

Protect Hospital Patients from the Work Week Scheduling Mandate: Violence, Trauma and Disease Are Not Predictable

Every day hospitals are on the front line fighting violence, trauma, and disease. They need flexibility to be able to staff adequately based on patients' needs. Help hospitals save lives. Do not impose the rigid staffing mandates of the proposed "Fair Workweek" ordinance on hospitals.

Work Week Ordinances adopted in other cities and states exclude hospitals because of their unique staffing needs.

- Hospitals have been exempted from work scheduling ordinances in New York City, Philadelphia, San Francisco, Seattle and Washington DC and the state of Oregon.
- Hospitals are exempt because patients' need for hospital services is unpredictable.
- The proposed scheduling mandate will leave hospitals with untenable choices: (1) limit services when there is a surge in demand due to rigid staffing requirements thereby jeopardizing access to care; or (2) call in additional staff and pay financial penalties with funds that could have been spent on patient care.
- Bottom Line – this ordinance will either divert scarce hospital resources to pay financial penalties or it will jeopardize access to high quality hospital care.

Hospitals save lives. Violence, trauma, injuries, illnesses, and disasters don't happen on a schedule. The proposed Work Week mandate ignores reality.

- Your hospital is always there when you need it, 24 hours a day, 365 days a year, under all circumstances to handle any emergency – active shooters, violence, chemical spills, fires, car wrecks, natural disasters.
- Hospitals are fundamentally different from other employers, such as hotels, retailers, restaurants, fast food, entertainment or government services.
- Hospitals should not be financially penalized for providing the staff needed to save lives, simply because health care emergencies are unpredictable.

Hospitals deserve the same treatment as other employers exempt from the scheduling mandate.

- Imposing the scheduling mandate on hospitals and their employees, while exempting hundreds of other employers and tens of thousands of employees, is irrational and fundamentally flawed.
- The following employers and employees appear to be exempt from the ordinance:
 - Any employee who works in a major league sports stadium for any event.
 - State and local Government employers, including the Cook County Health System and the University of Illinois Health System.
 - Restaurants that have less than 30 locations and less than 250 employees at any one location are exempt, e.g., a 29 restaurant chain with over 7,000 employees would be exempt. However, Advocate Illinois Masonic Hospital (2,100 employees), Mount Sinai Hospital (1,700 employees) and almost every other hospital would be subject to this mandate.
 - Any employee covered by a collective bargaining agreement who works in construction, public utilities, telecommunications, or for a warehouse that competes with the postal service, such as UPS.

Trauma, Violence and Disease Are Not Predictable Protect Hospital Patients From the Irrational Work Week Scheduling Mandate