

## FY '09 Reduction Recommendations

May 2008

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The following are FY '09 solutions and reduction plans presented to the Board of Supervisors by the Mental Health Department, Inpatient Nursing Administration and Ambulatory Care.

The proposal restructures current EPS staffing assuming a reduction in average daily census from 28-30 to 16 patients per day and redesign the program to address only involuntary patients. Voluntary and less acute patients will be seen in the new Urgent Care Center to open adjacent to EPS:

**Delete** 1.8 Psych Nurse positions

The current two 25-bed BAP inpatient units will be one consolidated 50-bed inpatient program;

**Delete** 2.85 ANM

**Add** 7.17 Psych Nurse II

The plan is to relocate the Urgent Care program to Don Lowe Pavilion. An estimated 12 clients per day will be diverted from the EPS program.

**Delete** 4.83 Psych Nurse II

In Emergency Psych Services

**Delete** 1.0 ANM (filled)

The proposed Inpatient change is through the Care Delivery Systems Initiative.

**Delete** 4.0 ANM (1.6 filled),

Critical Care & Pediatrics. 2.9 Nurse practitioners in Labor and Delivery (1.8 filled), 0.8 Nurse Coordinator (filled) in Labor and Delivery

**Add** 0.74 Clinical Nurse positions

RNPA is lobbying to maintain positions that keep our nurses and patients safe. If you work in an area where there is a negative proposed change, contact RNPA.

Please plan on attending future HHC meetings along with the BOS budget hearings. This is our opportunity to educate the BOS on the affects of deleting these positions.

### 2008 Meeting Dates

#### Health and Hospital

#### Committee (HHC)

Wednesday, May 28, 2:30 PM

#### Board Of Supervisors (BOS)

#### Budget Workshops

Tuesday, May 13–1:30 PM

Wednesday, May 14–1:30 PM

Thursday, May 15–1:30 PM

#### Board Of Supervisors

#### Budget Hearings

Monday, June 9, 1:30PM and 6:30 PM

Tuesday, June 10, 1:30 PM and 6:30 PM

Wednesday, June 11, 1:30 PM

## 5.4 Order of Lay-Offs and Reassignment

Many members have contacted the RNPA office with their questions and concerns regarding the proposed layoffs. Based on our current vacancies, we anticipate nurses will be placed within the system. Seniority lists are currently being generated by the Office of Labor Relations. If you have a question, contact the RNPA office. Below is the current contract language.

Employees will be retained within their current assigned work unit on the basis of seniority. The employees for whom no position exists at the same code status within the current assigned work unit will be reassigned in order of seniority:

A) to a vacant position in the same code status within the current assigned

work unit will be reassigned in the order of seniority:

- B) To a position held by the least senior individual in the same code status and classification within the related competency area; or if no such positions exist,
- C) To a vacant position in the same code status and classification within another competency area; or if no such positions exist,
- D) To a position held by the least senior individual in the same code status and classification within another area of competency; or if no such position exists,
- E) To a position of the next lower code

status within the same classification, following the sequence "a" through "d" above until all successive code statuses are exhausted; or if no such positions exist,

- F) To a position in the next lower classification applying the sequence "a" through "e" above until all lower classifications are exhausted;

Nurses in full-time status who are assigned to less than full-time position as a result of layoff will retain full-time benefits pursuant to section 7.4b of this agreement.

Employees who are currently part-time cannot assert seniority to claim a position with more hours than currently held.

# Annual National Certification Pay

The Annual National Certification Payment Request forms have been distributed to every nurse via intranet email.

Eligible coded nurses may receive a \$250.00 payment once each year for attainment and maintenance of one nationally recognized certification in the nurse's area of specialty. Certification that is required by the California Board of Registered Nursing (BRN) to meet credentialing requirements as a Certified Registered Nurse Anesthetist (CRNA), Nurse Practitioner (NP) or Clinical Nurse Specialist (CNS) do not qualify for annual national certification pay.

If approved, the National Certification Pay will be paid on your June 6, 2008 paycheck.

Eligibility is as follows:

- Coded RN in a classification covered by the RNPA bargaining unit;
- The certification hereby submitted was not used to meet credentialing requirements of CA BRN as an Advance Practice Nurse;
- National recognized certification in my area of specialty;



**Remember, if you have an address change, please contact the RNPA Office, 292-6061.**

RNPA 2008

Board of Supervisors

PAC  
Endorsements

District 2

George Shirakawa

District 3

Dave Cortese

District 5

Liz Kniss

## Deloitte Consulting -T2010

On November 6, 2007 the Board of Supervisors approved a contract with Deloitte Consulting in an amount not to exceed \$20 million. The BOS approved the Deloitte contract because Santa Clara County has been faced with years of significant deficits and they believe the future holds more of the same. VMC represents a large portion of the County's budget and thus has the responsibility for resolving a significant portion of the County's deficit. The need for significant budget savings is concurrent with a 49% increase in patient volume over the past 5 years and ever increasing costs of doing business. SCVMC has taken numerous actions to find ways to minimize the General Fund Grant and seek adequate revenue to support the safety net services offered by the County through its hospital and clinics.

Now SCVMC must generate additional ongoing savings in the range of \$100 million in the very near future. Deloitte Consulting has said that they have identified opportunities at SCVMC which could generate \$59-109 million worth on-going savings. RNPA is concerned by the recent proposed cost saving measures. Deloitte and Administration have failed to meet with RNPA and other bargaining units regarding the T2010 changes. One such proposal includes combining units and eliminating a significant number of ANM. Furthermore, there have been some troubling proposed changes in the delivery of care along with the elimination of a significant number of ancillary staff. Keep RNPA abreast of the changes in your area. It is also important that you attend the scheduled Town Hall Meetings and give your input.

The next scheduled meetings are:

### VMC

Wed., May 6, 7:45 AM, AOB, Seminar Room

Thurs., May 8, 9:00 AM & 6:00 PM  
AOB Seminar Room

### Ambulatory & Managed Care Staff

Wed., May 7, Noon, VHC Tully

Thurs. May 8, Noon, VMC Rehab Conference Room

Fri., May 9, 8:30 AM, VHC Silver Creek

Fri. May 9, Noon, VHC East Valley

Fri. May 9, 3:30 PM, VHC Moorpark

Go to [www.valleypage](http://www.valleypage) for more dates and meeting times.