



Date: September 1, 2010

To: RNs

From: Diana Russell, RN, Chief Nursing Officer/Chief Clinical Operations  
Patricia Briggs, RN, President, Professional Resource for Nurses  
Cheryl Reinking, RN, Vice-Chief, Clinical Operations

Re: RIF Implementation Rules

The PRN and El Camino Hospital Review Board met on August 27 and August 31, 2010 and developed the RIF Implementation Rules in accordance with the PRN Collective Bargaining Agreement (CBA) Article 33, Section 3.5 and Section 3.7 (p.81-83). These rules are attached.

Per these rules, some cost centers included in the reduction/reorganization-in-force (RIF) are self-contained and some are merged. The basis for being merged or self-contained is whether similar skills and competencies are required to work in a cost center. The rules address the options each merged group of cost centers and/or self-contained cost center has for displacement and filling vacancies.

The decision was made to RIF RNs in identified cost centers whose provisional period expires on or after August 27, 2010. In addition, the CBA provides the option for RNs subject to these RIF implementation rules to volunteer for RIF by resignation.

A list of the cost centers included in the RIF implementation procedures and the negotiated RIF Implementation Rules are posted on the PRN website ([PRNatECH.org](http://PRNatECH.org), "ANNOUNCEMENTS") and have been sent via ECH email and PRN email lists.

Please know that we will give everyone as much support as we can. If you have questions please contact Patricia Briggs, RN, President, Professional Resource for Nurses at [PRNurse@att.net](mailto:PRNurse@att.net) or Mary Gaines, Manager Labor & Employee Relations at [people@elcaminohospital.org](mailto:people@elcaminohospital.org).

**Reduction/Reorganization-in-Force (RIF)**  
**October, 2010**

**Cost Centers included in the RIF Implementation Procedures:**

4A – Surgical/Pediatrics

4B – Medical/Surgical/Oncology

CCU- Critical Care Unit – MV

PCU – Progressive Care Unit

3B – Telemetry

3C – Telemetry/Stroke

2C – Medical

ED – Emergency Department

PCR – Patient Care Resources – MV (excluding non-provisional Flex, Radiology,  
Mother/Baby, Education RNs)

OAK – El Camino Dialysis Outpatient (excluding Home Training RNs)

EVG – Evergreen Dialysis Outpatient (excluding Home Training RNs)

RGD – Rose Garden Dialysis Outpatient (excluding Home Training RNs)

Dialysis Inpatient

Interventional Services

Behavioral Health

Care Coordination

South Asian Heart Center

Lactation Services - LG

## **Reduction/Reorganization-in-Force (RIF) Implementation Rules**

1. **Volunteers for RIF** – RNs subject to RIF implementation procedures may volunteer to be RIF'd in accordance with the CBA, Article 33, Section 3,A (page 81) and Section 6,A (page 85). The 2-week time frame begins on September 1, 2010 and ends on September 15, 2010.
2. **Los Gatos Campus RN Positions** – not included in displacement options.
3. **Provisional RNs** – RNs with a Provisional Period that expires on or after August 27, 2010 will be RIF'd (excluding those RNs at the Los Gatos campus and those RNs in Behavioral Health, Interventional Services, Operating Room, NICU, and Endoscopy).
4. **RN classifications affected in cost centers** – CN I, CN II, CN III only (except #1, 2, 11, 12, 13 and one RN in PCR.)
5. **PCR** – each RN will be assigned to her/his “HC Home Unit” and will be included in the options for that cost center. May be displaced by RNs with more seniority from the HC Home Unit or merged cost centers.
6. **4A, 4B, 2C** – combined for displacement. May fill vacancies in 4A, 4B, 2C and PCR.
7. **3B, 3C** – combined for displacement. May fill vacancies in 3B, 3C, PCU and PCR.
8. **CCU** – contained for displacement. May fill vacancies in CCU, PCU and ED.
9. **PCU** – contained for displacement. May fill vacancies on PCU and PCR.
10. **OAK, RGD, EVG, Inpatient Dialysis** – combined for displacement and filling of vacancies.
11. **Behavioral Health** – new positions created for RNs in positions eliminated.
12. **Care Coordination** – new positions created outside the PRN bargaining unit for bargaining unit positions eliminated.
13. **South Asian Heart Center** – discussion with individual RN's.
14. **Interventional Services** – new position created for RN in position eliminated.
15. **Lactation Services, LG** – discussion with individual RN.
16. **NUC's** – new positions created for NUCs in positions eliminated. Change effective September 19, 2010. Thereafter, RNs will participate in RIF if applicable to cost center.
17. **Displacement Options** – first option must be current position (as defined in CBA) if available.