

Nurse Staffing Ratios

New Contract Language

Read the complete language in Article XXXII of the RN contract at www.seiu1991.org.

Staffing ratios

- Adult medical, surgical, rehabilitation and palliative care patients **1: up to 6**
- Telemetry patients **1: up to 5**
- Pediatric Medical/Surgical patients **1:5**
- Medical Oncology and Gyn/Gyo patients **1:5**
- Transplant and Intermediate Care patients **1:3 or 1:4** (based on acuity)
- Acute and emergency mental health patients, **1:9** (with direct support from care providers who are specially-trained in the management of the psychiatric milieu).
- Geriatric Psychiatric patients **1:8**
- In Emergency Services **1:4 or 1:5** (based on acuity)
- Critical Care patients **1: up to 2**
- Charge Nurse and/or Associate Nurse Managers will not routinely be assigned patients.
- In blended units, staffing will be based on the acuity of the patient(s). Patient acuity, not the unit in which they are housed, will determine the appropriate ratio. For areas not listed above, the staffing ratios will continue to be set by national professional nursing organizations such as AWHONN (Association of Women's Health, Obstetric and Neonatal), RPICC (Regional Perinatal Intensive Care Center), AORN (Association of Peri-Operative Registered Nurses), ASPAN (American Society of Peri-Anesthesia Nurses), and external regulatory agencies.

In the 2014-2017 contract, SEIU Local 1991 was able to negotiate nurse-to-patient staffing ratios that are enforceable. These staffing ratios are a victory for us, for our patients, and for better quality care at JHS.

FAQS

When will the new ratios be implemented in my unit?

JHS will be implementing the new ratios unit by unit with higher acuity units first. The contract calls for the new ratios to be implemented in at least 50% of units by April 1, 2015, and in all by Oct. 1, 2015. A joint labor and management committee (Quality Nursing and Career Development) will meet to discuss and monitor this process.

Are there exceptions to the ratios?

Yes. Unforeseen emergencies and swings in volume, and multiple unplanned absences in any one unit, may *temporarily* preclude compliance with staffing ratios.

How will the ratios be enforced?

A pre-grievance meeting will occur between Human Resources, the CNO of the affected area, and SEIU Local 1991 within 72 hours of an alleged violation.

If the issue is not resolved there, the union can file the grievance and it will go to arbitration in an expedited hearing process.