

## WSNA Local Unit PEACEHEALTH LCR

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### Local Unit Officers

Jeanne Avey	Chair
Robin Larsen	Vice-Chair
Vacant	Secretary/ Treasurer
Connie Ramos	Grievance
Mary Parker	Grievance
Deborah Ward	Grievance

### WSNA Nurse Representative

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

### WSNA Web Site

[www.wsna.org](http://www.wsna.org)

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



## Local Unit Executive Team

Your Executive Team meets on a monthly basis to discuss nursing concerns at PeaceHealth LCR. 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 PeaceHealth, 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 PeaceHealth. So please contact your Executive Team with any issues or concerns.

## NEGOTIATIONS/COMING CONTRACT NEWS

Negotiating Team—Jeanne Avey, Robin Larsen, Debbie Ward, Mary Parker, Val Pennington, Debbie Nida, Amy Boultinghouse, and Jill Huhta

WSNA and PeaceHealth open negotiations on September 9, 2008. Your Negotiating Team wants to be sure we keep the lines of communication open with the Local Bargaining Unit. The Negotiation dates are 9/9, 9/10, 9/16, 9/23, and 9/24. October 2<sup>nd</sup>, 7<sup>th</sup> and 16<sup>th</sup> are also planned. Updates will be posted on the WSNA website, so watch for these. If you have any questions or concerns, please contact your Negotiation Team members, or your WSNA representative, Judy J. Marken. Many thanks to your Negotiating Team for their hard work and dedication.



## CONFERENCE COMMITTEE

The Conference Committee is a meeting wherein your Local Unit Officers, WSNA, and Management confer about nursing practice and nursing concerns as they relate to your PeaceHealth contract. We hold committee meetings monthly, and have recently talked about the Nurse Practice Act, due to some of management's concerns. After one recent Conference Committee meeting, Paula Meyers from the State Board of Nursing spoke to managers, at the request of Administration. She informed them about the process the Board goes through when they receive a complaint about a Registered Nurse. She explained to management that the Board carefully compares the nurse's actions with the Nurse Practice Act of Washington. She informed management that they may be under-reporting their nurses' infractions of the Nurse Practice Act. Pat McClure, WSNA Nurse Representative, has asked management to invite Paula Meyers back to PeaceHealth to speak to nurses, so that they are given the same information. You will find the Nurse Practice Act information on WSNA's website—[www.wsna.org](http://www.wsna.org)—go to the "Nursing Practice" section. Nurses need to be aware of information they are being held accountable for, even if the Nurse Practice Act looks very complex and long. Review the law, and be aware of any parts of the law which apply directly to your job. Stay tuned for a date and time we are trying to arrange to have Paula Meyers come and speak to you.

## MANDATORY EDUCATION



## CLASSES

Please let one of your Local Unit Officers know if you are having any difficulty scheduling your BLS, ACLS, or PALS classes. The Education Department of the hospital has informed us that they will try in every way to accommodate you, so that your certification is not a problem.

## STAFFING COMMITTEE NEWS

September 1, 2008 was the deadline for every hospital to have established a Nurse Staffing committee, and PeaceHealth has formed one! The nurse members are Jeanne Avey, Cheri Rae, Shannon Baumel, Mary Wooley, Merry Bond, Jill Huhta, Linda Tedder, Sue Webb, Kathy Harvey, Joanne Rauth, and Rita Denman. Great thanks to these nurses who are willing to step up to the work of establishing safe numbers of patients per nurse! Nurses were nominated then selected by your Executive Team Committee. PeaceHealth will have more nurse members on this committee than management will have, which 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 their 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 accepted 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 PeaceHealth 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 PeaceHealth CEO, she must provide a written explanation to the Committee, giving her reasons for not adopting the plan. Her reasons would 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 on 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 PeaceHealth LCR, 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](http://www.wsna.org)

**LAST, BUT NOT LEAST**

Our annual WSNA Leadership Conference is coming!! The date is September 28<sup>th</sup> through September 30<sup>th</sup> 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 more!! A registration form awaits you at [www.wsna.org](http://www.wsna.org). Sign up now!

<p><b><i>Save The Date!</i></b> 2008 Leadership Conference September 28 – 30, 2008 Lake Chelan, WA</p>
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