

HOSPITAL INFORMATION

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|------------------------------------|------------------------------------|
| Region | Western Regional Office |
| County | Erie |
| Council | Western New York |
| Network | KALEIDA HEALTH |
| Reporting Organization | John R. Oishei Children's Hospital |
| Reporting Organization Id | 0208 |
| Reporting Organization Type | Hospital (pfi) |
| Data Entity | John R. Oishei Children's Hospital |

RN DAY SHIFT STAFFING

| Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital. | Planned average number of Registered Nurses (RN) on the unit providing direct patient care per day on the Day Shift? (Please provide a number with up to 5 digits. Ex: 101.50) | Planned total hours of RN nursing care per patient including adjustment for case mix and acuity on the Day Shift (Please provide a number with up to 5 digits. Ex: 101.50) | Planned average number of patients on the unit per day on the Day Shift? (Please provide a number with up to 5 digits. Ex: 101.50) | What is the planned average number of patients for which one RN on the unit will provide direct patient care per day on the Day Shift (Please provide a number with up to 5 digits. Ex: 101.50) ? |
|---|--|--|--|---|
| Imaging | 3 | 5.45 | 4.4 | 1.47 |
| Infusion | 2 | 2.67 | 6 | 3 |
| PACU; Pre & post op | 18 | 3.1 | 46.4 | 2.58 |
| Operating Room | 10 | 1.9 | 42 | 4.2 |
| Dialysis | 1 | 4 | 2 | 2 |
| Emergency | 9 | 1.6 | 45 | 5 |
| J11 (Medical/Surgical) | 5.5 | 2 | 22 | 4 |
| J10 (Medical/Surgical) | 5 | 2 | 20 | 4 |
| Hematology/Oncology (J12S) | 2.67 | 2.67 | 8 | 3 |
| Mother Baby Unit (J8) | 5.67 | 1.33 | 34 | 6 |
| Labor and Delivery | 14 | 8 | 14 | 1 |
| Neonatal Intensive Care Unit | 27 | 4 | 54 | 2 |
| Pediatric Intensive Care | 7.5 | 4 | 15 | 2 |
| Clinical Decision Unit/Overflow/Observation | 2 | 2.67 | 6 | 3 |
| Epilepsy Monitoring Unit (EMU) | 1.5 | 2 | 6 | 4 |

LPN DAY SHIFT STAFFING

| Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital. | Planned average number of Licensed Practical Nurses (LPN) on the unit providing direct patient care per day on the Day Shift? (Please provide a number with up to 5 digits. Ex: 101.50) | Planned total hours of LPN care per patient including adjustment for case mix and acuity on the Day Shift (Please provide a number with up to 5 digits. Ex: 101.50) |
|---|---|---|
| Imaging | 0 | 0 |
| Infusion | 0 | 0 |
| PACU; Pre & post op | 0 | 0 |
| Operating Room | 0 | 0 |
| Dialysis | 0 | 0 |
| Emergency | 0 | 0 |
| J11 (Medical/Surgical) | 0 | 0 |
| J10 (Medical/Surgical) | 0 | 0 |
| Hematology/Oncology (J12S) | 0 | 0 |
| Mother Baby Unit (J8) | 0 | 0 |
| Labor and Delivery | 0 | 0 |
| Neonatal Intensive Care Unit | 0 | 0 |
| Pediatric Intensive Care | 0 | 0 |
| Clinical Decision Unit/Overflow/Observation | 0 | 0 |
| Epilepsy Monitoring Unit (EMU) | 0 | 0 |

DAY SHIFT ANCILLARY STAFF

| Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital. | Planned average number of ancillary members of the frontline team on the unit per day on the Day Shift? (Please provide a number with up to 5 digits. Ex: 101.50) | Planned total hours of ancillary members of the frontline team including adjustment for case mix and acuity on the Day Shift (Please provide a number with up to 5 digits. Ex: 101.50) |
|---|---|--|
| Imaging | 1 | 8 |
| Infusion | 0 | 0 |
| PACU; Pre & post op | 0 | 0 |
| Operating Room | 3 | 8 |
| Dialysis | 3 | 8 |
| Emergency | 5 | 8 |
| J11 (Medical/Surgical) | 5 | 8 |
| J10 (Medical/Surgical) | 5 | 8 |
| Hematology/Oncology (J12S) | 5 | 8 |
| Mother Baby Unit (J8) | 5 | 8 |
| Labor and Delivery | 6 | 8 |
| Neonatal Intensive Care Unit | 5 | 8 |
| Pediatric Intensive Care | 4 | 8 |
| Clinical Decision Unit/Overflow/Observation | 5 | 8 |
| Epilepsy Monitoring Unit (EMU) | 5 | 8 |

