

# Reho / NCU

UNIT: ER  
SHIFT: 7P-7A



DATE: 12/21/2022

Fax to: 714-970-5133

## UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS ST. FRANCIS REGISTERED NURSES ASSOCIATION



### STAFFING OBJECTIONS

#### Part I

MADISON NEWTON, RN  
JESSICA ROSE, RN  
VANESSA FURZ, RN  
DIANE ALBA, RN

Nurse/s Employed at: Saint Francis Medical Center  
RONNA ENKIEWICZ (MICN) JENN QUINTO

hereby protest my assignment as:  Primary Nurse  Charge Nurse  LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

#### Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e. Charge and Monitor Tech.; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (#of pts per nurse) 2 ICU's + 2 Tubs
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) ↑ volume  
↑ acuity  
patient pulled to ch  
troubled / wide (rose)

#### Part III

#Beds/Pl's: \_\_\_\_\_ Census of Unit \_\_\_\_\_ Acuity:  High  Average  Low Clerk:  Yes  No

#### Part IV

	Shift
	Regular/Float Casual
RN	
LVN	
Aide	
Registry	

Staffing # resistance from management to close to ALS when holding even admitted pts

No Charge Nurse

12/22/2022

#### Part V

ACTION: Notified supervisor/other E. Carrigan, Manager

Supervisor response \_\_\_\_\_

#### Part VI

Comments / Additional information: \_\_\_\_\_

# READ/TC

UNIT: LED  
SHIFT: 1900 - 0730



DATE: 12/22/22  
Fax to: 714-970-5133

## UNITED NURSES ASSOCIATION OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS ST. FRANCIS REGISTERED NURSES ASSOCIATION



### STAFFING OBJECTIONS

E-MAILED JAN 1 X 2022

#### Part I

Nurse/s Employed at: Saint Francis Medical Center

Luizma Torres

hereby protest my assignment as:  Primary Nurse  Charge Nurse  LVN Coverage RN

Miguel Murata  
Jonathan Fuentes  
Dylan Nguyen

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech.; Charge and Break relief).
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (#of pts per nurse) 5 admission in team care
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) No given RN charge taking assignment.

#### Part III

#Beds/PL's: \_\_\_\_\_ Census of Unit \_\_\_\_\_ Acuity:  High  Average  Low Clerk:  Yes  No

#### Part IV

Shift	
Regular/Float Casual	
RN	
LVN	
Aide	
Registry	

#### Staffing

No Charge Nurse

#### Part V

ACTION: Notified supervisor/other Elizabeth Armenta 12/22/22 1900  
Supervisor response \_\_\_\_\_

#### Part VI

Comments / Additional Information: \_\_\_\_\_

# RCHO/MICN

UNIT: ER  
SHIFT: NIGHT



DATE: 12/22/2022

Fax to: 714-970-5133



UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS  
ST. FRANCIS REGISTERED NURSES ASSOCIATION

## STAFFING OBJECTIONS

E-MAILED JAN 1 X 2022

### Part I

Crista Muñoz RN  
ARIEL SATECA  
DAN COLE  
Nurse/s Employed at: Saint Francis Medical Center  
PATRICIA CAPATI MADELYN NGUYEN  
VALESSA RUIZ  
hereby protest my assignment as:  Primary Nurse  Charge Nurse  LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

### Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech., Charge and Break relief)

The unit was staffed with excessive registry.

- Breaker flexed prior to providing break and meal relief to all staff

- New Patients were transferred or admitted to unit without adequate staff.

- No breaker 1 NURSE 4:1 (3 ICU)

- I was given an assignment which posed a potential threat to the health and safety of my patients.

- OOR (#of pts per nurse) 4:1 STAFF 5 ICU

- I was involuntarily forced to work beyond my scheduled hours.

- MICN with other Assignment (Trauma / Break relief)

- Increase acuity patients without adjustment to assignment.

- Other (please specify) NURSES COVERING EACH OTHER FOR MEALS 8:11 RATIO

- Inadequate support staff to allow safe quality care.

