

Nurses are a hospital's greatest resource.

WHY ARE ASSIGNMENT DESPITE OBJECTION (ADO) FORMS IMPORTANT?

EXAMPLES OF VIOLATIONS

- > Assigned more patients than Title 22 regulations allow
- > In your professional judgment, the assignment is unsafe and places patients at risk
- > Patients admitted or transferred without provision of additional staff
- > Patient averaging: RNs responsible for LVN patients
- > Patient acuity not taken into account or indicate need for transfer to higher level of care
- > Lack of support staff, equipment or supplies causing inadequate or delayed patient care
- > Lack of adequate training for assignment
- > Missed breaks or meal period due to inadequate staff

IF YOU WITNESS A VIOLATION, FILL OUT THE ADO OR PATIENT SAFETY REPORTING FORM ON THE REVERSE SIDE OF THIS FORM. FOLLOW THE INSTRUCTIONS ON THE FORM, AND ALWAYS FAX OR DELIVER A COPY TO YOUR SEIU 121RN REP.

As registered nurses, it is our responsibility to protect our patients and our license by following Title 22 regulations. However, many hospitals routinely try to cut expenses by decreasing staff and not following State-mandated nurse-to-patient ratios during breaks and lunches. The Department of Health Services (DHS) enforces nurse-to-patient ratios and many other requirements, but they have a difficult time doing so without the help of those who actually work in the hospitals.

All RNs are encouraged to fill out Patient Safety Reporting forms or Assignment Despite Objection forms every time you witness a violation. You should fill out and submit them if you are placed out of ratio at any time, or if you miss any of your breaks or meal period because of a lack of relief staff.

Our Union submits these forms to the DHS and they will make an unannounced visit to the hospital, focusing on the unit that generated the complaint. Our Union is then notified of the date of the visit and whether the complaint was substantiated or not. If substantiated, a "plan of corrective action" must be submitted by the hospital to DHS.

Submitting ADO forms gets results. At Riverside Community Hospital, Local 121RN nurses provided their Union Representative with 129 ADO forms from January through July of 2010. Our Union received notice from DHS that the nurses' complaints regarding patient safety due to noncompliance with state mandated nurse-to-patient ratios were substantiated for every month at Riverside! Riverside management has had to file a plan of corrective action for each substantiated occurrence. If that plan is not followed, the hospital could ultimately be levied a hefty fine.



PATIENT SAFETY DEPENDS UPON STAYING WITHIN STATE-MANDATED RATIOS. WE FOUGHT FOR THESE RATIOS, NOW IT'S UP TO US TO ENFORCE AND PROTECT THEM!