

**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

**Nurse Practice Committee:**

Marty Avey  
Vicki Dodson  
Vivian Hill

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

**WSNA Nurse Representative**  
Debi Bessmer  
1-800-231-8482, Ext 3112  
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**WSNA Web Site**  
[www.wsna.org](http://www.wsna.org)

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

**WSNA**

**WASHINGTON STATE  
NURSES ASSOCIATION**



## **HOT WEATHER AND HOT TOPICS!**

### **Missed Break Issues**

WSNA is hearing several concerns regarding missed breaks. Staff in some areas who have been submitting missed break forms for compensation are being asked to meet with their managers to discuss this issue. If you are asked to meet with management, let WSNA know. You are entitled to compensation for all missed breaks. Management is responsible for staff getting their breaks. You have the right to ask your manager prior to meeting if the meeting is to be investigatory or disciplinary in nature.

If you are not getting your breaks, it is important that you fill out the missed break form and obtain compensation. If staff who miss breaks are not doing this, management may be unaware of staffing or other issues leading to missed breaks and therefore will do nothing to rectify the situation. If most or all staff in an area miss their breaks but only some of the staff are filling out forms for compensation, management may not see the overall situation accurately. Please do your part. Document the breaks that you miss and get compensated.



### **What is an Investigatory Interview?**

Any time you are asked to attend a meeting with your manager or director about any issue that you are involved with that could possibly lead to disciplinary action is considered an investigatory interview. That can include absenteeism, tardiness, overtime, patient complaints, peer complaints, etc.

You can ask at the beginning of the meeting, “Is this a meeting that is disciplinary or that can lead to disciplinary action”? If they answer “Yes” then you have the right to ask for representation. If they say “No” and indicate that you don’t need anyone, listen carefully to what is being discussed. If it starts to feel like it could lead to discipline, you have the right to invoke your Weingarten Rights.

### **What are my Weingarten Rights?**

If it starts to sound disciplinary, you can say: “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union Representative be present at this meeting. Without representation present, I choose not to participate in this discussion.”

### **More about Weingarten Rules:**

Under the Supreme Court’s Weingarten decision, when an investigatory interview occurs, the following rules apply:

**Rule 1:** The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

**Rule 2:** After the employee makes the request, the employer must choose among three options. The employer must either:

A. Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee, or;

B. Deny the request and end the interview immediately, or;

- C. Give the employee a choice of:
- a. Having the interview without representation, or;
  - b. Ending the interview.

**Rule 3:** If the employer denies the request for union representation and continues to ask questions, it would commit an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

### **Why do I need representation?**

You need to take a representative from WSNA in for meetings that are disciplinary or that could lead to discipline. The person’s role is to take notes of what you say and what your manager says. Usually these meetings are emotional for the RN involved. After walking out of your director’s office, often the RN doesn’t remember all that was said, how it was said, and what was agreed to, etc. Having a note taker can also prevent the “He Said/She Said” situations.

### **Who can represent me?**

Your first choice is your grievance officer or one of the other local unit officers. If they are not available, you can have a bargaining unit RN. If you can’t find someone from your bargaining unit, find anyone that can write notes for you.

### **If they keep asking questions, can I leave?**

No, stay at the meeting, but do not answer questions until your representative has a chance to arrive.



## **WSNA NEEDS NURSES TO BE INVOLVED!!**

WSNA needs YOU to help in small ways to enhance service and communication with all our members. We have the largest local unit in the state with many issues occurring at any given time. Members can help out in many different ways short or long-term.

Here are some opportunities:

### ***New Employee Orientation:***

WSNA-members introduce WSNA to new orientees. This occurs every other Monday throughout the entire year. WSNA's new employee orientation is approximately 30 minutes each session. Interested parties can be trained and observe orientation sessions. This is a great way to promote your professional organization as well as learn more about WSNA for yourself! Do one session or as many as you want! Contact Voice-tel for more information.

### ***Grievance Assistants:***

Our Grievance Chair is looking for members who can assist other members in the grievance process. Interested staff will receive training for any area in which they are interested. Areas of the grievance process include: Speaking with members regarding general or contract information; speaking with members to determine if a grievance exists; assisting in filling out paperwork for a grievance and maintaining timeline; participating in meetings that are grievances or investigatory/disciplinary in

nature. This is a great way to get to know your contract and grievance process while helping your fellow members! The more members who are willing to help others, the more resources available to ALL members!



### ***Overtime for 12 hr/36 hour positions***

Nurses who work 12-hour shifts are considered full-time at 36 hours. After 36 hours, overtime pay applies. If you work above these hours, use the proper time code when clocking in/out. The time code to use is described as "work on day off." Otherwise it is possible that you won't be compensated at the appropriate time-and-one-half pay rate until greater than 80 hours in a pay period.

Be sure that you are being paid properly for the work that you do!

## **Up Coming Events**

**Sept 22-25, 2007**

**Local Unit Leadership Conference**  
Chelan, WA

**May 6, 2008**

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

<b>Free For All Nurses</b>	
<b><u>SAFE NURSE STAFFING REGIONAL WORKSHOPS</u></b>	
Spokane – October 6, 2007	
Bellingham – October 8, 2007	
Olympia – October 9, 2007	
Vancouver – October 10, 2007	
Mt. Vernon – October 22, 2007	(for more information go to <a href="http://WSNA.org">WSNA.org</a> )
Tacoma – October 23, 2007	
Richland – October 24, 2007	
Yakima – October 25, 2007	
Seattle – October 27, 2007	