

HOSPITAL INFORMATION

Region	Metropolitan Area Regional Office
County	Orange
Council	Mid-Hudson
Network	WESTCHESTER MEDICAL CENTER HEALTH NETWORK
Reporting Organization	Bon Secours Community Hospital
Reporting Organization Id	0708
Reporting Organization Type	Hospital (pfi)
Data Entity	Bon Secours Community 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) ?
Outpatient infusion services	2	1.33	12	6
Outpatient Wound Care and inpatient consults	1	0.66	12	12
Radiology RN or imaging support	0.5	0.5	12	12
PAT: pre anesthesia testing	1	0.5	14	14
Accommodates patients pre and post same day surgery	2.5	2	10	4.5
PACU/Recovery Room	2.5	2	10	2
Operating Room	5.5	2	10	2
A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	4	1.75	18	4.5
Medical Surgical Bariatrics	1	1.6	5	6
Medical Surgical 3rd Floor	3	1.33	18	6
ICU: Intensive Care Unit	2	4	4	2
New Directions: Chemical Addiction Acute and Rehab	2	1.14	16	10
2 west: Adult Mental Health Unit	3	1	24	8

LPN DAY SHIFT STAFFING

<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>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)</p>	<p>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)</p>
Outpatient infusion services	0	0
Outpatient Wound Care and inpatient consults	0	0
Radiology RN or imaging support	0	0
PAT: pre anesthesia testing	0	0
Accommodates patients pre and post same day surgery	0	0
PACU/Recovery Room	0	0
Operating Room	0	0
A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	0	0
Medical Surgical Bariatrics	0	0
Medical Surgical 3rd Floor	0	0
ICU: Intensive Care Unit	0	0
New Directions: Chemical Addiction Acute and Rehab	0	0

2 west: Adult Mental Health Unit	0	0
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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)
Outpatient infusion services	0	0
Outpatient Wound Care and inpatient consults	0	0
Radiology RN or imaging support	1	8
PAT: pre anesthesia testing	0	0
Accommodates patients pre and post same day surgery	0	0
PACU/Recovery Room	0	0
Operating Room	5.5	44
A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	1	8
Medical Surgical Bariatrics	0	0
Medical Surgical 3rd Floor	1	8
ICU: Intensive Care Unit	0.75	0.57

New Directions: Chemical Addiction Acute and Rehab	0	0
2 west: Adult Mental Health Unit	1	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)
Outpatient infusion services	1	0.66
Outpatient Wound Care and inpatient consults	0	0
Radiology RN or imaging support	0	0
PAT: pre anesthesia testing	0	0
Accommodates patients pre and post same day surgery	0	0
PACU/Recovery Room	0	0
Operating Room	0	0
A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	1	8
Medical Surgical Bariatrics	1	1.6
Medical Surgical 3rd Floor	2	0.88
ICU: Intensive Care Unit	0	0

New Directions: Chemical Addiction Acute and Rehab	1	0.57
2 west: Adult Mental Health Unit	3	1

DAY SHIFT ADDITIONAL RESOURCES

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.	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.
Outpatient infusion services	NA
Outpatient Wound Care and inpatient consults	N/A
Radiology RN or imaging support	1 RN& 1 Tech for each procedure requiring a nurse.
PAT: pre anesthesia testing	Scheduled appointments of 15-30 minutes
Accommodates patients pre and post same day surgery	N/A
PACU/Recovery Room	1 RN on-call for recovery after hours and on weekends and holidays.

Operating Room	1 Surgical Scheduler; 1 RN & 1 Surgical Technician on-call after hours and on weekends and holidays.
A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	1 Social Work Screener to provide behavioral health services.
Medical Surgical Bariatrics	Bariatric Nurse Manager Coordinator
Medical Surgical 3rd Floor	None
ICU: Intensive Care Unit	Respiratory as needed.
New Directions: Chemical Addiction Acute and Rehab	2 Counselors
2 west: Adult Mental Health Unit	1 Occupational Therapist 4-5 days per week; 2-3 Social Work Counselors;

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):
Outpatient infusion services	Yes			
Outpatient Wound Care and inpatient consults	Yes			
Radiology RN or imaging support	Yes			
PAT: pre anesthesia testing	Yes			