HOLDING MULTIPLE RD/TELS IN ER

### Part III

#Beds/Pl's: \_\_\_\_\_ Census of Unit \_\_\_\_\_ Acuity:  High  Average  Low Clerk:  Yes  No

### Part IV

Shift	
Regular/Float Casual	
RN	
LVN	
Aide	
Registry	

### Staffing

- No Charge Nurse

### Part V

ACTION: Notified supervisor/other: ERASER ALMONTA 12/22/22, 1900  
Supervisor response: \_\_\_\_\_  
NAME/TITLE: \_\_\_\_\_ DATE/TIME: \_\_\_\_\_

### Part VI

Comments / Additional Information: \_\_\_\_\_

# hemo/micu

UNIT: ED

SHIFT: 7pm



DATE: 12/24/2022

Fax to: 714-970-5133

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## UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS ST. FRANCIS REGISTERED NURSES ASSOCIATION

### STAFFING OBJECTIONS

E-MAILED JAN 1 X 2022

#### Part I

Luis Munoz RN  
Sharon Muniz RN  
Michelle Cabrera RN

Nurse/s Employed at: Saint Francis Medical Center  
Jenny Choi RN Madelyn Nguyen RN  
hereby protest my assignment as:  Primary Nurse  Charge Nurse  LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

#### Part II

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- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech.; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (#of pts per nurse) \_\_\_\_\_
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) Charge nurse answering MICN radio  
Code nurse answering MICN Radio  
ER nurses with ICU admits and teleadmit  
Short Staffed.

#### Part III

#Beds/PL's: \_\_\_\_\_ Census of Unit \_\_\_\_\_ Acuity:  High  Average  Low Clerk:  Yes  No

#### Part IV

Shift	
	Regular/Float Casual
RN	
LVN	
Aide	
Registry	

#### Staffing

No Charge Nurse

#### Part V

ACTION:  
Notified supervisor/other \_\_\_\_\_  
Supervisor response \_\_\_\_\_

#### Part VI

Comments/Additional information: \_\_\_\_\_

RND/MICN (FAX)

UNIT: ER  
SHIFT: 1P-7A



DATE: 12/26/2022

Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS  
ST. FRANCIS REGISTERED NURSES ASSOCIATION

STAFFING OBJECTIONS

E-MAILED JAN 1 X 2022

Part I

Mildred Nguyen, RN  
Patricia Capati, RN  
Nichole Calbrete, RN  
Nurse/s Employed at: Saint Francis Medical Center  
Vanessa Ruiz, RN Sharon Ruiz  
hereby protest my assignment as:  Primary Nurse  Charge Nurse  LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing DOK. *CN covering EVN*
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech.; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- COB (# of pts per nurse) *2500 per E 3 more RN*
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) *ASSIGNED MICN*

Part III

#Beds/Pl's: \_\_\_\_\_ Census of Unit \_\_\_\_\_

Acuity:  High  Average  Low Clerk:  Yes  No

Part IV

	Shift	Regular/Float Casual
RN		
LVN		
Aide		
Registry		

*# push BACK from Personal, abs all night*  
Staffing

No Charge Nurse

*26 Admissions holding in the ED  
# No plan whatsoever to relieve the ED's workload*

ACTION: E. Carabina, Manager 12/26/2022

Supervisor response \_\_\_\_\_

Part VI

Comments / Additional Information: \_\_\_\_\_

From: **[REDACTED]**  
 Subject: Staffing Objection 12/26/2022  
 Date: Dec 26, 2022 at 22:53:23  
 To: Sandi Marques Sandi.Marques@unacuhcp.org

Hello please see the attachment.

**HW**

**E-MAILED JAN 1 X 2022**

**1**

UNIT: Emergency Dept  
 SHIFT: Morning



DATE: 12-26-2022

Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS  
 ST. FRANCIS REGISTERED NURSES ASSOCIATION

**STAFFING OBJECTIONS**

Part I

Diego Lopez

Nurse(s) Employed at: Saint Francis Medical Center

I hereby protest my assignment as:  Primary Nurse  Charge Nurse  LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, I wish to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and placing my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will, under protest, attempt to carry out my assignment to the best of my ability.

