

Health Professionals and Allied Employees AFTAFL-CIO

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June 26, 2024

GRIEVANCE SETTLEMENT – Grievance #518531924

HPAE

- a) The Union considers Grievance #518531924 to be resolved and will withdraw Arbitration Case 01-24-0004-6946.
- b) The parties agree that in grievances alleging failure to schedule sufficient staff to meet the requirements of Appendix K – Staffing Agreement, the Arbitrator, per Appendix K, has the power to issue damages to Employees that work short.
- c) The attached Scheduling Tool shall be used to determine monthly schedules and appropriate support staff per Article 4 – Professional Practice. They will be reviewed monthly by the Labor-Management Committee to determine additional assignments, hiring, training, and/or other actions to ensure adequate staffing and quality patient care.
- d) This settlement will be referenced in a revised Appendix K as "11.) The parties shall abide by Grievance Settlement #518531924."
- e) CNA/PCP Staffing may be increased based on 1:1s and acuity.

FOR HPAE:

Edelst Reyes
Naretha Rivera
Mary Ramos
Jan Mytzyna
Darlene Hallenbeck

FOR THE EMPLOYER:

Jessica Magro
Lisa G...
Jana

Scheduling Tool – June 2024

Department / Work Area	Position	Census / Workload / Situation	07:00 – 15:00	15:00 – 23:00	23:00 – 07:00	Notes
			07:00 – 19:00	19:00 – 07:00		
Admitting	INS Verification Clerk	All	1			
	Registration Clerk / PT. Access Rep	All	2 ED 1 Bedboard 2.5 Outpatient	2 ED 1 Bedboard	1 Bedboard 1 Admit	No Outpatient Sundays
Anesthesia	Anesthesia Tech	All	1	1	1	
Central Service Supp.	Central Service Tech	Weekdays: (On low-volume days, Shift to high-volume days)	07:00 – 1 09:00 – 1 11:00 – 1 13:00 – 1			1 on-call on weekends
Electrocardiography	Cardiac Tech II	Weekdays	1			Throughput System
	Cardiac Tech III		07:00-15:30 – 1 Tues Weds/ Fri 07:00-11:00 – 1 Mon/Thurs			
	EKG Tech		1.5 1 E/O Saturday	1		
	Lead Cardiovascular Tech		1			
	Reg. Cardiovascular Tech		1			
	Secretary / Unit Clerk		1 (08:00-16:00)			
Endoscopy	Endo Nursing Tech	Weekdays	1			Tuesdays are Dark Days
	Scope Tech		1 (08:30)			
	GI Tech		1 (07:30)			
	SDS Control Desk Clerk / Scheduler		1 (06:00)			
Environmental Services	EVS Aide	Weekdays *Weekends	6 4*	5		

	EVS Tech		6 4*	6 2*	2 1*	**Nights: +1 for special projects
Department. / Work Area	Position	Census / Workload / Situation	07:00 – 15:00	15:00 – 23:00	23:00 – 07:00	Notes
			07:00 – 19:00	19:00 – 07:00		
Food & Nutrition	2 nd Cook	All, 7 Days/week	05:30 – 1 09:45 - 1	+1 for Special Projects (banquets, meetings, etc)		
	Cold Production / Caterer	All, 5 Days/week	2	3 for High Volume (Census over 80)		
	Cafeteria Aide		2			
	Food & Nutrition Tech		2			
	Food Service Steward		3			
	Issuing Clerk		1			
	Lead Cafeteria Aide		1			
	Registered Dietitian		2			
	Sous Chef		1			
	Hospitality Assoc.	All, 7 Days/week	5	1 on weekends		
Information Systems	IT Tech Pacs Analyst	Weekdays	1			
	Technical Support Specialist		1			
	Analyst		2			
Laboratory	Clerk / Phlebotomist		4	3	1	Includes Leads
	Lead Clerk / Phlebotomist					
	Generalist Medical Technologist					
	Lead General Medical Technologist		4	3	2	
	Medical Technologist					
	Medical Secretary / Lab Assistant		1			