Accommodates patients pre and post same day surgery	Yes			
PACU/Recovery Room	Yes			
Operating Room	Yes			
A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	Yes			
Medical Surgical Bariatrics	Yes			
Medical Surgical 3rd Floor	Yes			
ICU: Intensive Care Unit	Yes			

<p>New Directions: Chemical Addiction Acute and Rehab</p>	<p>No</p>	<p>I, Dr. Mary Leahy have reviewed the proposed staffing recommendations by management and labor members and support submission as proposed by management.</p>	<p>Members of hospital management and administration met with employee members and union representatives on a regular basis to review the proposed staffing plan and volume indicators. Consensus was not reached in all areas based on the employees request for additional minimal staffing. The discussion included open dialogue between labor and management regarding assignments and flow of the department. Ultimately, management could not agree to the request.</p>	<p>Management's recommendation for minimal staffing is not consistent with the legislation NYSHCSC Law 2805-t. Sufficient staffing is crucial for patient care, improved outcomes, and ensures patients receive the needed attention, expertise, and support. Sufficient staffing allows for swift responses to emergencies while also reducing the risk of errors. Insufficient staffing also drives worker turnover and exacerbates the current workforce crisis. To achieve high-quality care, adequate staffing is required on these units. We feel our proposal met the requirements of the law, improves patient care, and enhances the staff retention</p>
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<p>2 west: Adult Mental Health Unit</p>	<p>No</p>	<p>I, Dr. Mary Leahy have reviewed the proposed staffing recommendations by management and labor members and support submission as proposed by management.</p>	<p>Members of hospital management and administration met with employee members and union representatives on a regular basis to review the proposed staffing plan and volume indicators. Consensus was not reached in all areas based on the employees request for additional minimal staffing. The discussion included open dialogue between labor and management regarding assignments and flow of the department. Ultimately, management could not agree to the request.</p>	<p>Management's recommendation for minimal staffing is not consistent with the legislation NYSHCSC Law 2805-t. Sufficient staffing is crucial for patient care, improved outcomes, and ensures patients receive the needed attention, expertise, and support. Sufficient staffing allows for swift responses to emergencies while also reducing the risk of errors. Insufficient staffing also drives worker turnover and exacerbates the current workforce crisis. To achieve high-quality care, adequate staffing is required on these units. We feel our proposal met the requirements of the law, improves patient care, and enhances the staff retention</p>
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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)?
A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	5	1.74	23	4.6
New Directions: Chemical Addiction Acute and Rehab	2	1.14	16	10
Medical Surgical Bariatrics	1	1.33	5	6
Medical Surgical 3rd Floor	3	1.33	18	6
ICU: Intensive Care Unit	2	4	4	2
2 west: Adult Mental Health Unit	3	1.5	24	8

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)
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A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	0	0
New Directions: Chemical Addiction Acute and Rehab	0	0
Medical Surgical Bariatrics	0	0
Medical Surgical 3rd Floor	0	0
ICU: Intensive Care Unit	0	0
2 west: Adult Mental Health Unit	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)
A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	1	8
New Directions: Chemical Addiction Acute and Rehab	0	0
Medical Surgical Bariatrics	0	0
Medical Surgical 3rd Floor	0.75	0.57
ICU: Intensive Care Unit	0	0
2 west: Adult Mental Health Unit	0	0

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)
A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	1	8
New Directions: Chemical Addiction Acute and Rehab	1	0.57
Medical Surgical Bariatrics	1	1.33
Medical Surgical 3rd Floor	2	0.8
ICU: Intensive Care Unit	0	0
2 west: Adult Mental Health Unit	3	1

EVENING SHIFT ADDITIONAL RESOURCES

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.	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.
A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	1 Social Work Screener to provide behavioral health services.
New Directions: Chemical Addiction Acute and Rehab	1 Counselor 5 days per week
Medical Surgical Bariatrics	None
Medical Surgical 3rd Floor	None
ICU: Intensive Care Unit	None
2 west: Adult Mental Health Unit	1 Certified Occupational Assistant 4-5 days per week

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):
A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	Yes			