Part II

I am objecting to the above assignment on the grounds that:

- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit is staffed with excess nursing care.
- New Patients are being admitted to unit without adequate staff.
- I was given an assignment that posed a potential threat to the health and safety of my patients.
- I was involved in a patient safety incident.
- I received a patient safety incident report.
- Inadequate supervision.
- LVN coverage causing issue.
- Functioning in multiple assignments/zones (i.e. Charge and Med to Tech, Charge and Break relief).
- Breaker fixed prior to providing basic and inpatient relief to patient.
- No breaker.
- GOR (Nurses per nurse) 9
- Multiple other Assignment (Trauma / Break relief).
- Low census capacity Trauma Code RN & taking patients

Part III

#Beds/Pts: \_\_\_\_\_ Acuity:  High  Average  Low Grade:  One  Two

Part IV

SHIFT	Register/Float/Cancel
RS	
LVN	
Beds	
Registry	

Staffing

No Charge Nurses

Part V

ACTION:  
 Notified supervisor/manager \_\_\_\_\_  
 Supervisor response \_\_\_\_\_

Part VI

Comments / Additional Information \_\_\_\_\_

Fax to Sandi Marques @ 714-970-5133 or submit to a SFRNA Officer or Representative

**RCHD**

UNIT: ED

DATE: 12/26/22

SHIFT: Nights

Fax to: 714-970-5133



UNITED NURSES ASSOCIATION OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS  
ST. FRANCIS REGISTERED NURSES ASSOCIATION

**STAFFING OBJECTIONS**

E-MAILED JAN 1 X 2022

1

Part I

Jennifer Quinto

Nurse/s Employed at: Saint Francis Medical Center

Sheryn D. Silva

hereby protest my assignment as:  Primary Nurse  Charge Nurse  LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will, under protest, attempt to carry out the assignment to the best of my ability.

Part II

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- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e. Charge and Monitor Tech.; Charge and Break relief) Co-charge; Main Nurse
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (# of pts per nurse) 2: 02 + Pts.
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) \_\_\_\_\_

Part III

#Beds/Pl's: \_\_\_\_\_ Censur of Unit \_\_\_\_\_ Acuity:  High  Average  Low Clerks:  Yes  No

Part IV

	Shift	
	Regular	Float/Casual
RN		
LVN		
Aide		
Registry		

Staffing  
 No Charge Nurse

Part V

ACTION: Notified supervisor/other Elizabeth Kaplan Mgr 12/26/22 @ 1930

Supervisor response \_\_\_\_\_

Part VI

Comments / Additional Information: \_\_\_\_\_



UNIT: LED

DATE: 12/27/22

SHIFT: 1900-0730

Fax to: 714-970-5133

UNITED NURSES ASSOCIATION OF CALIFORNIA/ UNION OF HEALTH CARE PROFESSIONALS  
ST. FRANCIS REGISTERED NURSES ASSOCIATION



STAFFING OBJECTIONS

E-MAILED JAN 2 X 2022

Part I

Miguel Murata Nurse/s Employed at: Saint Francis Medical Center  
Tiffany Nguyen Jessica Rosas  
Driel  
hereby protest my assignment as:  Primary Nurse  Charge Nurse  LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

Part II

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- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech.; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (#of pts per nurse) 6:1
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) 7 Tele admits  
2 med/surg NO breaker  
03 pt at dinner time

Part III

#Beds/PL's: \_\_\_\_\_ Census of Unit \_\_\_\_\_ Acuity:  High  Average  Low Clerk:  Yes  No

