

**WSNA Local Unit  
SACRED HEART MEDICAL  
CENTER**

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**Local Unit Officers**

Marty Avey	Co-Chair
Kathy Ormsby	Co-Chair
Linda Jones	Secretary
Deb Perry	Treasurer
Camille Sturdivant-Daly	Grievance
Cathy Harris	Membership
Vivian Hill	Membership

**Contact your LU Officer at  
1-866-305-5612-voice-tel**

**WSNA Nurse Representative**

Debi Bessmer  
1-800-231-8482, Ext 3112  
dbessmer@wsna.org  
Carmen Garrison  
1-800-231-8482, Ext 3113  
cgarrison@wsna.org

**WSNA Web Site**

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

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



**New Contracts!**

New contracts are available online and will be coming soon to you! The new contracts can be viewed right now on [www.wsna.org](http://www.wsna.org) then click onto Local Units/SHMC/view contract.

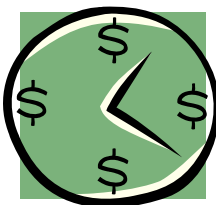
Administration had a delay in signing the contracts but they are coming! They will be arriving in CD format. Please give WSNA your feedback on this new format. We hope that you find this is an improvement! We are also working with administration at this time to make the contract easily available on the SHMC intranet so it can be viewed at work.



**WSNA/ SHMC arbitration ruling on missed breaks sends waves!**

You all made a difference and not only for all of us at SHMC. We the Executive Team received a letter of appreciation from a hospital in Medford, Oregon.

This hospital stated that they used our arbitration ruling as strong leverage to receive pay for missed breaks as well. Not only did they receive payment for missed breaks; the hospital hired over 20 more positions so that staff would be able to take breaks. Thank you again to all who participated in this groundbreaking arbitration. What you all did has made a difference here and elsewhere! We hope to see more of it! We deserve to be paid for the time we are working!



**Speaking of Missed Breaks**

Missed break forms (half sheet; tri-copy) should be available in all areas now. These should be used in place of the payroll correction forms that have been previously used. They include: Date, day of missed break(s), shift and up to 3 breaks to sign for. They need to be signed by the Unit Manager, Assistant Manager or Charge Nurse. Please, inform your immediate supervisor as soon as it becomes apparent that you are likely to miss your break(s) in order to give them time to make any alternative arrangements that they can. If that is not possible due to sudden changes in acuity or activity, you are still to be compensated if your missed break. If your supervisor refuses to sign the missed break form in the event that you have not received, let WSNA know. Please also notify WSNA in the event that you are threatened with discipline or an investigatory meeting for requesting pay for missing meals, breaks, or clocking out late if you need this time to complete your work.

Remember, anytime you are told to meet with management, you have the right to ask if the meeting will be investigatory or potentially involve discipline. If so, you have the right to representation by WSNA. When contacting WSNA, please make it clear that this is the purpose of the call and leave contact information that is NOT your work number only so we can respond as quickly as possible!



### **EIT for Scheduled Surgery**

When a nurse has a medical procedure/invasive surgery requiring time off work, EIT is immediately accessed. If you have been told that you must first use your designated number of PTO hours before accessing EIT for a medical procedure/invasive surgery, this is not correct. If you are unable to have this corrected with your immediate supervisor or are having difficulty getting time off for any medical procedure contact WSNA.

### **New Retirement Account Issues**

WSNA has heard from members that some of those who signed up for the new retirement accounts were not enrolled at the appropriate date. SHMC is aware of this and Human Resources should be able to provide you with options for “catching up” your contributions and matching funds. Please contact Human Resources if you have not been enrolled in your new retirement plan if you signed up. Check your Fidelity Statement (which have recently been sent out) or your paycheck for deductions to ensure enrollment. Are you having other issues with the new retirement plan? Contact the plan representatives for further information regarding the nature of your plan.



