

October 2, 2009

Side Letter of Agreement regarding staffing between University of California San Francisco (UCSF) and California Nurses Associations (CNA)

The intention of this agreement is to ensure that safe staffing levels are maintained at all times and ensure that RNs are provided with 75 minutes of break relief and sufficient time for patient handoff.

1. 13 Long staffing will return to a Maximum Nurse to patient ratio of 1:4 with 1:3 if necessary for acuity.
2. One 8 hour break Nurse shall be provided on 13 Long for both AM and PM shifts Monday through Friday.
3. Charge Nurse will continue to be free of a primary patient assignment.
4. The break Nurse will not have a primary assignment until all breaks have been provided for all staff.
5. Charge RN will break a maximum of 3 RNs and self.
6. Management will retain the right to cancel and or send Nurse(s) home early if the census warrants, safe staffing by acuity can be maintained and break relief is provided.
7. RNs will continue to have the right to assess need for additional staff, advocate and escalate concerns for safe staffing needs.
8. Med-surg transport team will be implemented as quickly as possible, but no later than November 1, 2009.
9. The parties will meet on a bi-weekly basis to review staffing issues on 13 Long for the next 60 days.
10. The University commits to meet and develop break relief programs with CAN on all UCSF med-surg and step down units. These programs are to be implemented no later than April 2010. The parties agree to meet on a bi-weekly basis to review staffing issues on the remaining units until June 2010.
11. The University and CNA agree that any staffing disputes, regarding this side letter may be immediately referred to the Special Review Panel (SRP) process. After this agreement the parties will meet to decide on a neutral arbitrator should one be needed for the SRP.

California Nurses Association

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