New Directions: Chemical Addiction Acute and Rehab	No	I, Dr. Mary Leahy have reviewed the proposed staffing recommendations by management and labor members and support submission as proposed by management.	Members of hospital senior administration met with employee members and union representatives on two separate occasions to review the proposed staffing plan and volume indicators. Consensus was not reached based on the employees request for additional minimal staffing. The discussion included open dialogue between labor and management regarding assignments and flow of the department. Ultimately, management could not agree to the request.	Management's recommendation for minimal staffing is not consistent with the legislation NYSHCSC Law 2805-t. Sufficient staffing is crucial for patient care, improved outcomes, and ensures patients receive the needed attention, expertise, and support. Sufficient staffing allows for swift responses to emergencies while also reducing the risk of errors. Insufficient staffing also drives worker turnover and exacerbates the current workforce crisis. To achieve high-quality care, adequate staffing is required on these units. We feel our proposal met the requirements of the law, improves patient care, and enhances the staff retention
Medical Surgical Bariatrics	Yes			
Medical Surgical 3rd Floor	Yes			
ICU: Intensive Care Unit	Yes			

<p>2 west: Adult Mental Health Unit</p>	<p>No</p>	<p>I, Dr. Mary Leahy have reviewed the proposed staffing recommendations by management and labor members and support submission as proposed by management.</p>	<p>Members of hospital management and administration met with employee members and union representatives on a regular basis to review the proposed staffing plan and volume indicators. Consensus was not reached in all areas based on the employees request for additional minimal staffing. The discussion included open dialogue between labor and management regarding assignments and flow of the department. Ultimately, management could not agree to the request.</p>	<p>Management's recommendation for minimal staffing is not consistent with the legislation NYSHCSC Law 2805-t. Sufficient staffing is crucial for patient care, improved outcomes, and ensures patients receive the needed attention, expertise, and support. Sufficient staffing allows for swift responses to emergencies while also reducing the risk of errors. Insufficient staffing also drives worker turnover and exacerbates the current workforce crisis. To achieve high-quality care, adequate staffing is required on these units. We feel our proposal met the requirements of the law, improves patient care, and enhances the staff retention</p>
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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)
Emergency Department	A level 2 Emergency Department located on the lobby level, that treats, stabilizes and transfers pts	3	1.71	14
Medical/Surgical	Medical Surgical Bariatrics	1	1.33	5
Telemetry	Medical Surgical 3rd Floor	3	1.33	18
Critical Care	ICU: Intensive Care Unit	2	4	4
Chemical Dependency	New Directions: Chemical Addiction Acute and Rehab	2	1	16
Psychiatry	2 west: Adult Mental Health Unit	3	1	24

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)
Emergency Department	4.7	0
Medical/Surgical	6	0
Telemetry	6	0
Critical Care	2	0

Chemical Dependency	10	0
Psychiatry	8	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)
Emergency Department	0	1
Medical/Surgical	0	0
Telemetry	0	0
Critical Care	0	0
Chemical Dependency	0	0
Psychiatry	0	0

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)
Emergency Department	0.57	1
Medical/Surgical	0	1
Telemetry	0	2
Critical Care	0	0
Chemical Dependency	0	1
Psychiatry	0	3

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)
Emergency Department	0.57
Medical/Surgical	1.33
Telemetry	0.8
Critical Care	0
Chemical Dependency	0.57
Psychiatry	1

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):
Emergency Department	1 Social Work Screener to provide behavioral health services.	Yes		
Medical/Surgical	None	Yes		
Telemetry	None	Yes		
Critical Care	None	Yes		

Chemical Dependency	None	No	I, Dr. Mary Leahy have reviewed the proposed staffing recommendations by management and labor members and support submission as proposed by management.	<p>Members of hospital management and administration met with employee members and union representatives on a regular basis to review the proposed staffing plan and volume indicators. Consensus was not reached in all areas based on the employees request for additional minimal staffing. The discussion included open dialogue between labor and management regarding assignments and flow of the department. Ultimately, management could not agree to the request.</p>
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Psychiatry	None	No	I, Dr. Mary Leahy have reviewed the proposed staffing recommendations by management and labor members and support submission as proposed by management.	Members of hospital management and administration met with employee members and union representatives on a regular basis to review the proposed staffing plan and volume indicators. Consensus was not reached in all areas based on the employees request for additional minimal staffing. The discussion included open dialogue between labor and management regarding assignments and flow of the department. Ultimately, management could not agree to the request.
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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:

10/01/20
26 12:00
AM

The number of hospital employees represented by SEIU 1199 is:

512