

WSNA Local Unit NORTHWEST HOSPITAL

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Local Unit Officers

Pamela Newsom	Chair
Catherine Powers	Co-Chair
Thomas Booze	Secretary/ Treasurer
Cathy Sanders	Grievance
Mary Sweeney	Membership

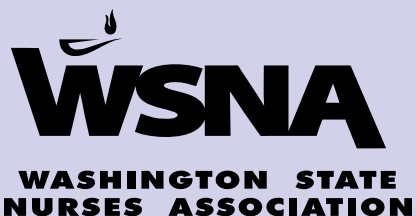
WSNA Nurse Representative

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WSNA Web Site

www.wsna.org

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Union Representing
Registered Nurses in
Washington State*



A WORD FROM YOUR LOCAL UNIT CHAIR . . . Pamela Newsom



Local Unit Meeting

On October 22, 2008 there was a Local Unit meeting held in the Lindsey Guild Auditorium from 7:00 – 8:30 PM. We were honored to have a great guest speaker, Carmen Garrison. Carmen is a WSNA Nurse Representative and she gave a very informative talk about “Workplace Bullying.” Thanks to WSNA, we were able to give CEUs to those who attended and filled out the appropriate papers. Insightful questions were asked and important information was shared.

Members enjoyed the provided pizza, salad and cupcakes made by Membership officer Mary Sweeney. Many gifts were given as door prizes but three members received grand prizes. Noel Perez from OR won a \$50.00 gift certificate to the local restaurant, Saltoro’s. David Ligman, also from OR, received a \$50.00 gift certificate to Gene Juarez Salon and Immaculate Muuasa from the 4th floor won a pastry of her choice made by Mary Sweeney, large enough to feed 10 people. Congratulations to all winners!!

It is the Commitment of the NWH WSNA Local Officers to hold bi-yearly Local Unit meetings to inform our members of pertinent information and allow our members to ask questions and share concerns. Hopefully, we will be able to do so in an enjoyable manner.

A big thanks to the members who attended the meeting and we look forward to even more at our next meeting.



Do You Know?

by Cathy Powers, RN, BSN, CCRN

Do you know who your Local Unit Officers are? Do you know what they do for you as representatives of WSNA? You might think that they represent you only when we are negotiating your contract. When in fact, we support your rights and enforce your contract at anytime it becomes necessary. You are represented monthly at Conference Committee and whenever a grievance necessitates our presence. Last month we hosted a Local Unit meeting with a speaker from WSNA on “Work Place Bullying.” We have two designated bulletin boards within the hospital to communicate to our members’ upcoming events and

topics relevant to the workplace and our professional organization. The Safe Staffing Committee represents you monthly to formulate our staffing plan together with management in compliance with the Safe Staffing Legislation (House Bill 3123).



So, who are these officers?

Pam Newsom, RN, has represented you since 1990. As the Chair of your Local Unit, she was this year's recipient of the Outstanding Local Unit Chair Award at the Leadership Conference in Chelan, WA. She has also been the President of the King County Nurses Association for the past year. Pam works in the Endoscopy Unit and in her spare time enjoys scrap booking and journaling.

Cathy Powers, RN, who has worked in the ICU for the past 20 years, is your Local Unit Co-Chair. She is responsible for updating the bulletin boards and is your representative as Co-Chair on the Safe Staffing Committee. She resides in Edmonds with husband, Michael, four cats and two dogs. Her hobbies include reading, gardening and playing golf.

Cathy Sanders, RN, is your Grievance Officer and has served in this role for seven years. Cathy has worked in Day Surgery for 11 years and had previously worked in the ICU at NWHMC from 1980-1987 and then at Life Center from 1987-1998. Cathy attends disciplinary meetings, grievance hearings and is a strong advocate for an RN who may request her presence at any meetings with management that may involve disciplinary actions against the nurse. Cathy enjoys reading, hiking, knitting and spending time with her family and friends.

Tom Booze, RN, is the Secretary/Treasurer and is responsible for posting the minutes from the monthly Conference Committee meetings on the WSNA folder in your Email, so that you can keep up to date on what is discussed at the meetings and what actions may be needed. Tom is also a Co-Chair on the Safe Staffing Committee. Tom works evening shift on the Medical Unit and has worked at

NWHMC for the past four years. His hobby is travel photography.

Mary Sweeney, RN, a gifted graduate of the culinary arts and pastry program is your Membership Officer. She attends each Orientation Day to encourage newly hired RNs to become members of WSNA. As we have strength in numbers, Mary's role is very important to the success of nurses being represented by nurses and to our own professional organization, the Washington State Nurses Association. Mary has worked at NWHMC for the past four years and enjoys cooking, baking, sewing and knitting.

Finally, it is important to recognize our Local Unit Nurses Representative, **Rosie Tillotson, RN, MSN**, who is our support and spokesperson from WSNA. She is also available to you for any questions or concerns that you might have.

