

19.34 Elimination/Reduction of Mandatory Overtime for RNs, LVNs, and CNAs at Department of Corrections and Rehabilitation (CDCR) and California Correctional Health Care Services (CCHCS) Joint Labor Management Task Force (Units 17 and 20)

The Union and the State agree that mandatory overtime is not an effective staffing tool. To that end, the parties recognize and understand the importance of eliminating/reducing mandatory overtime for Registered Nurses (RNs), Licensed Vocational Nurses (LVNs) and Certified Nurse Assistants (CNAs). The parties also recognize that there are going to be circumstances and emergencies where mandatory overtime is necessary; however, it should be the exception and not the norm.

- A. To accomplish the elimination/reduction of mandatory overtime by July 1, 2019, the parties agree to establish a Joint Labor Management Task Force (JLMTF) within ninety (90) days of the ratification of this contract.

The JLMTF shall consist of an equal number of Union and CDCR/CCHCS committee members; not to exceed four (4) representatives for each side. Each shall appoint their own co-chair. The dates and times shall be mutually determined and the committee members shall not suffer loss in compensation.

- B. The JLMTF shall reach the following benchmarks:
 - 1. Meet quarterly to develop recommendations; and
 - 2. CDCR/CCHCS shall track the number of voluntary and mandatory overtime hours at each facility for RNs, LVNs and

CNAs. On a quarterly basis, CDCR/CCHCS shall submit to the Union the total number of voluntary and mandatory overtime hours worked.

C. By November 1, 2018, the JLMTF shall make recommendations on the following:

1. Patient and staff needs by tracking trends in patient acuity, overtime use and overall staffing processes;
2. Training, for applicable employees, on core staffing principles, best practices, the appropriate use of overtime, and ways to avoid mandatory overtime; and
3. Assessment and staffing best practices, a contingency staffing system, avenues for staff engagement in the scheduling process, and creative scheduling solutions.

D. The State and the Union shall develop a plan for implementing the JLMTF recommendations.