

HOSPITAL INFORMATION

Region	Western Regional Office
County	Erie
Council	Western New York
Network	CATHOLIC HEALTH, BUFFALO
Reporting Organization	Sisters of Charity Hospital - St Joseph Campus
Reporting Organization Id	0292
Reporting Organization Type	Hospital (pfi)
Data Entity	Sisters of Charity Hospital - St Joseph Campus

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) ?
Clearview - inpatient rehab for drug and alcohol	2	16	32	10
ED- care for patients needing emergent care	4	25	17	4
OR - surgery on patients 2nd floor	12	87	9	1
PACU - care for patients after surgical intervention	5	33	9	1.5
ASU - provides pre-op and post-op care	8	57.5	11	4
ambulatory unit provides upper and lower patient scopes	10	72	14	1
Hall 4 Orthopedic short stay post op unit	3	24	10	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)
Clearview - inpatient rehab for drug and alcohol	1	8
ED- care for patients needing emergent care	0	0
OR - surgery on patients 2nd floor	0	0
PACU - care for patients after surgical intervention	0	0
ASU - provides pre-op and post-op care	0	0
ambulatory unit provides upper and lower patient scopes	0	0
Hall 4 Orthopedic short stay post op unit	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)
Clearview - inpatient rehab for drug and alcohol	8	53
ED- care for patients needing emergent care	0	0
OR - surgery on patients 2nd floor	12	93.5
PACU - care for patients after surgical intervention	0	0
ASU - provides pre-op and post-op care	0	0
ambulatory unit provides upper and lower patient scopes	0	0
Hall 4 Orthopedic short stay post op unit	2	9.5

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)
Clearview - inpatient rehab for drug and alcohol	0	0
ED- care for patients needing emergent care	2	16
OR - surgery on patients 2nd floor	0	0
PACU - care for patients after surgical intervention	1	4
ASU - provides pre-op and post-op care	3	22.5
ambulatory unit provides upper and lower patient scopes	2	16
Hall 4 Orthopedic short stay post op unit	0	0

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.
Clearview - inpatient rehab for drug and alcohol	Admission Coordinator, office coordinator, supervisor
ED- care for patients needing emergent care	CN, Triage RN, UC
OR - surgery on patients 2nd floor	Supervisor, CN, EVS, peri-op assistant, anesthesia assistant
PACU - care for patients after surgical intervention	Transporters
ASU - provides pre-op and post-op care	Service line rep
ambulatory unit provides upper and lower patient scopes	UC
Hall 4 Orthopedic short stay post op unit	N/A

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):
Clearview - inpatient rehab for drug and alcohol	No	<p>ratified in 2021 and Clearview opened in 2023 and the committee was not able to reach a consensus on the plan that was developed and presented to the union before the opening. The staffing plan calls for 1:10 RN assignment. LPNS are part of the nursing staffing plan. The LPNs are assigned duties within the scope of their practice. Initially the counselors at an 8:1 ratio but then reduce to a 5:1 ratio. Initially there as not a treatment aide in the staffing plan but that was added. Due to the lack of consensus, the two sides presented their rationales to me (Aaron Chang) on August 15, 2023. Based on the fact that this is a new unit and continues to work on processes to determine the best staffing model, I</p>	<p>The current CBA was ratified in 2021 and Clearview opened in 2023 and the committee was not able to reach a consensus on the plan that was developed and presented to the union before the opening. The staffing plan calls for 1:10 RN assignment. LPNS are part of the nursing staffing plan. The LPNs are assigned duties within the scope of their practice. Initially the counselors at an 8:1 ratio but then reduce to a 5:1 ratio. Initially there as not a treatment aide in the staffing plan but that was added. We are committed to meet regularly to evaluate work load and staffing.</p>	<p>The frontline members of the CSC disagree with the Hospital's proposed staffing plan for this unit due to insufficient nursing staffing that is detrimental to safe patient care. Due to patient acuity and case mix, safe staffing on the unit requires RN ratios of 1:10 and LPN ratios of 1:20; the ratios proposed by the Hospital will negatively impact both the working conditions of frontline healthcare staff and the care that patients receive</p>

ED- care for patients needing emergent care	Yes			
OR - surgery on patients 2nd floor	Yes			
PACU - care for patients after surgical intervention	Yes			
ASU - provides pre-op and post-op care	Yes			
ambulatory unit provides upper and lower patient scopes	Yes			
Hall 4 Orthopedic short stay post op unit	Yes			

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)?
Clearview- inpatient rehab drug and alcohol	2	16	32	10
ED - care of patients needing emergency care	8	43	32	4
OR - care during surgical procedures	11	29.35	4	1
PACU - care for patients post procedure	5	16	4	2
prepares patients for surgery and discharge once recovered	5	13	7	4
Ambulatory unit that provides endoscopy services	8	8	0	1
HALL 4 Orthopedic short stay post op unit	3	24	10	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)
Clearview- inpatient rehab drug and alcohol	1	8
ED - care of patients needing emergency care	0	0
OR - care during surgical procedures	0	0
PACU - care for patients post procedure	0	0
prepares patients for surgery and discharge once recovered	0	0
Ambulatory unit that provides endoscopy services	0	0
HALL 4 Orthopedic short stay post op 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)
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Clearview- inpatient rehab drug and alcohol	8	43
ED - care of patients needing emergency care	0	0
OR - care during surgical procedures	12	32.5
PACU - care for patients post procedure	0	0
prepares patients for surgery and discharge once recovered	0	0
Ambulatory unit that provides endoscopy services	0	0
HALL 4 Orthopedic short stay post op unit	1	4.5