DAY SHIFT UNLICENSED STAFFING

| Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital. | Planned average number of unlicensed personnel (e.g., patient care technicians) on the unit providing direct patient care per day on the Day Shift? (Please provide a number with up to 5 digits. Ex: 101.50) | Planned total hours of unlicensed personnel care per patient including adjustment for case mix and acuity on the Day Shift (Please provide a number with up to 5 digits. Ex: 101.50) |
|---|---|--|
| Imaging | 1 | 0.55 |
| Infusion | 1 | 0.75 |
| PACU; Pre & post op | 3 | 1.93 |
| Operating Room | 0 | 0 |
| Dialysis | 1 | 4 |
| Emergency | 3.5 | 1.61 |
| J11 (Medical/Surgical) | 2 | 1.38 |
| J10 (Medical/Surgical) | 2 | 1.25 |
| Hematology/Oncology (J12S) | 0 | 0 |
| Mother Baby Unit (J8) | 2 | 2.13 |
| Labor and Delivery | 2 | 0.88 |
| Neonatal Intensive Care Unit | 3 | 2.25 |
| Pediatric Intensive Care | 1.5 | 1.25 |
| Clinical Decision Unit/Overflow/Observation | 0 | 0 |
| Epilepsy Monitoring Unit (EMU) | 0 | 0 |

DAY SHIFT ADDITIONAL RESOURCES

| <p>Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital.</p> | <p>Description of additional resources available to support unit level patient care on the Day Shift. These resources include but are not limited to unit clerical staff, admission/discharge nurse, and other coverage provided to registered nurses, licensed practical nurses, and ancillary staff.</p> |
|---|---|
| <p>Imaging</p> | <p>Hospitality aids, material handlers, child life specialists, environmental services aids, physicians</p> |
| <p>Infusion</p> | <p>Hospitality aids, material handlers, child life specialists, environmental services aids</p> |
| <p>PACU; Pre & post op</p> | <p>APP's, clinical educators, child life specialists, environmental services aids</p> |
| <p>Operating Room</p> | <p>material handlers, clinical educators, environmental services aids</p> |
| <p>Dialysis</p> | <p>Hospitality aids, material handlers, child life specialists, environmental services aids</p> |

| | |
|----------------------------|--|
| Emergency | Float pool RNs, hospitality aids, material handlers, physicians, APP's, clinical educators, child life specialists, environmental services aids |
| J11 (Medical/Surgical) | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |
| J10 (Medical/Surgical) | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |
| Hematology/Oncology (J12S) | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |

| | |
|------------------------------|--|
| Mother Baby Unit (J8) | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |
| Labor and Delivery | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, Midwives, doulas, and educators. |
| Neonatal Intensive Care Unit | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |

| | |
|---|---|
| Pediatric Intensive Care | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |
| Clinical Decision Unit/Overflow/Observation | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |
| Epilepsy Monitoring Unit (EMU) | EEG techs, Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |

DAY SHIFT CONSENSUS INFORMATION

| Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital. | Our Clinical Staffing Committee reached consensus on the clinical staffing plan for this unit: | If no, Chief Executive Officer Statement in support of clinical staffing plan for this unit: | Statement by members of clinical staffing committee selected by the general hospital administration (management members): | Statement by members of clinical staffing committee that were registered nurses, licensed practical nurses, and ancillary members of the frontline team (employee members): |
|---|--|--|---|---|
| Imaging | Yes | | | |
| Infusion | Yes | | | |
| PACU; Pre & post op | Yes | | | |
| Operating Room | Yes | | | |
| Dialysis | Yes | | | |
| Emergency | Yes | | | |
| J11 (Medical/Surgical) | Yes | | | |
| J10 (Medical/Surgical) | Yes | | | |
| Hematology/Oncology (J12S) | Yes | | | |
| Mother Baby Unit (J8) | Yes | | | |
| Labor and Delivery | Yes | | | |
| Neonatal Intensive Care Unit | Yes | | | |
| Pediatric Intensive Care | Yes | | | |

