

**WSNA Local Unit
KITTTAS VALLEY
COMMUNITY HOSPITAL**

In This Issue

- Current Contract
- Upcoming Events
- Local Unit Funds
- Significant Victories

Local Unit Officers

Vonda Jennings	Chair
Paul Kelly	Co-Chair
Judi Lyons	Secretary/ Treasurer
Judith Cullinane	Grievance
Kathy Honeysett	Membership

**WSNA Nurse
Representative**

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WSNA Web Site

www.wsna.org

*The Oldest and Largest
Union Representing
Registered Nurses in
Washington State*



Current Contract

Need a copy of your current contract? The current contract is in CD form. Contact Judi Lyons for a copy. You can also download a copy from <http://www.wsna.org/snass/wa/localunits/kittitas.asp>



Have a change of name, address, or phone number? Complete a yellow change of information card and send it to WSNA as soon as possible.

WSNA applications are also available at the WSNA web site (wsna.org).

Upcoming Events

Conference Committee Meeting – Contact Vonda Jennings if you have anything you need to have discussed. The purpose of the Conference Committee is to foster problem solving pertaining to the contract through improved communications between nursing management and the nursing staff. The function of this committee is limited to an advisory capacity. The Conference Committee shall be convened at the request and mutual agreement of the Nursing Administrator or Local Unit Chairperson no later than ten (10) calendar days after either party request a meeting. The Conference Committee shall meet at least quarterly.

UPCOMING MEETINGS

FRI 01/12/07, 1000-1200, Café Conference Room
FRI 04/13/07, 1000-1200, Café Conference Room
FRI 07/13/07, 1000-1200, Café Conference Room
FRI 10/12/07, 1000-1200, Café Conference Room

Nurse Practice – This committee meets to discuss practice issues as they relate to nurses and their patient care. Contact Vonda Jennings if you have any practice issues you would like to have discussed at the next meeting.

UPCOMING MEETING

December 14, 2006: 10AM – 12PM

Local Unit Meetings – We are here for you! We are presently meeting with management to discuss changes in medical benefits. Let us know if you have any issues to address.

This is your opportunity to voice your concerns!

Carmen Garrison, WSNA Nurse Representative

February 2007

5 Nurse Legislative Day
24 Professional Nursing and Health Care Council

May 2007

3-4 WSNA Convention

September 2007

23-25 Leadership Conference

May 2008

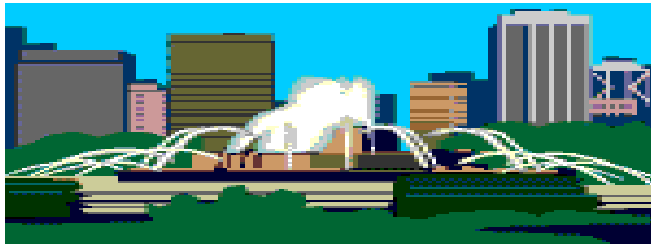
6 WSNA Centennial and Hall of Fame Gala

Local Unit Funds:

A portion of your WSNA dues goes back to your local unit. This money can be spent to send members to Leadership Conference at Lake Chelan or other WSNA approved activities.



Money can be used for local unit meeting expenses. Vouchers for reimbursement must have the signature of two local officers. Specific guidelines are provided by the Cabinet of General Welfare of WSNA.



Significant Victories

As a member of WSNA, you will have a powerful presence at the bargaining table.

WSNA works at the local level through our local units, negotiating labor contracts to address issues that are unique to each facility – as well as ensuring that all units meet the industry standards we have established through half a century of bargaining RN contracts in Washington State. WSNA local units provide leadership and professional development opportunities, facilitate resolution of workplace issues through the collective

bargaining agreement, and assist members in their role as a patient advocate.

Here are some significant victories won on behalf of nurses by WSNA:

- Increased protection from mandatory overtime and mandatory shift rotations
- A guaranteed and protected voice in Health and Safety Committees, Professional Practice and Patient Care Committees, and Staffing
- Wage increases that lead the industry – including recognition for years of experience, additional steps for experience, improved differentials and premiums, and overtime pay
- Excellent benefits packages covering medical, dental, and vision insurance; and retirement plans with employer contributions
- Paid in-service training and reimbursement of educational fees including certification testing and allowances for educational leaves
- Progressive discipline and grievance procedures that assure timely, reasonable settlements including binding arbitration when necessary
- Job security with restructuring and downsizing language detailing seniority, layoff and recall procedures
- Utilization of Assignment Despite Objection (ADO) forms to document and address unsafe or poor patient care situations
- Guaranteed residency programs for new graduate nurses



Kentucky River Update

Kittitas Valley Community Hospital is a public facility and therefore regulated by the Public Employment Relations Commission (PERC) and not the National Labor Relations Board (NLRB).

Patient Care Jeopardized with Decision by NLRB to Deny Union Rights to Nurses

SEATTLE, WA, 10/16/2006

The National Labor Relations Board (NLRB)'s ruling of the case - Oakwood Healthcare Inc. - will compromise quality patient care by reclassifying some registered nurses as "supervisors." The removal of these nurses' ability to join a union will strip them of union protection when speaking out for safe patient care. Washington State Nurses Association (WSNA), the largest union in Washington State representing over 13,000 RNs in nearly 50 health care facilities, denounces the NLRB decision as an assault on patient care by stripping nurses' rights to organize.

"Nurses are patient advocates first and foremost," said Kim Armstrong, RN, President of WSNA. "This decision has a chilling effect to our ability to speak out about workplace issues that have a direct impact on safe patient care." "Registered nurses use independent judgment, coordinate, and oversee the care of patients. These core functions make him/her

an excellent RN and patient advocate, not a supervisor," said Tim Davis, RN, Chair of the Cabinet on Economic and General Welfare of WSNA.

Collective bargaining for nurses enjoys a long and successful history in Washington State. The hospitals in Washington have long recognized the nurses' desire to unionize and have voluntarily recognized WSNA's representation of nurses. WSNA has represented nurses for collective bargaining since the 1940s. "We expect to continue our relationship with the hospitals in Washington State and hope that they will honor and respect nurses' choice to join a union. The RNs in Washington State will continue to fight for nurses' right to remain protected by unions and to have a voice for safe patient care," said Barbara Frye, RN, Director of Labor Relations at WSNA.

The NLRB rewrote broad definitions of supervisory duties, such as assigning work, responsibility to direct and use of independent judgment. For instance, the board said workers are supervisors if they - on a regular basis, even if it's infrequent - assign an employee to a particular unit or location, to work at a certain time, or to do a significant task. Also, they would be supervisors if they are held accountable for job tasks they assign. One of the most crucial benefits of union membership is protection from retaliation including being fired or disciplined when nurses voice concerns on critical patient care issues like safe staffing and mandatory overtime. The NLRB ruling will prevent many nurses from fighting for safer working conditions and quality patient care.

Founded in 1908, Washington State Nurses Association (WSNA) is the professional organization representing more than 13,000 registered nurses in Washington State. WSNA effectively advocates for the improvement of health standards and availability of quality health care for all people; promotes high standards for the nursing profession; and advances the professional and economic development of nurses.