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)
Clearview- inpatient rehab drug and alcohol	1	8
ED - care of patients needing emergency care	2	16
OR - care during surgical procedures	0	0
PACU - care for patients post procedure	1	4
prepares patients for surgery and discharge once recovered	2	3.5

Ambulatory unit that provides endoscopy services	0	0
HALL 4 Orthopedic short stay post op unit	0	0

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.
Clearview- inpatient rehab drug and alcohol	N/A
ED - care of patients needing emergency care	CN, Triage RN, UC
OR - care during surgical procedures	CN, Anesthesia assistant
PACU - care for patients post procedure	N/A
prepares patients for surgery and discharge once recovered	N/A
Ambulatory unit that provides endoscopy services	NA
HALL 4 Orthopedic short stay post op unit	N/A

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):
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Clearview- inpatient rehab drug and alcohol	No	<p>ratified in 2021 and Clearview opened in 2023 and the committee was not able to reach a consensus on the plan that was developed and presented to the union before the opening. The staffing plan calls for 1:10 RN assignment. LPNS are part of the nursing staffing plan. The LPNs are assigned duties within the scope of their practice. Initially the counselors at an 8:1 ratio but then reduce to a 5:1 ratio. Initially there as not a treatment aide in the staffing plan but that was added. Due to the lack of consensus, the two sides presented their rationales to me (Aaron Chang) on August 15, 2023. Based on the fact that this is a new unit and continues to work on processes to determine the best staffing model, I</p>	<p>The current CBA was ratified in 2021 and Clearview opened in 2023 and the committee was not able to reach a consensus on the plan that was developed and presented to the union before the opening. The staffing plan calls for 1:10 RN assignment. LPNS are part of the nursing staffing plan. The LPNs are assigned duties within the scope of their practice. Initially the counselors at an 8:1 ratio but then reduce to a 5:1 ratio. Initially there as not a treatment aide in the staffing plan but that was added. We are committed to meet regularly to evaluate work load and staffing.</p>	<p>The frontline members of the CSC disagree with the Hospital's proposed staffing plan for this unit due to insufficient nursing staffing that is detrimental to safe patient care. Due to patient acuity and case mix, safe staffing on the unit requires RN ratios of 1:10 and LPN ratios of 1:20; the ratios proposed by the Hospital will negatively impact both the working conditions of frontline healthcare staff and the care that patients receive</p>
ED - care of patients needing emergency care	Yes			
OR - care during surgical procedures	Yes			
PACU - care for patients post procedure	Yes			
prepares patients for surgery and discharge once recovered	Yes			

Ambulatory unit that provides endoscopy services	Yes			
HALL 4 Orthopedic short stay post op unit	Yes			

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)
Chemical Dependency	Clearview - inpatient rehab - drub and alcohol	2	16	32
Emergency Department	ED- care for patients requiring emergency care	4	13	17
Short Stay	HALL 4 Orthopedic short stay post op unit	3	24	10

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)
Chemical Dependency	10	1
Emergency Department	4	0
Short Stay	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)
Chemical Dependency	8	0
Emergency Department	0	0
Short Stay	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)
Chemical Dependency	0	0
Emergency Department	0	1
Short Stay	0	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)
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Chemical Dependency	0
Emergency Department	8
Short Stay	0

NIGHT SHIFT CONSENSUS INFORMATION

<p>Name of Clinical Unit:</p>	<p>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.</p>	<p>Our Clinical Staffing Committee reached consensus on the clinical staffing plan for this unit:</p>	<p>If no, Chief Executive Officer Statement in support of clinical staffing plan for this unit:</p>	<p>Statement by members of clinical staffing committee selected by the general hospital administration (management members):</p>
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			<p>ratified in 2021 and Clearview opened in 2023 and the committee was not able to reach a consensus on the plan that was developed and presented to the union before the opening. The staffing plan calls for 1:10 RN assignment. LPNS are part of the nursing staffing plan. The LPNs are assigned duties within the scope of their practice. Initially the counselors at an 8:1 ratio but then reduce to a 5:1 ratio. Initially there as not a treatment aide in the staffing plan but that was added. Due to the lack of consensus, the two sides presented their rationales to me (Aaron Chang) on August 15, 2023. Based on the fact that this is a new unit and continues to work on processes to determine the best staffing model, I</p>	<p>The current CBA was ratified in 2021 and Clearview opened in 2023 and the committee was not able to reach a consensus on the plan that was developed and presented to the union before the opening. The staffing plan calls for 1:10 RN assignment. LPNS are part of the nursing staffing plan. The LPNs are assigned duties within the scope of their practice. Initially the counselors at an 8:1 ratio but then reduce to a 5:1 ratio. Initially there as not a treatment aide in the staffing plan but that was added. We are committed to meet regularly to evaluate work load and staffing.</p>
Chemical Dependency	N/A	No		
Emergency Department	CN, Triage	Yes		
Short Stay	N/A	Yes		

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,Co mmunica tions Workers of America</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:	17
Our general hospital's collective bargaining agreement with Communications Workers of America expires on the following date:	06/30/20 25 12:00 AM

<p>The number of hospital employees represented by Communication Workers of America is:</p>	<p>234</p>
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