

SHC Nurse Practice Committee – Job Description

CRONA is posting two positions for membership in the Nurse Practice Committee. Please read below for further information about the positions as well as a summary of related contractual language. Application for open positions must be submitted using the Consent to Serve form, available on the crona.org website on the Forms page. Applications must be received no later than July 26, 2019.

Length of Term/Time Commitment: Each position is for a two-year term, from September 2019 through August 2021. The Nurse Practice Committee meets monthly at the hospital main campus, on the second Thursday of the month in the afternoon. In addition to the monthly meeting, the Committee member may spend a small amount of time obtaining and reviewing information; such work may be done remotely.

Qualifications: Any CRONA Nurse in good standing¹ may apply for an open position. CRONA is seeking to represent all nursing practice areas, including inpatient, outpatient, and procedural. The ideal candidate will have knowledge of staffing and acuity matrix (where applicable), and an interest in supporting CRONA Nurses. The ideal candidate will have familiarity with topics such as Title 22, the CRONA contract, and hospital policies affecting nursing practice; or a willingness to acquire such knowledge. Must be able to communicate in a timely and effective manner.

Expectations: CRONA-appointed members of the Nurse Practice Committee participate in monthly meetings to discuss all topics on the monthly agenda. Committee members may be assigned to research relevant issues in order to prepare to discuss items on the agenda. Examples of this include researching issues related to ADOs (Assignment Despite Objection) filed by CRONA Nurses, or review of contractual language related to hospital policy. Members of the Nurse Practice Committee work with the CRONA Executive Board to coordinate and communicate about issues related to Nursing Practice. Must attend a minimum of 75% of meetings. Committee members are paid for time spent in meetings.

Membership in Nurse Practice Committee qualifies for 2 points for PNDP under Category F, Leadership.

CRONA's Collective Bargaining Agreement (CBA), also known as the CRONA contract, contains language specific to the Nurse Practice Committee, as well as language outlining specific issues that are within the purview of the Nurse Practice Committee. Next follows a summary of contract language that specifically mentions Nurse Practice. Only the language from each section that mentions Nurse Practice is shown; please see the complete CBA for more.

SECTION 32 NURSE PRACTICE COMMITTEE

32.1 Composition. The Nurse Practice Committee is a joint Employer/CRONA committee consisting of four (4) representatives selected by the Employer and four (4) Nurses selected by CRONA, and with advance

¹ See CRONA Bylaws, Article IV, Section 401.1 for definition of "member in good standing".

mutual agreement, additional ad hoc Nurse or Patient Care Manager participants as the Committee determines to be of assistance on particular issues or problems.

32.2 Purpose. To promote, develop, and continually enhance professional nursing practice, effective utilization of nursing resources, and an organizational climate conducive to professional practice.

32.3 Responsibilities.

32.3.1 To discuss items mutually agreed to be of concern as issues affecting Nursing Practice by both the Employer and CRONA.

32.3.2 To discuss and develop guidelines for the involvement of Nurses and physicians in a collaborative partnership in the provision of excellent patient care.

32.3.3 To consult, explore problems, and make recommendations to the Vice President of Patient Care regarding issues arising from staffing and patient care assignments or from Nurse objections to assignments.

a. Staffing is determined by a combination of professional judgment, acuity and staffing matrices. The Nurse Practice Committee may review each unit's current acuity and matrix tool, and monitor the appropriateness of staffing levels by reviewing the Nursing Department's benchmarks and quality indicators. Upon request the Committee will review changes in the composition of personnel of the affected units which result in a material change in the duties or work load of Nurses working on the affected unit. Recommendations on staffing levels will be made to the Vice President of Patient Care. If the Nurse Practice Committee does not reach consensus on its recommendations the issues will be referred for final discussion between the Vice President of Patient Care and the President of CRONA. In meeting the staffing needs of the unit, the Resource Nurse is permitted to use judgment in adjusting staffing levels that may not be fully addressed by the acuity and staffing matrix.

b. Assignment Despite Objection Form (ADO) as prepared by CRONA, will be an open agenda item for review by the Nurse Practice Committee with recommendations, if any, made in accordance with 32.3.3. ADO forms will be made available on the units. The manager or designee shall respond in writing to this Assignment Despite Objection Form (ADO) within two (2) weeks after notification by CRONA. A copy shall be submitted to CRONA and the respective Patient Care Director.

