

**WSNA Local Unit
OVERLAKE HOSPITAL**

In This Issue

- From The Desk of Your Local Unit Chairs!
- Have Your Rights Been Violated?
- WANTED: A New Grievance Officer
- Transfer Policy

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*The Oldest and Largest
Union Representing
Registered Nurses in
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**WASHINGTON STATE
NURSES ASSOCIATION**



**From The Desk Of Your Local Unit
Chairs. . .**

Gail and Harriet

As many of you know our long time patient and nurse advocate Mary Jo Rice is retiring.

Mary Jo has worked tirelessly to support our contract and the Registered Nurses it covers and we would like to take this opportunity to say THANK YOU, MARY JO!

We will miss her and her dedication to the Hospital as well as all of us. Please be sure to thank her, too.

Have Your Rights Been Violated?

Have you ever been in a situation at work where you thought a management decision was unfair, treated you differently from others, or violated your understanding of the contract? You may have had mixed thoughts about challenging it – You prefer to avoid confrontation or stay away from controversy. Have you thought about a grievance, but did not know the process?

Over the past several months, your association has filed individual and group grievances against the hospital. Personally your grievance officer, Mary Jo Rice (on-call West 4) has spent countless hours talking with distressed nurses about “A meeting with management tomorrow - What do I do?” and then sitting next to those same nurses supporting them during those meetings.

Your contract requires that any nurse be allowed representation at any meeting that is investigatory and may result in discipline. This is called your Weingarten Rights. Because nurses’ legal or negotiated rights are sometime violated, it is important that nurses know that they have a right to question unfair decisions and how to go about it. Here are a few pointers:

1. Do not delay. You have only 15 weekdays (3 weeks) to grieve an issues starting from when the incident happened or you became aware of it.

2. Clarify the issue. Use your WSNA local unit grievance officer, Mary Jo Rice, as a resource to see if it may have been a violation of the contract or labor law. Ask questions – the sooner the better.
3. Keep good documentation of what happened, when it happened, who said what and who else heard it.
4. Try to depersonalize the issue. It is not you against him/her; it is your opinion about an issue vs. a different interpretation. You are seeking to restore harmonious labor/management relations by clarifying the issue in a constructive way.
5. Ask for a grievance form and help filling it out. Don't be intimidated by the form – it is less complicated than a change of address card.
6. Be aware that it is your right to discuss issues or grieve them, and it is illegal for management to retaliate against you for filing a grievance.

By Mary Jo Rice

WANTED: A New Grievance Officer

At the end of this year your Local Unit Grievance Officer, Mary Jo Rice (me) will be retiring from OHMC. After 36 years of nursing, 16 of them being at Overlake, my husband and I will retire from the work force. I have held the position of grievance officer for 15 years. There have been suggestions that I share this position because of its time involvement. I have always resisted the idea. "I'm doing fine." I would always say.



But now I am reaching out to one or two of our 800 nurses to step up and assist me. I invite anyone who is interested to call me, your Local Unit Officers or Unit Rep to discuss the possibility. The

requirements are: someone who is interested in the contract and how it is interpreted, a good listener and a WSNA member.

WSNA offers training for any and all nurses who are interested in becoming more involved with your Local Unit. On the last weekend of September, in Lake Chelan, a retreat takes place to discuss WSNA and how it works. This is a perfect time for any member to have a paid mini-vacation and learn more about what WSNA is and also what it means to be a Local Unit Chair or Grievance Officer.

I want to thank in advance anyone who considers this position.

By Mary Jo Rice

Transfer Policy

The hospital has issued a transfer policy for employees that conflicts with the Collective Bargaining Agreement. Your Officers put this issue on the Conference Committee Agenda (Article 17) and it was resolved.

Outcome: The contract language regarding Job Openings – Article 9.8 applies for Registered Nurses.



DO YOU HAVE AN AGENDA ITEM FOR CONFERENCE COMMITTEE? CONTACT A LOCAL UNIT OFFICER BUT DO NOT USE THIS AS A SUBSTITUTE FOR THE GRIEVANCE PROCEDURE! TIMELINES FOR GRIEVANCES ARE DESCRIBED IN MARY JO RICE'S ARTICLE ON "Have Your Rights Been Violated?"

February 5, 2007

**Nurse Legislative
Day**

May 2 - 4, 2007

WSNA Convention

September 22-25, 2007

**Local Unit
Leadership
Conference**

Save the Date!