

## CONFERENCE COMMITTEE MINUTES

MAY 13, 2009

**Attendance:** Paula Thomas, Kathy Ormsby, Debi Bessmer, Pat Kandratowicz, Sue Ann Egger, Jim Strain, Marilyn Bash, Donna Bauer, Peg Currie, Kris Pettibone, Becky Demers, Sherry Maughan, Camille Sturdivant-Daly.

Minutes approved from April 2009.

**Call Guidelines for Mother/baby and Labor & Delivery:** Number 16 on the Mother/baby guidelines and number 18 on the Labor & Delivery guidelines cannot be approved by WSNA. Prefer to use the language from NICU on call guidelines. Copy of NICU guidelines given to Donna Bauer to review and return to conference committee in June 2009.

**Tower Floating Guidelines:** Clarification of "on extra" with unit already staffed at 100%. **Kris Pettibone** states that the nurse signs up for an extra shift knowing that the unit is already staffed with the appropriate number of staff and is willing to be the first on to float if unit overstaffed.

**12 hr assignment vs 8 hr assignment:** With the current language it appears to be mandatory that a 12 hr nurse give up their assignment if an 8 hr nurse had it the day before. Would like example removed so that it can be voluntary to change assignments. **Jim Strain** to take this issue to the nurse managers and return to conference committee.

**Low Census:** WSNA wants to ensure that all contract language being followed before any mandatory LCD's are given. **Kris Pettibone** states that contract language is being followed ie-- voluntary LCD's given, supplementals cancelled, & extra shifts cancelled prior to any mandatory LCD's. Supplemental RN's are not eligible for mandatory LCD's they are simply cancelled.

**API 4N/4S: Problem:** Appears that changes have been made to several staff nurses API clock out times regarding overtime. **Lourie Morse** has sent emails to **Tamara Sheehan** regarding this issue and all nurses have been paid for time worked. Charge nurses and ANM's also notified that all overtime worked must be paid for. One ED RN had clock out time changed from 1530 to 1500 when asked to help as she was going down the hall to leave so did not actually leave until 1530. **Becky Demers** to follow up on this issue.

## **OPEN DISCUSSION – BUDGET/GUIDELINE CHANGES**

**Peg Currie** states that there is an \$8 million budget shortfall for 2009 and \$14 million for 2010. Shortfall is due to decreased funding for Medicaid, Psych support, and many other programs from the Washington State Budget. Bad Debt and Charity Care have also increased this year. January, February, and most of March saw a decreased patient census – upper 400's to low 500's vs upper 500's and low 600's from the same time last year. This led to a decrease in reimbursement and productivity. The last 2 pay periods have seen a tighter following of staffing guidelines resulting in 104 fewer FTE's. Wellspring consultants are helping to form a plan for the rest of 2009 and all of 2010. Notices have been posted for staff meetings regarding guideline changes. Wellspring is looking at all areas of the hospital – labor expenses and supply expenses. All nursing units have received written evaluations from Wellspring. All other departments will meet Monday May 18 to receive their evaluations. Not all nursing units will have guideline changes, some units will have only minor changes.

**Special session of Conference Committee scheduled for June 4, 2009 at 0800- 1600.**