32.3.4 To consider and make recommendations regarding changes that are desired from time to time by either party regarding "float regions" and "closed staffing units" before decision by the Vice President of Patient Care, the Committee will discuss ideas for other operational arrangements, if feasible, to minimize the need for Nurses to float outside their designated float region.

32.3.5 To develop guidelines for delegation of nursing care to non-R.N. staff.

Other CBA language referencing Nurse Practice Committee:

7.1.5 Prior to revising or establishing new qualifications and Clinical Performance Criteria for Clinical Nurse II, the Employer shall notify CRONA. Upon the request of CRONA, the Nurse Practice Committee shall be given the opportunity to participate in a mutual effort to revise or establish such qualifications or

criteria. Disputes regarding revised or new qualifications or criteria that are not resolved within forty-five (45) days of notification of CRONA may be submitted by CRONA to mediation, pursuant to the terms of Section 28.2.4, but such disputes shall not be subject to arbitration under this Agreement. Mediation shall occur within thirty (30) days of CRONA's submission of the dispute to mediation. Disputes not resolved at the Nurse Practice Committee or submitted to but not resolved in mediation may be resolved by the CNO. Unless agreed to by the Nurse Practice Committee or in mediation, the revised or new qualifications or criteria for Clinical Nurse II shall not be implemented by the CNO earlier than at least forty-five (45) days after the Employer has provided notice to CRONA of such changes if CRONA has not requested mediation during that time, or ninety (90) days after the Employer has provided notice to CRONA of such changes if CRONA has timely requested mediation. The Employer shall make the final determination of the definition of qualifications, recognizing that the Employer holds the ultimate responsibility and accountability for nursing practice and standards.

7.7.3 ... From time to time, meets to review list of pre-designated appropriate sleep locations to discuss potential modifications or expansions to the list.

7.10.9 Each unit will maintain a list of qualified preceptors. In the event that a unit does not or will not have a sufficient number of qualified Preceptors, the matter will be discussed at Nurse Practice Committee. CRONA and the Employer agree to work collaboratively to identify Nurses who are interested in becoming Preceptors.

34.4 The Employer shall maintain a Workplace Violence Prevention Program compliant with applicable law. The Employer's Workplace Violence Prevention Program shall be discussed at Nurse Practice Committee at least annually. Nurse Practice Committee shall review the program as it affects Nurses and shall provide input on appropriate modifications, unit-based workplace violence prevention plans and training provided to Nurses. As part of these discussions at Nurse Practice Committee, the parties shall review the Workplace Violence Incident Log for incidents related to Nurses.

34.5 If an issue related to the Workplace Violence Prevention Program is placed on the agenda of a Nurse Practice Committee meeting, the Employer shall appoint a member of its Employee Safety Council to attend the meeting as a representative of the Employer.

SIDE LETTER Between Stanford Hospital And CRONA Re Resource Nurse Positions 2004

Any program to establish a regular designated Resource Nurse position for any unit will be discussed and details finalized in Nurse Practice Committee. Such details should include (but are not limited to): the minimum number of clinical hours required to maintain clinical skills, etc., the clinical and leadership requirements, the number of permanent Resource Nurses required, and an evaluation process for the program.

SIDE LETTER Between Stanford Hospital and Clinics And CRONA Re 500 Pasteur Dr. 2019

The Hospital acknowledges that its intent is that Nurses who are affected by the move from the existing hospital to the new hospital will be provided the opportunity to maintain their current commitment levels and shifts, and agrees to use reasonable efforts to provide Nurses with such an opportunity. The Hospital also agrees to discuss implementation of this process with CRONA through Nurse Practice Committee.

SIDE LETTER Between Stanford Health Care And CRONA Re Traveler Orientation 2019

CRONA: SHC Nurse Practice Committee Job Description; June 2019.

- 3) c) In the event that the Employer determines that a unit has an insufficient number of Nurses already participating in the Preceptor Program available to orient Traveler Nurses, the matter will be discussed at Nurse Practice Committee.