

local unit Newsletter

WSNA Local Unit GRAYS HARBOR

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Local Unit Officers

Debra Brogan	Co-Chair
Roberta Gerard	Co-Chair
Kimberly Dubore	Secretary/ Treasurer
Claudia Russell	Grievance

WSNA Nurse Representative

Judy Marken
1-800-231-8482, Ext 3117
jmarken@wsna.org

WSNA Web Site

www.wsna.org

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Union Representing
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Local Unit Executive Team

Your Executive Team usually meets on a monthly basis to discuss nursing concerns at Gray's Harbor Community Hospital. Grievance issues, nursing education, and new legislation are topics, and it gives nurses an opportunity to hear from one another. The WSNA Nurse Representative, Judy Marken, gets the local unit officers' report at these meetings about what is happening at Gray's Harbor and your local unit officers are updated on the latest events and news from WSNA. We also want to hear more from YOU, the other dedicated nurses at Gray's Harbor, so please contact your Executive Team with any issues or concerns.

NURSE PRACTICE COMMITTEE

The Nurse Practice Committee is a meeting wherein your Local Unit Officers, WSNA, and Management confer about nursing practice and nursing concerns as they relate to your Gray's Harbor contract. We usually hold committee meetings monthly, but the Nurse Practice Committee and Executive Team Meetings have been on a little break during summer. Your Local Unit Officers have kept WSNA informed about any concerns going on, and things seem quiet. If you have any general concerns about nursing practice at your hospital, be sure to contact someone on your Executive Team, so that these issues can be brought up at the next Nurse Practice Committee.



STAFFING COMMITTEE NEWS

September 1, 2008 was the deadline for every hospital to have established a Nurse Staffing committee, and Gray's Harbor has formed one! The nurse members are: Debra Brogan, Terry St. Onge, Orrin Converse, Norma Connell, Kim Williams, and James Hansen. Many thanks to these nurses who are willing to step up to the job of evaluating safe numbers of patients per nurse! Nurses were nominated and selected by your Executive Team. Gray's Harbor will have as many nurse members on this committee, or more, than management will have, and this should help give nurses a louder voice. Staff nurses who participate in the committee must be allowed time off for committee business during their scheduled work time, and will be compensated at the appropriate rate of pay while they are relieved of other work duties.

Primary Functions of the Committee:

Nurses on the committee will develop a staffing plan for each unit and shift of the hospital based on patient care needs, the appropriate skill-mix of registered nurses and other nursing personnel, layout of the unit, and national standards and recommendations given for safe

nurse staffing. There will be a semi-annual review of the staffing plan against patient needs and known evidence-based staffing information, including nurse-sensitive quality indicators collected by the hospital. All Gray's Harbor nurses can present their concerns to members of the staffing committee, and in this way get their opinions heard.

Role of the Committee:

The Committee shall produce the hospital's annual nurse staffing plan. If this staffing plan is not adopted by the Gray's Harbor CEO, he must provide a written explanation to the Committee, giving his reasons for not adopting the plan. His reasons will then be made known.

Posting:

The nurse staffing plan and nurse staffing levels must be posted on each unit of the hospital in a public place for all to see, with the given plan for nursing levels on each shift. This information will be available to patients and visitors.



Non-retaliation:

The hospital may not retaliate or intimidate an employee for performing any duty or responsibility in connection with the nurse Staffing Committee, nor can the hospital retaliate or intimidate an employee, patient, or other individual who notifies the nurse Staffing Committee or the hospital administration of his or her concerns about nurse staffing.

This is a golden opportunity for nursing professionals to collaboratively determine safe staffing needs with management, and have their input count. We will continue to study the relationship between safe staffing, nurse retention, and better patient outcomes at Gray's Harbor Community Hospital and elsewhere. It is a chance for our profession to clearly articulate the differences that nurses make in the delivery of effective and appropriate patient care.

For more information, go to www.wsna.org

Our annual WSNA Leadership Conference is coming!! The date is September 28th through September 30th 2008. The E&GW Awards Banquet is called "AT THE HOP", and will be fun and uplifting. It is a celebration of great nurses from our local units; nurses who inspire us all and represent our best.

Come to the Leadership Conference to hear about Nursing Practice Updates, Recent Legal Decisions, National Labor Scene Updates, and much much more!! A registration form awaits you at www.wsna.org. Sign up now!

Save The Date!

2008 Leadership Conference
September 28 – 30, 2008
Lake Chelan, WA

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