| | | | | |
|--|-----------|---|---|--|
| <p>Clinical Decision Unit/Overflow/Observation</p> | <p>No</p> | <p>management and staff at John R. Oishei Children’s Hospital (OCH) met monthly from December 2022 – June 17, 2024 in furtherance of developing a recommended clinical staffing plan for that site. While that process resulted in many areas of agreement, consensus was not achieved for certain positions. This submission lists the positions that were agreed upon by the OCH clinical staffing committee and are adopted as recommended. For each area lacking consensus, those areas of discrepancy are outlined in the Statement by members of the clinical staffing committee selected by the general hospital administration (management members) and statement by members of clinical staffing</p> | <p>Employee members proposed to add 1 MA 24/7. Management in agreement to adding 1 MA at a census of 7 or more. Labor not in agreement with counter proposal.</p> | <p>The frontline members of the CSC are in disagreement with the management submitted staffing plan as we did not reach consensus on MA staffing on this unit.</p> |
|--|-----------|---|---|--|

| | | | | |
|---|-----------|---|---|--|
| <p>Epilepsy Monitoring Unit (EMU)</p> | <p>No</p> | <p>management and staff at John R. Oishei Children’s Hospital (OCH) met monthly from December 2022 – June 17, 2024 in furtherance of developing a recommended clinical staffing plan for that site. While that process resulted in many areas of agreement, consensus was not achieved for certain positions. This submission lists the positions that were agreed upon by the OCH clinical staffing committee and are adopted as recommended. For each area lacking consensus, those areas of discrepancy are outlined in the Statement by members of the clinical staffing committee selected by the general hospital administration (management members) and statement by members of clinical staffing</p> | <p>Consensus reached on nurse staffing. Employee members proposed adding EEG techs to the unit, this was not agreed upon as the EEG techs are separate from nursing responsibilities. Employee members proposed to add MA. Management in agreement to adding 1 MA at a census of 7 or more for overflow patients. Labor not in agreement with counter proposal.</p> | <p>The frontline members of the CSC are in disagreement with the management submitted staffing plan as it does not include END Techs who have national standards that indicate their ratio should be 1:4. MA staffing was not agreed to.</p> |
|---|-----------|---|---|--|

RN EVENING SHIFT STAFFING

| Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital. | Planned average number of Registered Nurses (RN) on the unit providing direct patient care per day on the Evening Shift? (Please provide a number with up to 5 digits. Ex: 101.50) | Planned total hours of RN nursing care per patient including adjustment for case mix and acuity on the Evening Shift (Please provide a number with up to 5 digits. Ex: 101.50) | Planned average number of patients on the unit per day on the Evening Shift? (Please provide a number with up to 5 digits. Ex: 101.50) | What is the planned average number of patients for which one RN on the unit will provide direct patient care per day on the Evening Shift (Please provide a number with up to 5 digits. Ex: 101.50)? |
|---|--|--|--|--|
| Imaging | 1 | 7.27 | 1.1 | 1.1 |
| Infusion | 2 | 10.67 | 1.5 | 0.75 |
| PACU; Pre & post op | 4 | 2.88 | 11.1 | 2.78 |
| Operating Room | 2 | 2 | 8 | 4 |
| Dialysis | 1 | 4 | 2 | 2 |
| Emergency | 12 | 1.71 | 56 | 4.67 |
| J11 | 5.5 | 2 | 22 | 4 |
| J10 (Medical/Surgical) | 5 | 2 | 20 | 4 |
| Hematology/Oncology (J12S) | 2.67 | 2.67 | 8 | 3 |
| Mother Baby Unit (J8) | 5.67 | 1.33 | 34 | 6 |
| Labor and Delivery | 14 | 8 | 14 | 1 |
| Neonatal Intensive Care Unit | 27 | 4 | 54 | 2 |
| Pediatric Intensive Care Unit | 7.5 | 4 | 15 | 2 |
| Clinical Decision Unit/Overflow/Observation | 2 | 2.67 | 6 | 3 |
| Epilepsy Monitoring Unit (EMU) | 1.5 | 2 | 6 | 4 |