Department / Work Area	Position	Census / Workload / Situation	07:00 - 15:00	15:00 - 23:00	23:00 - 07:00	Notes
			07:00 - 19:00	19:00 - 07:00		
MRI <i>(On Radiology Schedule)</i>	MRI Tech	Mon Thurs	1	1*		*Depending on EE Availability
Materials Management	Lead Storeroom Clerk	Weekdays	1			
	S.P.D./Clerk I					
Nuclear Medicine	Nuclear Med. Tech		2			
Operating Room	Cert. Surgical Technologist	All	2 Staff / Room. 1 must be RN. 1 may be RN or Tech			See Anesthesia Above
	O.R. Tech Specialty Coordinator					
	O.R. Assistant	3	1			
	Scheduling Coordinator	2				
Patient Satisfaction	Patient Liaison					
Pharmacy	Pharmacy Tech		3	2		
	Staff Pharmacist		2	2	1	
Rehab. Services	Physical Therapy Aide	Daily	1.5			*when TCU is open
	Lead PT Aide	Weekdays	1			
	Lead Therapist	Weekdays: Weekends:	5PTs, 2 OTs, 1 Speech 3PTs, 1 OTs, 1 Speech			
	Physical Therapist	Weekdays:* Weekends:*	6PTs, 2.5 OTs, 1 Speech 3PTs, 1 OTs, 1 Speech			
	Occupational Therapist					
	Speech Language Pathologist					
Psych Emergency Services	P.E.S. Clinician	Weekdays	1	1	1	Weekends: 1 On-Call, 23:30 Fri -

Department / Work Area	Position	Census / Workload / Situation	07:00 - 15:00			15:00 - 23:00			23:00 - 07:00			07:00 Monday
			07:00 - 19:00			19:00 - 07:00						Notes
Psych Inpt.	CNA/PCP	All	<6 PT _{of} 1 #6-12-1 6 PT _{of} 2 #13-15-2 >6 PT _{of} 3									CNA/PCP or SMT
	Behavioral Health Tech											
	Social Worker, LSW											
	Lead Activities Therapist											
	Clinical Documentation Specialist											
Radiology	Diag. Serv. Access Rep.	All										High Vol. = GR 55% capacity on High ED Census. *Includes lead.
	Mammography Office Clerk											
	DRT I		*X-Ray: 2 Regular 3 High Vol.	*X-Ray: 2 Regular 3 High Vol.	*X-Ray: 1 On-Call							
	DRT II		CT: 1	CT: 1	CT: 1							
	Lead Radiology Tech											
	PICC RN											
Respiratory Therapy	Pulm. Funct. Reg./Tech	All	One (1) day a week									
	Respiratory Care Pract./Certified		3	3	2							
	Respiratory Care Pract./Registered											
Nursing (General)	CNA/PCP	All	1:10	1:15	1 / Side +1 when > 1:18						Charge RN calls when Acuity is high.	
			1:10		1 / Side +1 when > 1:18							
Radiation Oncology	CNA/PCP											
	Radiation Therapist	Weekdays	2									

	Unit Clerk	All	1	1		
Department. / Work Area	Position	Census / Workload / Situation	07:00 – 15:00	15:00 – 23:00	23:00 – 07:00	Notes
			07:00 – 19:00	19:00 – 07:00		
2R	CNA/PCP					
	Monitor Tech	All	1	1		
	Unit Clerk		2	2*		*1 if Census is <18
Med/Surg	CNA/PCP	All				
	Unit Clerk		1	1	1	
Telecom Department	Switchboard Operator	All	2	2	1	
ED/ED Holding <i>(See K18)</i>	ED Tech (EMT)		2**	2**	1**	**2 if holds/No Beds
	CNA/PCP	All	CNA/PCPs come to ED to fill in for EMTs/1:1s			
	Unit Clerk		1	1	1	
ICU/CCU	CCT	All	1	1*	1*	*1 if 7+ PTs and/or High Acuity
Transport	Transporter	Weekdays	06:30 – 1 07:00 – 1 07:30 – 2	09:00 – 1 12:00 – 1 13:00 – 2		Transporters starting shifts, not total
		Weekends	07:30 – 2 09:30 – 1	10:00 – 1 12:00 – 2		
Ultrasound	Ultrasonographer		3			
Util. Rev./Case Management	Case Manager	Weekdays	6			
	Lead Social Worker		1			
	Secretary		1			
	Social Worker, CSW		2			
Vascular & Cath Lab	Registered Vascular Tech	Weekdays	3 RNs + 1 Tech Daily			On Call Starts at 17:30
	RN		2 Staff per room (1 RN + 1 RN or Tech)			
	Cardiac Cath. Radiology Tech		When 2 Rooms are open, +1 RN			
	Cardiovascular Lab RN/ Data Coord.					

	Reg Cardio Vas Invas. Specialist					
Department. / Work Area	Position	Census / Workload / Situation	07:00 – 15:00	15:00 – 23:00	23:00 – 07:00	Notes
			07:00 – 19:00		19:00 – 07:00	
Women's Center	Mammography Tech	Weekdays	08:00 - 1 08:00 - 1			Start times, not total
Healthcare Information Services	Chart Analyst	Weekdays	2			
	Coding Specialist II		3			
	Compliance Clerk		2			
	Health Info Tech I		1			
	Health Info Tech II		1			
	Outpatient Coding Coordinator		2			
	Outpatient Coding Specialist		1			
Wound Care	CNA/PCP	Weekdays				
	Wound Care Office Manager		1			