

# local unit Newsletter

## WSNA Local Unit OVERLAKE HOSPITAL

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### Local Unit Officers

Eunice Bliss	Co-Chair
Pavlina Sebelova	Pamela Depolo
	Secretary
Connie McCalley	Treasurer
Peter Burr	Grievance
Joelle Coffman	Membership

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



## Local Unit Officer Introductions

### Eunice Bliss, Co-Chair

Hello all! I would like to introduce myself to you. My name is Eunice Bliss, RN, BSN. I have had experience as a RN working with baby and adult open heart patients, ER, ICU/CCU/CVCU, NICU. I have worked around the country as a traveling nurse before coming to Overlake and the Great Northwest area.

When I first started at Overlake Hospital some years ago, I worked as one of the critical care float RNs. That was when Overlake had critical care floats.

This included working in CCU, ICU, ER and occasionally in PACU. I then took a position in ICU on the night shift. After a few years, I did leave to go back home to Colorado when my mother became ill. I returned to Overlake again in November of 2003 starting in ICU. Since then I have worked in the Cath Lab for one year. I am now working in Medical Imaging/VIR. I have three wonderful, grown children. Matthew lives in TX, Douglas in NE, Jennifer in CO and a puppy named Toby.

I am very blessed to have found a career that I have passion for. I do love being a nurse. The many opportunities that the nursing profession has to offer is endless. The challenges that expand my knowledge and skills I still find exciting.

I feel as a professional, I have much to offer my peers in the medical field. Having worked in many different hospitals and different locations, I have been exposed to so much. I have been on several committees throughout my career. I continue to learn, to seek knowledge, and am open to new opportunities and ideas. I feel that we, the nurses at Overlake have so much to offer Overlake, our patients, our profession and each other.

Thank you for this opportunity to serve as Co-Chair.

### Pavlina Sebelova, Co-Chair

I started working in the OR as a new grad and have been there for 2.5 years now. I was nominated by one of my co-workers and found it very interesting and challenging. I am excited to learn all I can. According to my boyfriend, I'm kind, patient, professional and I've learned to work under high amounts of stress working in the OR and having to deal with many different personalities. Coming from a different country, I'm also more aware of multicultural differences in today's society. I am looking forward to meeting you at the unit meeting.



### **Joelle Coffman, Membership Chair**

Membership Chair is appointed by the officers. Joelle continues on in that position and in addition, will be mentoring the new officers. Having held the officer positions of Co-Chair and Secretary in the past, she has those experiences to draw on. Joelle works in Critical Care, evening shift and has been at Overlake since 1990. Her goal is to make sure that all new RN hires to the bargaining unit have the opportunity to meet with an officer representative during orientation. Currently, she is assisted in that by Maggie Koeppler, PACU. She welcomes other bargaining unit members who would like to be involved to contact her.

### **Pamela Depolo, Secretary**

I began my residency at Overlake Hospital in August of 2006 on West 4. I am currently working on South 5. In 2002, after being a self-employed business owner for almost 20 years, I decided to return to school to pursue a new career in nursing. I was honored to graduate in the first RN class of Lake Washington Technical College in June 2006. The dream of a nursing career was not new to me, just one that had been postponed for 30 years.

I believe that my background in business will be a real asset to the committee. It allows me to realistically approach issues from an employee point of view while giving consideration to the objectives of the employer. This will be particularly important during the upcoming contract negotiations.

### **Connie McCalley, Treasurer**

Biography not available at time of print.

## **A Word From Your WSNA Nurse Representative . . .**

### **Rosie Tillotson, RN, MSN**

As your newly designated WSNA Nurse Representative, I'd like to take this opportunity to introduce myself. I have been a Registered Nurse for twenty-three years. I have comprehensive experience in emergency medicine, peri-operative services and out patient cardiology. In the past, I have been a staff nurse

and a nurse manager. In 2006, I graduated with a Master's in Nursing from the University of Phoenix. I have been a member of various different unions during half of my nursing career.

Now, working for WSNA, I can help nurses achieve an optimal work environment. It will be a pleasure working with nurses who strive to achieve their highest nursing objectives.

I am looking forward to working with you, addressing workplace issues and promoting fair treatment of nurses at Overlake Hospital.

## **Letter from Peter Burr, Grievance Officer**

### **GRIEVANCE OFFICER: MY "JOB DESCRIPTION"**

Whether the case is a grievance filed by an RN or an investigation/discipline initiated against an RN by Management, my work begins as research to sort out the truth. I interview the RN, and may pull patients' charts, check personnel files, review the contract language and HR policies. The RN & I then meet with Management to resolve the issues.

Sometimes my role is to advocate strongly for a maligned RN; sometimes my role is more limited, ex. to advise an erring RN to accept an APPROPRIATE discipline, correct his/her practice, and move on. In either case, my hope is to negotiate a win-win resolution, IF possible.

Yes, it is an unpaid position.

Yes, I did some really interesting prerequisite study before starting out, ex. learning techniques for defending RNs, and labor law, such as "Just Cause," "Duty of Fair Representation."

And yes, the work can become time-consuming. I urgently need help-a second Grievance Officer to share the caseload.

Being the G.O. has been a fascinating experience. I am a key player at the center of the amazingly complex relationship between Management & RNs. This (mildly) adversarial process is challenging and is even fun! Nurses facing an investigation feel especially

vulnerable and really appreciate having me at their side. It is deeply satisfying to help one's colleagues. I am an RN ADVOCATE!

If you are interested in the G.O. position, contact your unit rep or me.

P.S. (Bumper Sticker) "Get involved. The world is run by those who show up."

**LOCAL UNIT MEETING**

**TUESDAY, JANUARY 22**

**CONFERENCE CENTER  
ROOM A**

**1530 TO 1630 AND  
1730 TO 1830**

**AGENDA:**

- MEET THE NEW OFFICERS
- UPCOMING CONTRACT NEGOTIATIONS
- QUESTION AND ANSWER PERIOD

**Negotiations**

By Pavlina Sebelova RN

Our current contract is going to expire on April 30<sup>th</sup> and so negotiations are just around the corner. Thank you to all of those who

volunteered to participate in the prep sessions and negotiations in February. Prep sessions will be held on February 5, 11, 12, 19, 25, and 26<sup>th</sup> at 4:00 PM. Location to be determined.

There will be a survey posted on the WSNA website starting **January 7, 2008**, so please take a few minutes to complete it and encourage your co-workers who are not members to do so as well. It's important that we find out what is important to ALL OF YOU and what changes you would like to see at Overlake Hospital and we will try and bring those issues to the table.

Don't forget to check the WSNA bulletin board in the basement by the elevators for updates.



Here is your **2008 Negotiating Team**. If you have an issue or want to be part of negotiations, please inform one of your team members. Or you may call Rosie Tillotson, RN, MSN, WSNA Nurse Representative at: 206-575-7979, ext. 3039.

**Overlake Negotiating Team 2008**

<i>Eunice Bliss</i>	<i>Cath Lab</i>	
<i>Pam Depolo</i>	<i>5S</i>	
<i>Peter Burr</i>	<i>ICU</i>	
<i>Pavla Sebelova</i>	<i>IPS</i>	
<i>Heather Lazos</i>		<i>ICU</i>
<i>Gail Cohen</i>	<i>W4</i>	
<i>Karen Kettner</i>	<i>ED</i>	
<i>Michael McKelvey</i>	<i>ICU</i>	
<i>Kimberly Lovelace</i>	<i>IPS</i>	
<i>Joelle Coffman</i>	<i>ICU</i>	
<i>Harriet Wallendahl</i>	<i>W4</i>	