

**SIDELETTER CONCERNING ADHERENCE TO ARTICLE 16**

Within five business days of the notice of ratification from CNA, the Vice President of Human Resources will distribute a letter to the five medical centers reminding them of their responsibilities under Article 16, Section C., Health and Safety, of the Agreement between the University and CNA. Specifically,

“Each Hospital location shall implement and maintain a lift policy for all patient care units, and shall provide training for employees in the implementation of the unit lift programs in UC medical centers. For the purposes of this article, a “lift policy” means replacing manual lifting and transferring of patients with powered patient transfer devices, lifting devices, and/or lift teams, consistent with the professional judgment and clinical assessment of the RN. Each hospital location will provide training to health care workers on the appropriate use of lifting devices and equipment. Training for these health care workers shall include body mechanics and the use of lifting devices to safely handle patients.”

The purpose of this letter shall be to reinforce the facilities’ responsibility to provide the tools listed above in order to comply with the language above and to ensure patient and staff safety.

For the University

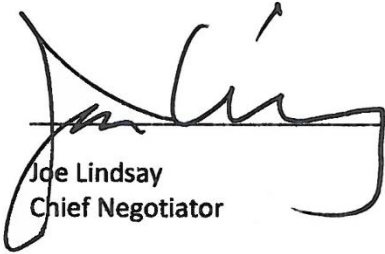
For California Nurses Association



Dwaine Duckett  
Vice President  
Human Resources and Benefits

Date

11/15/2013



Joe Lindsay  
Chief Negotiator

Date

11/16/13