Now, with all this information you might wonder how to get in contact with us. You can speak to us at work outside of patient care areas or check out the WSNA website at WSNA.org. and click on Local Units. You will have access to important information and email addresses as well.

We look forward to hearing from you!

Assignment Despite Objection



An ADO is a powerful tool. They are not to be used lightly or just because you want an easy shift. But they absolutely **must** be filled out, when in judgment of the nurse, an unsafe staffing situation arises. Unsafe staffing can take many forms, from inadequate RN or CNA to patient ratios, or no or inadequate number of Unit Secretaries. It can even be in the form of inadequate equipment to manage a patient's care or inadequate training for an assignment. All of these deserve a written response to the Hospital in the form of an Assignment Despite Objection. This written record must be addressed by management.

An ADO is a stipulation contract stating that in the nurse's professional judgment, they cannot take

responsibility for errors arising from the unsafe staffing situation. It puts the hospital on notice that they must rectify the situation or potentially face serious ramifications if something goes wrong, as the nurse will surely use the record in any legal actions.

When you fill out an ADO, make certain to notify a Local Unit Officer, either in person or via phone. Our numbers are listed below. For maximum effectiveness and to try to rectify the situation, fill out the form on the date and time of the incident, **as it is happening**, not the next day.

Fill in your assignment position and who gave it to you and when. Fill in the reason(s) for your objection. There may be several reasons. Then fill in the number of staff: RNs, LPNs, CANs/Techs, Unit Secretaries and other. Note the number of admits, discharges and census. Then give the form to your Nurse Manager/Direct Supervisor. If they aren't in the hospital, **call them**. If they are not reachable, go up the chain of command until you reach someone. All of this is time consuming in itself, but it is essential to protecting the patient, yourself and even the hospital. Many times, just stating your intention of filling one out will cause management to juggle resources to give you help. Lastly, give the pink copy to your Supervisor, give the white copy to your Local Unit Officer and keep the yellow copy for yourself.

We hope this is helpful and we hope we will see very few of them.

Chair: Pamela Newsom, RN Endoscopy 206-365-8875 pandc@clearwire.net	Membership Officer: Mary Sweeney msweeney@nwhsa.org
Co-Chair: Cathy Powers cathypowers@comcast.net	WSNA Staff Nurse Representative Rosie Tillotson, RN 206-575-7979, Ext. 3039
Secretary/Treasurer: Thomas Booze, RN Medical 206-368-1550 Home: 206-781-0365 tebooze@comcast.net	Co-Grievance Officer: Cathy H. Sanders, RN Day Surgery 206-546-4027 jbschs5@gmail.com

Thinking about taking a less than 8 hour shift?
Remember:
*No OT for hours worked beyond 4 or 6 hour shift.
 Rest between shifts would not apply.
 If staffing is not adequate, a 4 hour shift could turn into a 6 hour, 8 hour, etc. shift.*

Keep these important points in mind when deciding to apply for a less than 8 hour shift.

WSNA Holds 19th Annual Local Unit Leadership Conference

Campbell's Resort in sunny Lake Chelan, Washington was the site of the WSNA 19th Annual Leadership Conference. This annual event held from September 28th through September 30th, was attended by over 100 staff nurses, many of them Local Unit Officers. The group took full advantage of the exciting education presentations, the awards ceremony, networking, and the warm days and cool nights of eastern Washington.

The conference began with the Fall meeting of the WSNA Local Unit Council Officers. Leaders from the Local Units heard updates on hot topics such as consumer advocacy, emergency management and patient safety. Dr. Sally Watkins, Director of Nursing Practice, Education and Research, lead stimulating discussions of these sometimes controversial topics.

Monday, September 29th, began with a lovely breakfast followed by welcomes from Jean Avey, Chair, Cabinet on E&GW. Then the fun began. The conference attendees were treated to presentations on "Harassment and Bullying in the Workplace" and 2008 Safe Staffing Law Overview and Update. Helen Moss, from the Labor Education and Research Center University of Oregon gave a very thought-provoking talk about "Bullying". She described what constitutes bullying in the workplace and gave us examples of what behaviors bullies exhibit. She told us that although most bullies have a hire rank than their targets, the most distressing type of bullying is lateral bullying, for

Important

Instance RN to RN. Ms. Moss described the effects of bullying on the targeted person, the co-workers, the workplace environment. She gave us information on what to do about bullying, what the union can do, and how to establish a respectful workplace.

The 2008 Safe Staffing Law Overview was presented by Anne Tan Piazza, Director of Government Affairs, Communications, & Memberships, Sally Watkins, PhD, RN, Director of Nursing Practice, Education & Research.

