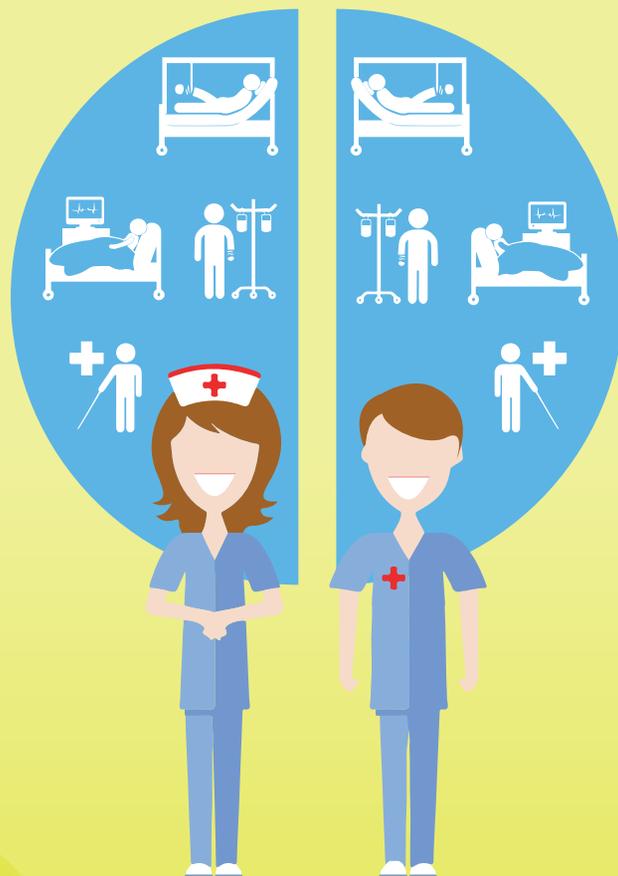


# AB 1102 AT A GLANCE

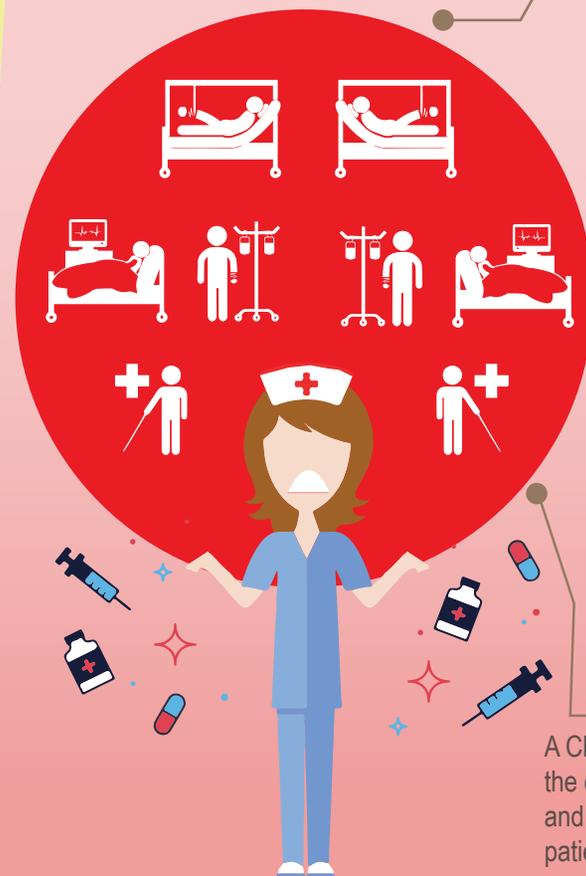
## WHAT SHOULD BE HAPPENING

The California Department of Public Health (CDPH) enforces **nurse-to-patient ratios** that are mandated by state law.

**Nurse-to-patient ratios** must be followed at all times – there is no exception for short periods of time, such as during an RN's breaks and lunch.



## WHAT'S REALLY HAPPENING



### THE "BUDDY SYSTEM"

Hospitals often violate the law by requiring nurses to take on each other's patients while they go on break, sometimes calling it a "buddy system." This puts the relieving nurse over the State's maximum nurse-to-patient ratios.

### RNS LACKING UNIT COMPETENCIES

When a hospital is short-staffed, they unlawfully cover shifts by assigning a nurse from a unit who is not trained and/or properly oriented to care for the type of patients on the unit.

### CHARGE NURSES

A Charge Nurse is responsible for the overall functioning of the unit and must constantly evaluate the patients' conditions, respond to emergency situations, and provide needed support. There is no safe way for a Charge Nurse to fulfill these duties if given their own patient assignment and still remain within the law.

## A NURSE SHOULD HAVE A VOICE IN SAFE PATIENT CARE...

SEIU California is sponsoring AB 1102, which will expand whistleblower protection laws. This will increase patient safety by prohibiting an employer from retaliating against a nurse who refuses to put patient safety and their RN license at risk by agreeing to an assignment that violates nurse staffing ratios already mandated by State Law.