

Since the school health nurses are covered under the collective bargaining agreement between CHA and the Massachusetts Nurses Association (MNA), the following procedure applies to this reduction in force. According to the rights contained in the collective bargaining agreement that covers the nurses, they may:

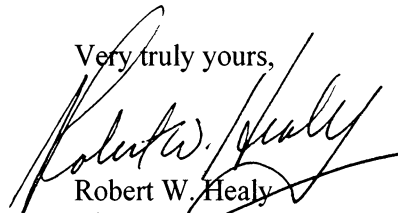
- 1) choose any available vacancy in the Cambridge Hospital for which they are qualified as determined by the reasonable judgment of the Chief Nursing Officer;
- 2) choose a layoff; or
- 3) displace/bump any less senior nurse, any unit, any shift, any hours within the same or lower classification for which they are qualified as determined by the reasonable judgement of the Chief Nursing Officer

On Wednesday, June 18, 2003, the 3 affected part-time nurses were notified of the reduction in force. They have 48 hours to choose one of the options described above. The Cambridge Hospital will freeze all nursing vacancies until the bumping process is completed.

Any less senior school nurse who is bumped as a result of the process will offered a 4th option - that she may stay on active, but unpaid status, until the middle of August, 2003. She will continue to have her health insurance benefit covered at the same level that is currently covered by the hospital.

By August 11, 2003, if some amount of grant funding has been restored the affected nurses will be able to be placed in any school health positions created as a result of that funding according to their seniority in the bargaining unit. If there is no additional funding at that time, they can then opt for any of the first 3 options described above.

Very truly yours,



Robert W. Healy
City Manager

RWH/mec



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CITY OF CAMBRIDGE • EXECUTIVE DEPARTMENT

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August 4, 2003

To the Honorable, the City Council:

In response to Awaiting Report Item Number 03-70, regarding a report on reinstating the three school nurses being laid off and the plan that all school buildings have a school nurse, Chief Public Health Officer Harold Cox reports the following:

The Enhanced School Health Services grant was awarded to the Cambridge Public Health Department (CPHD) in the winter of 2000. The objective of this statewide grant program was to provide funding to communities for enhancement of basic school health services - specifically in the areas of improved staffing, consultation and support for school health services in "non-public" (private, charter and/or parochial) schools in each district and for implementation of a computerized school health record system. CPHD achieved all of these objectives with the implementation of a networked computerized school health record system, and by creating 3 part-time positions to enhance the health services program. These positions were added to the eleven (11) full-time nurses and five (5) part-time school health nursing assistants already employed by the program.

The 3 additional part-time nurses supported the work of the existing school health staff, and provided consultation and limited health services in 6 of the "non-public" schools in Cambridge.

The grant was terminated in 2003 with the Governor's 9c cuts, and Cambridge Health Alliance absorbed the nurses' salaries (approx. \$70K for the remainder of the fiscal year). All school health services continued to be provided throughout this school year.

Currently, there are no assurance that there will be continued funding from the state government for the Enhanced School Health Services grant. Accordingly, the Cambridge Health Alliance has determined that it must eliminate the three part-time school nurse positions that were created with the original grant funding effective June 30, 2003. We will continue to provide comprehensive school health services with the original eleven (11) full time nursing positions and five (5) part-time school health nursing assistants.

Given the closing of 2 Cambridge public school buildings, we will continue to provide the same level of comprehensive school health services to our public schools, and consultation / basic health services in the non-public schools. If the Enhanced School Health Services grant is refunded at any level in the coming fiscal year, we will create additional nursing positions as the funding and grant criteria allow.

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Consent Agenda #7

Transmitting communication from
Robert W. Healy, City Manager,
relative to **Awaiting Report Item
Number 03-70**, regarding a report on
reinstating the three school nurses
being laid off and the plan that all
school buildings have a school nurse.

In City Council August 4, 2003

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