your fellow RNPA members and our patients.

In the mean-time, we encourage all our members to email the Board of Supervisors and ask them to protect our patients and to remember this famous quote, "A measure of any society is how we care for our most vulnerable."



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Board of Supervisors Meeting - Budget Workshops/Hearings

May 12 — Mental Health, HHS Workshop at 6:30 PM

May 13 & 14—Budget Workshops

June 15—Fiscal Year 2009-2010 Budget Hearing

June 16—(continued) Budget Hearing

June 17—(continued) Budget Hearing

Annual National Certification

During the 2007 contract negotiations, RNPA and the County negotiated language allowing for payment once each year of \$250.00 for attainment and maintenance of one nationally recognized certification in the nurse's area of specialty.

Certification request forms must be completed and submitted for payment during the month of April (April 1 to April 30). A copy of the current certification including name of nurse, title of certification, certifying agency and effective

dates (start and expiration) must be attached to the payment request form. If you have national professional certification in a specialty not listed on the list of recognized certified specialties, but you believe it is comparable to those listed, then submit your request for consideration.

National Certification Pay will be paid on the paycheck you receive in June.

