

FY '09 Reduction Update

June 2008

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The Board of Supervisors made their final decisions regarding the 2009 budget reductions.

The reductions for RNPA are as follows:

- 4 Assistant Nurse Manager positions in inpatient nursing
- 4 Assistant Nurse Manager positions in BAP
- 1 Nurse Coordinator in L&D
- 2 Nurse Practitioners in L&D
- 1 vacant Nurse Practitioner in NICU
- 1 Psychiatric Nurse I
- 4 Psychiatric Nurses II
- 2 vacant Clinical Nurses III in NICU

- 3 Clinical Nurse positions on 3C
- 2 Assistant Nurse Managers in Ambulatory Services

In Mental Health a total of 7 psychiatric nurses along with a significant number of support staff were added back into the budget. The mental health new design model is constantly changing and we are continuing to monitor the adjustments.

RNPA would like to thank and recognize our members in psychiatric services for their lobbying efforts. Many of our nurses wrote letters to the Board of Supervisors. Their letters specifically explained

the effects of the proposed reductions on their respective units as well as outlined patient care and staff safety issues. These experienced nurses testified to the effects of these changes at the Health and Hospital Committee. The RNPA Board of Directors also lobbied the Board of Supervisors (BOS) by speaking out at the HHS and testifying at the budget hearings requesting the BOS to reconsider the staff changes and reductions. In addition, RNPA wrote letters educating the (BOS) on our concerns as well as presented letters authored by the staff. Board members listened to our concerns regarding the staffing ratios, patient care, as well as patient and staff safety.

Legislative Update

Lift Teams and Equipment, SB 171

More healthcare workers, 95% who are women, suffer debilitating musculoskeletal work injuries than construction and truck drivers costing hundreds of millions of dollars every year; yet hospitals have been slow to use the latest injury prevention lift equipment an lift teams.

This bill requires all general acute care hospitals to implement a "zero lift" policy that will use the latest occupational health methods of safely moving, transferring, and repositioning patients by teams of workers trained in methods and equipment that help nurses and healthcare givers safely move patients. The bill will also prohibit hospitals from disciplining healthcare workers who refuse to lift a patient because of safety concerns from lack of adequate equipment, training, or access to lift teams. The bill is being held in Senate Appropriations on Suspense. However, the bill will be released and will move to vote on the Senate Floor.

Lay-Offs and Reassignments

Approximately twelve lay-off notices were issued to ANM's and Nurse Coordinators in Ambulatory Services. On June 18th, RNPA met separately with Ambulatory Administration and the Office of Labor Relations regarding the lay-offs and reassignments. RNPA was advised that the majority of letters will be rescinded by July 1, 2008.

RNPA is working closely with Labor Relations to ensure that the lay-off language in the MOU is being correctly applied. In

addition, we have discovered inaccuracies in the lay-off letters issued May 28, 2008 as well as in the seniority lists. RNPA is working closely with Labor Relations to make certain the seniority lists are correct.

RNPA has been assured that there is a position in the system for all the nurses effected by the lay-offs through the inplacement process.

If you have any questions or concerns please contact RNPA.

Annual National Certification Pay



RNPA would like to recognize the 100 nurses throughout the Santa Clara Valley Health and Hospital System who applied and receive the newly negotiated benefit, annual national certification pay. These nurses received \$250.00 on their June 6, 2008 paycheck for attaining and maintaining a nationally recognized certification. Good Job!

RNPA Would Like to Hear from You...

- Have you been issued a parking ticket for parking outside employee parking because there were no other spaces?
- Have you recently been disciplined over tardiness which is related to your inability to find parking?
- Have you witnessed or been involved in an argument or altercation over a parking space?

*If so, please email, sccrnpa@rnpa.net or fax, 292-4729
us your story.*

*FYI...Remember, when you promote you must always
submit a new job application...
Delay in submission results in
delay in promotion...*

ANA Safe Staffing Survey

Over ten thousand nurses nationwide participated in the ANA's Safe Staffing Saves Live poll. Result highlights include:

- 73% of nurses asked don't believe the staffing on their unit or shift is sufficient.
- 59.8% of those asked said they knew of someone who left direct care nursing due to concerns about safe staffing.
- 48.2% would not feel confident having someone close to them receiving care in the facility where they work.
- 36% rarely or never their full meal break.

ANA is using this information, plus excerpts from many of the stories submitted, to develop a brochure that will be used in lobbying for the Registered Nurse Safe Staffing Act on Capitol. As a reminder, the Registered Nurse Safe Staffing Act (S.73/H.R. 4138) is consistent with the ANA's Principles for Nurse Staffing. It holds hospitals accountable for establishing valid, reliable, unit level nurse staffing plans. These plans would be developed in consultation with direct care RNs and be based on each unit's needs and characteristics. Hospitals would be required to post daily public reports of staffing levels and provide whistleblower protections for RNs and others who might file a complaint about staffing.

Congratulations to 2008 RNPA Endorsed

Candidates

District 2

George
Shirakawa

District 3

Dave Cortese

District 5

Liz Kniss

(Shirakawa and Cortese will
each face a run-off in the
General Election)

Congratulations to 2008

Nursing

Excellence

Winners

Advancing the Profession

- Michael Cashman, CN III
RHB1

Clinical Care

- Debbie Bacon, CN III,
PICU

Leadership

- Lori Horn, Nurse Manager,
Main Jail

Mentoring

- Greg Andag, CN III, NICU

Patient Advocacy

- Carol Spalding, CN III,
VHC-San Martin

Teaching

Alexie Mendoza, CN III,
3 Surgical