### **Fun in the sun and more!**

SHMC management has informed WSNA that it is hiring traveling nurses in several areas to provide coverage for our summer PTO as the census has been consistently high. We all

hope that this makes it easier on nurses getting vacations and on the staffing levels for the nurses at work. While we are optimistic that this will help our staffing, Traveling nurses are not to displace regular staff (except extra shifts and supplementals). In event of low census, agency or traveling nurses shall be released before any core staff from the unit is required to float or take low census. Travelers should also not be able to cause regular staff to be sent home or cancelled in order to work greater than full time. If there are any of these issues, please contact WSNA.



### **New Dress Policy**

WSNA has met once with SHMC administration regarding the new dress policy and has voiced disagreement on several issues. WSNA did not review this policy prior to it being distributed. Management has stated this policy is just a *guideline*. We are awaiting a written response to our issues. Please share any concerns that you have regarding this policy or any experiences that you may have already had ASAP. There should have been staff meetings and the policy should have been shared with staff by this time. There are several changes with this new policy.



### **Nurse Week Celebrations**

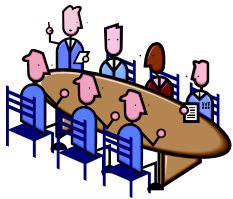
We hope that you all enjoyed the WSNA Nurse Day celebration May 9th. We saw a lot of faces come through and a very festive atmosphere! Yea Nursing!

Congratulations to 2007 Nurse Excellence Award Winner-**Lianne Nye-PICU**.

Congratulations to all Nurse Excellence nominees! We had a super group to choose from! Over 30 of your colleagues were recognized for their commitment to nursing!

## **New - Short-Term disability insurance and other voluntary benefit offerings**

All of you should have received or be receiving packets in the mail regarding offering of voluntary short-term disability and other offerings including auto insurance and legal assistance. We have been informed that some of this information is inaccurate and you will be receiving new information in the mail soon. Short-term disability premiums are calculated on an individual basis. Please do your research to ensure that this coverage is in your best interest. WSNA bargained for Short-Term disability coverage on a voluntary basis but could not control what plan was chosen. Please contact relevant companies or Human Resources with questions or concerns.



## **Nurse Practice Committee**

Would you like to be involved in nurse practice?

The Nurse Practice Committee

is a group composed of staff nurses and administration that meets for an hour a month-paid time to discuss issues and concerns regarding nurse practice for performance enhancement. If you wish to be considered for appointment to this committee or would like more information about it, please call voice-tel @ 1-866-305 5612.

## **Rest Between Shifts**

Nurses who have signed a 12 hour agreement-we need to hear from you! Are you being denied time and one half if you stay over or come in early when scheduled for 8 or 10-hour shifts back to back and do not get 12 hours off duty between shifts (article 8.9 in your contract)? We believe that you are entitled to the appropriate rest between shifts pay even if you have signed a 12 hour agreement. Contact Debi Bessmer at 1-800-231-8482, ext. 3112 or [dbessmer@wsna.org](mailto:dbessmer@wsna.org). We need to hear from you ASAP!

# Have a great summer!

## **Up Coming Events**

### **June 2, 2007**

**Spring Local Unit Council Meeting**  
Seattle, WA

[www.wsna.org/events/2007/localunitcouncilspring/](http://www.wsna.org/events/2007/localunitcouncilspring/)

### **June 12, 2007**

**WCN Open Forum**  
Vancouver, WA

### **June 13, 2007**

**WSNA Election Results Declared**

### **Sept 9-13, 2007**

**UAN Labor Institute Meeting**  
Seattle, WA

[www.wsna.org/library/2007.UANLaborInstituteMeeting/](http://www.wsna.org/library/2007.UANLaborInstituteMeeting/)

### **Sept 22-25, 2007**

**Local Unit Leadership Conference**  
Chelan, WA

### **May 6, 2008**

**WSNA Centennial and Hall of Fame Gala**  
Seattle, WA