We received information about how the law was conceived and passed, and how it should be implemented in each hospital. Every hospital, by the end of September 08, should have established a Safe Staffing Committee comprised of a certain ratio of administration and staff RNs.

After an informative day, the conference moved into party-mode in keeping with this year's theme Let's Go To The Hop at the Annual Awards

Banquet. . Attendees had pony-tails and poodle skirts, greased-back hair and rolled up t-shirt sleeves. Tables were decorated with T-birds and 45 records. Dinner and an auction ensued, followed by awards honoring those leaders and mentors who have shown exceptional service to WSNA. Northwest Hospital's own leadership Co-Chair, Pam Newsom was given the award for Washington State's best Chairman of a Local Unit. Kudos to Pam.

By Tuesday morning we were back at the learning tables hearing presentations on Fatigue in the workplace, Addressing Bullying and Harassment, Recent Legal Decisions Impacting the Work Environment, and the Ever-Changing National Labor Scene.

Janice Ellis, PhD, RN, ANEF and Anne Piazza validated what nurses have always known about fatigue: It affects our ability to provide safe care for our patients and can put us at risk. Objectives were the following: Identify fatigue and how to identify adverse consequences, Identify how nurses' work schedules contribute to fatigue and affect quality of care, Explain measures that can be used to combat

fatigue, and Discuss the various avenues that can be used to prevent fatigue in nurses and promote quality of care.

The second topic of the day was on Addressing the Bullying and Harassment. Samples of harassment, violence and bullying were handed out, and, together, we discussed ways to deal with these instances. We discussed how to file a Grievance, if needed and how the grievance process works.

Recent Legal Decisions Impacting the Work Environment was the third topic heard. We were updated on such legal decisions as The Right to Union Representation, Employer Anti-Union Campaigning, Employer Surveillance of Union Activity. Family Medical Leave Act Amendments were also discussed

The conference ended with a bang. A panel of nursing leaders from Ohio, Oregon and New York lead a rousing discussion of National Labor Laws and how they are ever-changing. On December 21, 2007, WSNA, Oregon Nurses Association, Ohio Nurses Association, and New York State Nurses Association, four of the founding members of the United American Nurses, disaffiliated from the UAN, our National Union. Members from these four states led us in a frank and open panel discussion about our relationship with the UAN, what went wrong, our future, the future of the Labor movement, and the future of Nursing in the labor movement.

This ended an inspirational leadership conference. We left there, proud to be RNs and inspired to continue our work as leaders in the health care field.

WSNA's Campaign to Save Public Health

Our public health system is at a crisis point. Facing budget shortfalls, counties across the state are considering dangerous cuts to public health services and funding. The Washington State Nurses Association knows that our communities can't afford any more reductions in public health. In response to this looming crisis, WSNA has launched a new campaign to save public health.



The goal of the WSNA Campaign to Save Public Health is to:

- Educate the public and policymakers about the importance of public health
- Raise awareness about the current funding crisis
- Give people the information and tools to get involved
- Prevent additional cuts at the local level
- Secure a long-term adequate and stable source of funding for public health

This issue is a top priority for WSNA because public health and public health nursing are the foundation of our health care system. It is the most cost effective system for disease prevention and health improvement and is also our first line of defense in responding to bioterrorism and in disaster preparedness. Yet, only 2% of the total health care dollars are spent on public health services, and Washington ranks 42nd in the nation in per capita spending on public health. Public health funding in Washington State has been grossly inadequate over the past decade. These additional cuts, as proposed by many of the counties, will place communities at unacceptable risk.

The public education/media portion of the campaign includes opinion editorials, letters to the editor, e-mails to county officials, paid advertising, flyers, and bumper stickers.

The 4 week advertising campaign (September 16th - October 19th) in Spokane, King, Snohomish and Whatcom County will feature billboards and bus boards to draw attention to this crisis. We will reach nearly 200,000 viewers daily and over 5 million viewers throughout the month at the following locations:

- Spokane – 3 billboards at Washington & Boone, Lincoln & Broadway, and Broadway & Monroe
- Everett – 2 billboards on Broadway and Rucker
- Bellingham – 5 bus boards in downtown

Seattle – 15 bus boards in Seattle and 6 billboards on Rainier, Lake City Way, Meridian, Queen Anne Ave, Boren, and Smith in Kent.

A critical part of the WSNA Campaign on Public Health is the launch of a new website. It will serve as the central resource center for:

- information about the crisis

- background on public health and public health nursing
- action alert center with easy ways to send messages to your county officials
- sample letters to the editor
- links and resources
- update on WSNA's efforts

Please take a moment and log onto:

<http://www.wsna.org/Topics/Public-Health/Take-Action/>

Email your county official or write a letter to the editor of your local paper and help us save public health.



Up Coming Events

**2009 Nurse Legislative Day
February 2, 2009**

**WSNA Convention '09
April 29 – May 1, 2009**

