

RNs FILE 47 CHARGES AGAINST FVRMC FOR VIOLATING TITLE 22

At our last bargaining session our Bargaining Team proposed to include Title 22 in our contract so that everyone would know their rights and we had a contractual way to hold management accountable. So far, management has not agreed to include Title 22 in our contract, even though it is in other Tenet contracts.

It's clear that we need this protection. Read on to see how severe the problem is.

In the past five weeks, RNs filed 47 complaints against FVRMC for violating Title 22 ratios, among other issues. DHS already investigated the initial complaints filed on June 27 and issued a report and plan of correction. DHS is continuing to investigate the other violations. This is a list of the units where RNs filed complaints:

- 2 East
- Main Telemetry
- Emergency Department
- 3 East
- NICU
- 4 East
- PACU
- DOU
- Surgical
- ICU
- PICU/Pediatrics

FVRMC was ordered to submit a plan of correction. Here's what they committed to do: (you can read the full details in the attached report)

- Proactive review of management of nursing schedules to maximize staffing:
 - o Chief Nursing Officer, Directors and Staffing Manager complete a twice weekly staffing needs assessment based on current census/acuity for all Nursing units
 - o Continue to try to secure staff by offering bonuses if normal balancing and additional shift request is not effective
- Continue arrangements with Traveler Agencies
- Pulling staff from other departments and redirecting staff from non-clinical activities to direct patient care needs
 - o Floating resource nurses from other units/departments to act as resources to department facing staffing challenges
 - o Place a FT lift employee in CCU to assist with turning, etc.
 - o Redirect the transport RNs to CCU and DOU to act as resource nurses between transport calls "Team Nursing"
- Consider acceptance of patient volume via direct admissions by the CNO/AOC
- Recruitment and Retention Efforts:
 - o Increase pool of applicant RNs by allowing ASN to be hired
 - o Increase sign on bonus
 - o Increase referral bonus

Additionally: Directors from DOU and 4 East “will monitor nurse patient ratio and break coverage every shift to ensure ratio is compliant with Title 22. If unable, all efforts/attempts to maintain ratio will be documented.”

Data from our union survey includes:

- 50% of RNs reported they were out of ratio one or more shifts per week; this shows chronic, ongoing violations of Title 22.
- 71.6% of staff said patients’ care is delayed, rescheduled or postponed on a daily basis or multiple shifts per week due to a lack of staff.



Mida Apodaca, RN: 3 East

“I’m usually Charge Nurse, but often I can’t even do my Charge duties because I have to take patients, or be the Secretary or Monitor Tech. We’re stuck in a vicious cycle, nurses leave and those of us who stay have to pick up the slack. We need to hire more staff and Fountain Valley needs to stop violating the law. Bottom line: when we’re out of ratio, patient care suffers.”

We will continue filing complaints. Anytime you’re out of ratio: FILL OUT THE FORM! by pointing your camera phone at this QR code or visiting: nuhw.org/FV-Out-of-Ratio



INVEST IN US!

**Make your voice heard at bargaining:
let’s tell management respect Title 22 – Protect Patient Safety!**

WHO: All RNs/Pros

WHAT: Bargaining - we’ll share stories about being out of ratio AND expect to get a response to our wage proposal.

WHERE: Sonesta Hotel, 9950 Slater Rd., Fountain Valley

WHEN:

Tuesday, August 23

Wednesday, August 24

Thursday, August 25

Friday, August 26

Wednesday, September 7

Thursday, September 8

Friday, September 9

WHY: Strength in Numbers! Our Bargaining Team proposed to include Title 22 in our contract and management refused. Is it because they want to keep violating the law? We must show up and say enough is enough - no more violating Title 22 - our patients deserve better!