

**WSNA Local Unit  
CHILDREN'S HOSPITAL**

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**Local Unit Officers**

Sonja Kvamme	Co-Chair
William Berko	Co-Chair
Edna Cortez	Secretary/ Treasurer
Jeremy King	Grievance
Jean Pfeifer	Grievance
Molly Ruddy	Membership Coordinator

**WSNA Nurse  
Representative**

Darlene Delgado  
(206) 575-7979, Ext 3030  
ddelgado@wsna.org

**WSNA Web Site**

www.wsna.org

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



**Calling All Negotiators**



It's hard to believe that it's again time to begin thinking about contract negotiations. But, being just shy of one year left in the current Agreement, your Local Unit Officers have started just that.

Many Children's nurses have expressed interest in getting more involved with WSNA. One way to be involved and also learn about WSNA and the benefits of collective bargaining is through the experience of being a member of the contract negotiation team.

What does it take to be a member? First of all – commitment. It requires many months of meetings, in which we plan and then survey the nurses in the bargaining unit, collate the information collected, scour over the contract word by word, sentence by sentence and article by article, setting priorities, meeting with our WSNA legal representative and finally culminating in cross-table negotiations with the hospital. It ends only when we are satisfied that we have negotiated a fair and equitable agreement with the administration. It is then present it to the members of the local unit, who then vote for its ratification.

The Local Unit Executive team would like to begin the process this fall at the WSNA Leadership Conference at Lake Chelan. We would like all nurses interested in participating on the 2007 Negotiation Team to attend the conference that will be held September 23 – 26 at Lake Chelan. The conference actually starts on the 24<sup>th</sup>; however we are planning on a kick-off meeting for the new negotiation team on the 23<sup>rd</sup>. All expenses to the conference will be paid for. In addition to getting more involved in your professional organization, topics covered during past Leadership Conferences have included the history of WSNA, negotiation skills, collective bargaining and grievance procedures. Attending this conference also affords a wonderful opportunity to network with other WSNA nurses from across the state as well as hear from national nursing leaders. Please contact one of the local unit officers if you would like to go, and don't forget to request the time off.



# Grievance Activity For 2006

*Submitted by Jean Pfeifer, Co Grievance Officer*

The largest grievance was filed in February, 2005 by one nurse on behalf of all Modified Baylor position nurses. There were 10 nurses affected by this grievance. Persistence on behalf of the nurse, the grievance officer and the WSNA Nurse Representative, paid off and in March 2006, a settlement was reached.

The hospital made calculations for contributions into their retirement accounts based on pay and not hours worked. The error occurred because these nurses are paid “premium pay” for 0.3 FTE of their position. The hospital does not make contributions to the retirement system on premium pay other than holidays worked. The hospital then reviewed each of the ten nurses work hours for a defined period of time, and based on hours worked, an additional amount was added to their retirement account. The total amount of this settlement was in excess of **\$15,000.00**. This was indeed a big win for 10 nurses!!!!



Our Membership language requires all nurses hired into the bargaining unit to fulfill a membership obligation. A grievance was filed as the hospital did not agree with this interpretation when it involved per diem nurses. In March 2006, a settlement was reached and the per diem nurse was informed by WSNA and Children’s Human Resource that she needed to join or resign from her position. The Hospital is now informing **all new hires** of the membership obligation.

A third grievance this spring was filed on behalf of all nurses in the ED. Charge Nurse positions were not filled according to Article 9.5 which states that all permanent Charge Nurse positions will be posted according to the job posting language. As a result of this grievance, all nurses were informed that they would be given an opportunity to apply for these and all further charge positions in the ED.

Many nurses are not aware that the grievance process provides a forum to discuss a provision of the contract that may be in dispute with Management. Please find the grievance language in your contract (Article 16) and know that we are here to assist you with any of your questions.

## What Has WSNA Done For You?

Here are some **significant victories** won on behalf of nurses by WSNA:

- Increased protection from mandatory overtime and mandatory shift rotations
- A guaranteed and protected voice in Health and Safety Committees, Professional Practice and Patient Care Committees, and Staffing
- Wage increases that lead the industry – including recognition for years of experience, additional steps for experience, improved differentials and premiums, and overtime pay
- Excellent benefits packages covering medical, dental, and vision insurance; and retirement plans with employer contributions
- Paid in-service training and reimbursement of educational fees including certification testing and allowances for educational leaves
- Progressive discipline and grievance procedures that assure timely, reasonable settlements including binding arbitration when necessary
- Job security with restructuring and downsizing language detailing seniority, layoff and recall procedures

- Utilization of Assignment Despite Objection (ADO) forms to document and address unsafe or poor patient care situations
- Guaranteed residency programs for new graduate nurses

## WSNA ONLINE!

Want to find out what's happening with your professional organization? Check out [www.wsna.org](http://www.wsna.org). Here you can see all the latest news at the click of a finger. There are links to practice, education and nursing at the national level. Want to see how your contract compares with others? Check it out!

## Want To Stay More In Touch?

Please forward us your home email address (please do not include a Children's email address as we do not want union information on the Hospital email system!).



You can send it to: [ddelgado@wsna.org](mailto:ddelgado@wsna.org) and it will get added to the membership database.

You may also Mail to WSNA at:

Washington State Nurses Association  
ATT: Membership Department  
575 Andover Park West, Suite 101  
Seattle, WA. 98188

Name: \_\_\_\_\_

Unit: \_\_\_\_\_

Phone #: \_\_\_\_\_

Email Address: \_\_\_\_\_

This will only be used for WSNA business.

*Thanks!*



**See Enclosed Registration App.  
for  
2006 Leadership Development  
Conference**