

VICTORY! CDPH ends automatic "expedited" waivers

We lobbied the Governor, sharing our personal stories to demonstrate the critical importance of safe-staffing, especially during the pandemic.

On February 1, 2021, the California Department of Public Health (CDPH) issued an [All Facilities Letter](#) notifying hospitals of new rules regarding the emergency suspension of nurse-to-patient ratio waivers.

What happened to the emergency waivers?

All emergency COVID-19 expedited staffing waivers allowing hospitals to put Nurses out of ratio expired February 8, 2021. Hospitals are no longer able to get automatic "expedited waivers," nor can they automatically extend their waivers.

Can my hospital still get a waiver?

CDPH will now determine **on an individual, case-by-case basis** if there are unprecedented circumstances affecting a hospital. Any new waiver must be approved by CDPH through the standard waiver process. Hospitals will now have to **demonstrate that they've made every effort to maintain safe staffing levels at all times**. These new guidelines are designed to prevent hospitals from abusing waivers.

What does the hospital need to show in order to get a waiver?

Any new waivers require hospitals to **resubmit an application explaining in great detail and documentation** that shows waivers are absolutely necessary. CDPH also can investigate these waivers at any time and revoke them if a hospital is unable to demonstrate diligent efforts to recruit and retain staff.

What if my hospital is abusing these updated staffing rules?

Unless your hospital has successfully reapplied for and received a waiver, standard staffing ratios again apply in all General Acute Care Hospital units (see Title 22 ratios here [»»» bit.ly/Title22Ratios](#)). If your hospital puts you out of ratio or has not made diligent efforts to recruit and retain staff, work with your Stewards and your Union Rep/Organizer to report this by submitting our Staffing & Safety Objections form here [»»» bit.ly/121RN_ADO](#).



Questions?

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