LPN EVENING SHIFT STAFFING

| Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital. | Planned average number of Licensed Practical Nurses (LPN) on the unit providing direct patient care per day on the Evening Shift? (Please provide a number with up to 5 digits. Ex: 101.50) | Planned total hours of LPN care per patient including adjustment for case mix and acuity on the Evening Shift (Please provide a number with up to 5 digits. Ex: 101.50) |
|---|---|---|
| Imaging | 0 | 0 |
| Infusion | 0 | 0 |
| PACU; Pre & post op | 0 | 0 |
| Operating Room | 0 | 0 |
| Dialysis | 0 | 0 |
| Emergency | 0 | 0 |
| J11 | 0 | 0 |
| J10 (Medical/Surgical) | 0 | 0 |
| Hematology/Oncology (J12S) | 0 | 0 |
| Mother Baby Unit (J8) | 0 | 0 |
| Labor and Delivery | 0 | 0 |
| Neonatal Intensive Care Unit | 0 | 0 |
| Pediatric Intensive Care Unit | 0 | 0 |
| Clinical Decision Unit/Overflow/Observation | 0 | 0 |
| Epilepsy Monitoring Unit (EMU) | 0 | 0 |

EVENING SHIFT ANCILLARY STAFF

| Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital. | Planned average number of ancillary members of the frontline team on the unit per day on the Evening Shift? (Please provide a number with up to 5 digits. Ex: 101.50) | Planned total hours of ancillary members of the frontline team including adjustment for case mix and acuity on the Evening Shift (Please provide a number with up to 5 digits. Ex: 101.50) |
|--|--|---|
| Imaging | 1 | 2.5 |
| Infusion | 0 | 0 |
| PACU; Pre & post op | 3 | 8 |
| Operating Room | 3 | 8 |
| Dialysis | 3 | 4.5 |
| Emergency | 5 | 8 |
| J11 | 5 | 8 |
| J10 (Medical/Surgical) | 5 | 8 |
| Hematology/Oncology (J12S) | 5 | 8 |
| Mother Baby Unit (J8) | 5 | 8 |
| Labor and Delivery | 6 | 8 |
| Neonatal Intensive Care Unit | 5 | 8 |
| Pediatric Intensive Care Unit | 4 | 8 |
| Clinical Decision Unit/Overflow/Observation | 5 | 8 |
| Epilepsy Monitoring Unit (EMU) | 5 | 8 |

EVENING SHIFT UNLICENSED STAFFING

| Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital. | Planned average number of unlicensed personnel on the unit providing direct patient care per day on the Evening Shift? (Please provide a number with up to 5 digits. Ex: 101.50) | Planned total hours of unlicensed personnel care per patient including adjustment for case mix and acuity on the Evening Shift (Please provide a number with up to 5 digits. Ex: 101.50) |
|--|---|---|
| Imaging | 0 | 0 |
| Infusion | 1 | 0.6 |
| PACU; Pre & post op | 1.5 | 2.96 |
| Operating Room | 0 | 0 |
| Dialysis | 1 | 4 |
| Emergency | 3.5 | 2 |
| J11 | 2 | 1.38 |
| J10 (Medical/Surgical) | 2 | 1.25 |
| Hematology/Oncology (J12S) | 0 | 0 |
| Mother Baby Unit (J8) | 2 | 2.13 |
| Labor and Delivery | 2 | 0.88 |
| Neonatal Intensive Care Unit | 3 | 2.25 |
| Pediatric Intensive Care Unit | 1.5 | 1.25 |
| Clinical Decision Unit/Overflow/Observation | 0 | 0 |
| Epilepsy Monitoring Unit (EMU) | 0 | 0 |

EVENING SHIFT ADDITIONAL RESOURCES

| <p>Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital.</p> | <p>Description of additional resources available to support unit level patient care on the Evening Shift. These resources include but are not limited to unit clerical staff, admission/discharge nurse, and other coverage provided to registered nurses, licensed practical nurses, and ancillary staff.</p> |
|---|---|
| <p>Imaging</p> | <p>Hospitality aids, material handlers, child life specialists, environmental services aids, physicians</p> |
| <p>Infusion</p> | <p>Hospitality aids, material handlers, child life specialists, environmental services aids</p> |
| <p>PACU; Pre & post op</p> | <p>APP's, clinical educators, child life specialists, environmental services aids</p> |
| <p>Operating Room</p> | <p>material handlers, clinical educators, environmental services aids</p> |
| <p>Dialysis</p> | <p>Hospitality aids, material handlers, environmental services aids</p> |

| | |
|----------------------------|--|
| Emergency | Float pool RNs, hospitality aids, material handlers, physicians, APP's, clinical educators, child life specialists, environmental services aids |
| J11 | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |
| J10 (Medical/Surgical) | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |
| Hematology/Oncology (J12S) | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |

| | |
|------------------------------|--|
| Mother Baby Unit (J8) | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists |
| Labor and Delivery | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, Midwives, doulas, and educators. |
| Neonatal Intensive Care Unit | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |

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|---|---|
| Pediatric Intensive Care Unit | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |
| Clinical Decision Unit/Overflow/Observation | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |
| Epilepsy Monitoring Unit (EMU) | EEG Techs, Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. |

EVENING SHIFT CONSENSUS INFORMATION

| Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital. | Our Clinical Staffing Committee reached consensus on the clinical staffing plan for this unit: | If no, Chief Executive Officer Statement in support of clinical staffing plan for this unit: | Statement by members of clinical staffing committee selected by the general hospital administration (management members): | Statement by members of clinical staffing committee that were registered nurses, licensed practical nurses, and ancillary members of the frontline team (employee members): |
|---|--|--|---|---|
| Imaging | Yes | | | |
| Infusion | Yes | | | |
| PACU; Pre & post op | Yes | | | |
| Operating Room | Yes | | | |
| Dialysis | Yes | | | |
| Emergency | Yes | | | |
| J11 | Yes | | | |
| J10 (Medical/Surgical) | Yes | | | |
| Hematology/Oncology (J12S) | Yes | | | |
| Mother Baby Unit (J8) | Yes | | | |
| Labor and Delivery | Yes | | | |
| Neonatal Intensive Care Unit | Yes | | | |
| Pediatric Intensive Care Unit | Yes | | | |

| | | | | |
|--|-----------|---|---|--|
| <p>Clinical Decision Unit/Overflow/Observation</p> | <p>No</p> | <p>management and staff at John R. Oishei Children's Hospital (OCH) met monthly from December 2022 – June 17, 2024 in furtherance of developing a recommended clinical staffing plan for that site. While that process resulted in many areas of agreement, consensus was not achieved for certain positions. This submission lists the positions that were agreed upon by the OCH clinical staffing committee and are adopted as recommended. For each area lacking consensus, those areas of discrepancy are outlined in the Statement by members of the clinical staffing committee selected by the general hospital administration (management members) and statement by members of clinical staffing</p> | <p>Employee members proposed to add 1 MA 24/7. Management in agreement to adding 1 MA at a census of 7 or more. Labor not in agreement with counter proposal.</p> | <p>The frontline members of the CSC are in disagreement with the management submitted staffing plan as we did not reach consensus on MA staffing on this unit.</p> |
|--|-----------|---|---|--|

| | | | | |
|---|-----------|---|---|--|
| <p>Epilepsy Monitoring Unit (EMU)</p> | <p>No</p> | <p>management and staff at John R. Oishei Children’s Hospital (OCH) met monthly from December 2022 – June 17, 2024 in furtherance of developing a recommended clinical staffing plan for that site. While that process resulted in many areas of agreement, consensus was not achieved for certain positions. This submission lists the positions that were agreed upon by the OCH clinical staffing committee and are adopted as recommended. For each area lacking consensus, those areas of discrepancy are outlined in the Statement by members of the clinical staffing committee selected by the general hospital administration (management members) and statement by members of clinical staffing</p> | <p>Consensus reached on nurse staffing. Employee members proposed adding EEG techs to the unit, this was not agreed upon as the EEG techs are separate from nursing responsibilities. Employee members proposed to add MA. Management in agreement to adding 1 MA at a census of 7 or more for overflow patients. Labor not in agreement with counter proposal.</p> | <p>The frontline members of the CSC are in disagreement with the management submitted staffing plan as it does not include END Techs who have national standards that indicate their ratio should be 1:4. MA staffing was not agreed to.</p> |
|---|-----------|---|---|--|