Part IV

Shift	
Regular/Float/Casual	
RN	
LVN	
Aide	
Registry	

Staffing

No Charge Nurse

Part V

ACTION: Notified supervisor/other Liz Elizabeth Catalan 12/28/22  
DATE/TIME

Supervisor response \_\_\_\_\_

Part VI

Comments / Additional Information: \_\_\_\_\_



# Ketio/MCN

UNIT: ER

DATE: 12/27/22

SHIFT: 7P-7A



Fax to: 714-970-5133



UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS  
ST. FRANCIS REGISTERED NURSES ASSOCIATION

## STAFFING OBJECTIONS

E-MAILED JAN 2 X 2022

### Part I

Donna Enriquez  
Rubio Jorge  
Nichole Cabrera  
Miguel Mirala  
Tiffany Nguyen

Nurse/s Employed at: Saint Francis Medical Center  
Madeha Nguyen RN Patricia Capon RN  
hereby protest my assignment as:  Primary Nurse  Charge Nurse  LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment, today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

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- I was not trained or experienced in area assigned.
- I was not given adequate staff for acuity (short staffed).
- The unit was staffed with excessive registry.
- New Patients were transferred or admitted to unit without adequate staff.
- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech., Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (# of pts per nurse) \_\_\_\_\_
- MCN with other Assignment (Trauma / Break relief)
- Other (please specify) \_\_\_\_\_

### Part III

#Beds/Pt's: \_\_\_\_\_ Census of Unit \_\_\_\_\_ Acuity:  High  Average  Low Clerk:  Yes  No

### Part IV

Shift	
	Regular/Float Casual
RN	
LVN	
Aide	
Registry	

Staffing  
 No Charge Nurse

### Part V

ACTION: Notified supervisor/other Elizabeth Cabalan 12/27/22

Supervisor response \_\_\_\_\_

### Part VI

Comments / Additional Information: \_\_\_\_\_

Rcho/TC

UNIT: LED

DATE: 12/28/22

SHIFT: 1900-0730



Fax to: 714-970-5133



UNITED NURSES ASSOCIATION OF CALIFORNIA / UNION OF HEALTH CARE PROFESSIONALS  
ST. FRANCIS REGISTERED NURSES ASSOCIATION

E-MAILED JAN 2 X 2022

### STAFFING OBJECTIONS

Part I

Hazel Monroy  
Miguel Murata  
Jessica Rosas

Nurse/s Employed at: Saint Francis Medical Center

Jonathan Fuentes

hereby protest my assignment as:  Primary Nurse  Charge Nurse  LVN Coverage RN

As a patient advocate, in accordance with the California Nurse Practice Act, this is to confirm that I notified you that, in my professional judgment today's assignment is unsafe and places my patients at risk. As a result, the facility is responsible for any adverse effects on patient care. I will under protest, attempt to carry out the assignment to the best of my ability.

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- The unit was staffed with excessive registry.
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- I was given an assignment which posed a potential threat to the health and safety of my patients.
- I was involuntarily forced to work beyond my scheduled hours.
- Increase acuity patients without adjustment to assignment.
- Inadequate support staff to allow safe quality care.

- LVN coverage causing OOR.
- Functioning in multiple assignments/areas (i.e., Charge and Monitor Tech; Charge and Break relief)
- Breaker flexed prior to providing break and meal relief to all staff
- No breaker
- OOR (#of pts per nurse) \_\_\_\_\_
- MICN with other Assignment (Trauma / Break relief)
- Other (please specify) on ADMN PT'S  
> 7 TO 1 NURSE TO PT. RATIO W/ BD+  
PATIENTS IN TEAM CARE AREA.  
> 6 TBE, 2 MED SURG

Part III

#Beds/PT's: \_\_\_\_\_ Census of Unit \_\_\_\_\_ Acuity:  High  Average  Low Clerk:  Yes  No

Part IV

Shift	
	Regular/Float Casual
RN	
LVN	
Aide	
Registry	

Staffing

No Charge Nurse

Part V

ACTION: Notified supervisor/other \_\_\_\_\_

Supervisor response \_\_\_\_\_

Part VI

Comments / Additional Information: \_\_\_\_\_