RN NIGHT SHIFT STAFFING

| Name of Clinical Unit: | Provide a description of Clinical Unit, including a description of typical patient services provided on the unit and the unit's location in the hospital. | Planned average number of Registered Nurses (RN) on the unit providing direct patient care per day on the Night Shift? (Please provide a number with up to 5 digits. Ex: 101.50) | Planned total hours of RN nursing care per patient including adjustment for case mix and acuity on the Night Shift (Please provide a number with up to 5 digits. Ex: 101.50) | Planned average number of patients on the unit per day on the Night Shift? (Please provide a number with up to 5 digits. Ex: 101.50) |
|------------------------|---|--|--|--|
| Other | Operating Room | 1 | 4 | 2 |
| Emergency Department | Emergency | 7.5 | 3.16 | 19 |
| Pediatric | J11 (Medical/Surgical) | 5.5 | 2 | 22 |
| Pediatric | J10 (Medical/Surgical) | 5 | 2 | 20 |
| Pediatric | Hematology/Oncology (J12S) | 2.67 | 2.67 | 8 |
| Obstetrics/Gynecology | Mother Baby Unit (J8) | 5.67 | 1.33 | 34 |
| Obstetrics/Gynecology | Labor and Delivery | 14 | 8 | 14 |
| Neonatal | Neonatal Intensive Care Unit | 27 | 4 | 54 |
| Intensive Care | Pediatric Intensive Care Unit | 7.5 | 4 | 15 |
| Pediatric | Clinical Decision Unit/Overflow/Observation | 2 | 2.67 | 6 |
| Other | Epilepsy Monitoring Unit (EMU) | 1.5 | 2 | 6 |

LPN NIGHT SHIFT STAFFING

| Name of Clinical Unit: | What is the planned average number of patients for which one RN on the unit will provide direct patient care per day on the Night Shift (Please provide a number with up to 5 digits. Ex: 101.50)? | Planned average number of Licensed Practical Nurses (LPN) on the unit providing direct patient care per day on the Night Shift? (Please provide a number with up to 5 digits. Ex: 101.50) |
|-------------------------------|---|--|
| Other | 2 | 0 |
| Emergency Department | 2.53 | 0 |
| Pediatric | 4 | 0 |
| Pediatric | 4 | 0 |
| Pediatric | 3 | 0 |
| Obstetrics/Gynecology | 6 | 0 |
| Obstetrics/Gynecology | 1 | 0 |
| Neonatal | 2 | 0 |
| Intensive Care | 2 | 0 |
| Pediatric | 3 | 0 |
| Other | 4 | 0 |

NIGHT SHIFT ANCILLARY STAFF

| Name of Clinical Unit: | Planned total hours of LPN care per patient including adjustment for case mix and acuity on the Night Shift (Please provide a number with up to 5 digits. Ex: 101.50) | Planned average number of ancillary members of the frontline team on the unit per day on the Night Shift? (Please provide a number with up to 5 digits. Ex: 101.50) |
|-------------------------------|--|--|
| Other | 0 | 3 |
| Emergency Department | 0 | 4 |
| Pediatric | 0 | 4 |
| Pediatric | 0 | 4 |
| Pediatric | 0 | 4 |

| | | |
|-----------------------|---|---|
| Obstetrics/Gynecology | 0 | 4 |
| Obstetrics/Gynecology | 0 | 5 |
| Neonatal | 0 | 4 |
| Intensive Care | 0 | 3 |
| Pediatric | 0 | 5 |
| Other | 0 | 4 |

NIGHT SHIFT UNLICENSED STAFFING

| Name of Clinical Unit: | Planned total hours of ancillary members of the frontline team including adjustment for case mix and acuity on the Night Shift (Please provide a number with up to 5 digits. Ex: 101.50) | Planned average number of unlicensed personnel on the unit providing direct patient care per day on the Night Shift? (Please provide a number with up to 5 digits. Ex: 101.50) |
|-------------------------------|---|---|
| Other | 8 | 0 |
| Emergency Department | 8 | 3 |
| Pediatric | 8 | 2 |
| Pediatric | 8 | 2 |
| Pediatric | 8 | 0 |
| Obstetrics/Gynecology | 8 | 2 |
| Obstetrics/Gynecology | 8 | 2 |
| Neonatal | 8 | 3 |
| Intensive Care | 8 | 1.5 |
| Pediatric | 8 | 0 |
| Other | 8 | 0 |

NIGHT SHIFT ADDITIONAL RESOURCES

| Name of Clinical Unit: | Planned total hours of unlicensed personnel care per patient including adjustment for case mix and acuity on the Night Shift (Please provide a number with up to 5 digits. Ex: 101.50) |
|------------------------|--|
| Other | 0 |
| Emergency Department | 0.79 |
| Pediatric | 1.38 |
| Pediatric | 1.25 |
| Pediatric | 0 |
| Obstetrics/Gynecology | 2.13 |
| Obstetrics/Gynecology | 0.88 |
| Neonatal | 2.25 |
| Intensive Care | 1.25 |
| Pediatric | 0 |
| Other | 0 |

NIGHT SHIFT CONSENSUS INFORMATION

| Name of Clinical Unit: | Description of additional resources available to support unit level patient care on the Night Shift. These resources include but are not limited to unit clerical staff, admission/discharge nurse, and other coverage provided to registered nurses, licensed practical nurses, and ancillary staff. | Our Clinical Staffing Committee reached consensus on the clinical staffing plan for this unit: | If no, Chief Executive Officer Statement in support of clinical staffing plan for this unit: | Statement by members of clinical staffing committee selected by the general hospital administration (management members): |
|------------------------|---|--|--|---|
| Other | material handlers, clinical educators, environmental services aids | Yes | | |
| Emergency Department | Float pool RNs, hospitality aids, material handlers, physicians, APP's, clinical educators, child life specialists, environmental services aids | Yes | | |

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|-----------|--|-----|--|--|
| Pediatric | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. | Yes | | |
| Pediatric | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. | Yes | | |
| Pediatric | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. | Yes | | |

| | | | | |
|-----------------------|--|-----|--|--|
| Obstetrics/Gynecology | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. | Yes | | |
| Obstetrics/Gynecology | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, Midwives, doulas, and educators. | Yes | | |
| Neonatal | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. | Yes | | |

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|----------------|--|-----|--|--|
| Intensive Care | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. | Yes | | |
| Pediatric | Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists. | No | management and staff at John R. Oishei Children's Hospital (OCH) met monthly from December 2022 – June 17, 2024 in furtherance of developing a recommended clinical staffing plan for that site. While that process resulted in many areas of agreement, consensus was not achieved for certain positions. This submission lists the positions that were agreed upon by the OCH clinical staffing committee and are adopted as recommended. For each area lacking consensus, those areas of discrepancy are outlined in the Statement by members of the clinical staffing committee selected by the general hospital administration (management members) and statement by members of clinical staffing | Employee members proposed to add 1 MA 24/7. Management in agreement to adding 1 MA at a census of 7 or more. Labor not in agreement with counter proposal. |

| | | | | |
|-------|---|----|--|---|
| Other | <p>EEG Techs, Float Pool RN's, Float Pool MA's, Environmental Services, Infection Preventionists, Material Handlers, Physician Assistants or Nurse Practitioners (APPs), Physicians, lactation consultants, educators, and art therapists.</p> | No | <p>management and staff at John R. Oishei Children's Hospital (OCH) met monthly from December 2022 – June 17, 2024 in furtherance of developing a recommended clinical staffing plan for that site. While that process resulted in many areas of agreement, consensus was not achieved for certain positions. This submission lists the positions that were agreed upon by the OCH clinical staffing committee and are adopted as recommended. For each area lacking consensus, those areas of discrepancy are outlined in the Statement by members of the clinical staffing committee selected by the general hospital administration (management members) and statement by members of clinical staffing</p> | <p>Consensus reached on nurse staffing. Employee members proposed adding EEG techs to the unit, this was not agreed upon as the EEG techs are separate from nursing responsibilities. Employee members proposed to add MA. Management in agreement to adding 1 MA at a census of 7 or more for overflow patients. Labor not in agreement with counter proposal.</p> |
|-------|---|----|--|---|

CBA INFORMATION

| | |
|---|----------------------|
| <p>We have one or more collective bargaining agreements:</p> | <p>Yes</p> |
| <p>If yes, then:</p> <p>Our general hospital has a collective bargaining agreement with the following organizations that represent clinical staff (Select all that apply):</p> <p>**Please select association and identify staff (e.g. nurses, ancillary staff, etc.) represented.</p> | <p>SEIU 1199</p> |

Our general hospital's collective bargaining agreement with SEIU 1199 expires on the following date:

05/31/20
25 12:00
AM

The number of hospital employees represented by SEIU 1199 is:

719