

# local unit Newsletter

## WSNA Local Unit Children's Hospital

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### Local Unit Officers

Edna Cortez	Co-Chair
Jeremy King	Co-Chair
William Berko	Membership

### WSNA Nurse Representative

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**WSNA Web Site**  
www.wsna.org

*The oldest and largest  
union representing  
registered nurses in  
Washington State*



## *A Farewell Message From Jean Pfeifer*

### ONE OF LIFE'S GREATEST JOYS!

Those of you who know me do not see me beat around the bush.

It is with great sadness I have resigned from Children's Hospital. It is effective immediately and even though I envisioned saying goodbye and hearing "Happy Retirement," this will not occur.

I have worked steadfastly with WSNA at Children's since 1989. This happened because I felt I was treated unfairly when I was told to come into the hospital to do "mandatory overtime" for a 3 AM, 4-hour period. This happened during a stretch off and I was a day shift nurse. I really thought this was "unfair" and so I filed a grievance and won. Unfortunately it took many years for Mandatory Overtime to become law in Washington State. It is no longer the primary method used to "fill the holes" in staffing.

One of my life's greatest joys has been working tirelessly for the staff nurses. Nurses need protection and strong voices to work on their behalf. I have helped many nurses achieve back pay, not lose their annual leave, leave their employment gracefully, learn that they should not be disciplined for use of sick leave when they should have been informed of intermittent FMLA, not be disciplined or fired unless it is "just cause," and fight for ALL the rights of nurses within the document called the Contract or Collective Bargaining Agreement.

I helped negotiate my first contract in 1989. Two of us were **the** negotiation team from Children's at the all Seattle area hospital negotiations. WSNA was being 'raided' and the two of us decided to keep our negotiations with WSNA.

At that time it was a brave move on our part because WSNA was losing bargaining units left and right. Their membership plummeted. Under the leadership of Judy Huntington, former Children's nurse and LU chairperson, WSNA has a 10,000 plus membership and is involved with organizations around the state. And WSNA is the most highly respected organization working for nurses and health care in the state.

We are the fourth largest state nurses association in the ANA.

I want all nurses at Children's to know that it has been my privilege to work with you, and on behalf of this great organization:

My hopes are that Children's continues to develop strong leaders of staff nurses who will become passionate for the rights of nurses.

I also hope all nurses realize that a membership in WSNA can strengthen the voice for nurses, no matter where they work. WSNA has something for everyone...Nurse Practitioners, Managers, Clinical Nurse Specialists, staff nurses and Nurse Executives. I hope more nurses see the value of being involved in their professional organization.

Children's has been a great place for me to work. It is only recently that I determined I needed to move on with my life and career.

In ending, I want to say again, **thank you to everyone whose life I have touched.** You brought me into your trust and confidence in such a manner that it helped me to grow as I

was helping you. Enjoy all your years in Nursing.

## **JOIN US!**

### **Nurses Celebration for the Summer & Jean Pfeifer's Service to the Local Unit**

**Food Provided**

**July 31, 2008**

**5:30 PM**

**Salty's on Alki Beach**  
1936 Harbor Avenue SW  
Seattle, WA 98126

**RSVP to:**

**Edna, [edna.cortez@airliftnw.org](mailto:edna.cortez@airliftnw.org)**

**Bill, [William.berko@seattlechildrens.org](mailto:William.berko@seattlechildrens.org),  
(PICU charge nurse)**

**Jeremy, [Jeremy.king@seattlechildrens.org](mailto:Jeremy.king@seattlechildrens.org)  
(ED)**

## **PIP... WHAT IS THAT? (Performance Improvement Plan)**

Did you know that it is part of the  
Discipline process?

### **What is the role of your Union Representative at this meeting?**

They are there to ask clarifying questions and to take notes of what is being said. They have the right to assist and counsel you during the meeting. They can interrupt to clarify a question or to object to confusing or intimidating tactics. They can not tell you what to say, but they may advise you on how to answer a question.



### **What should I (the nurse) expect at the meeting?**

Your manager may have written a PIP (Performance Improvement Plan). If it is presented to you.....just sign it. Your signature is for purpose of receipt of the document. If you do not have anyone at the meeting to take notes, when you leave the meeting, call your WSNA grievance officer. By the way, take a copy of the PIP with you.

### **Now... What happens?**

A PIP is a document with statements from the manager of what he/she believe need to be corrected in you work performance. The next part includes statements that summarize what you and your manager/supervisor feel can be done to fulfill the requirements. The last statement should be explicit on how your performance is measured with completion dates for review. This area may mention who you will go to for feedback. This person is identified by both your manager and you. Your manager may suggest a CNS. If so, this person should be helping you.

The manager will add a statement telling you that your performance must be sustained, and if it isn't what you may expect. This line may state, "up to and including termination." This is the standard line on all PIPs.

### **What if You had no input on the PIP?**

If the creation of this PIP did not include your input, then you and your grievance officer will request a meeting with your manager so you can participate in the creation process. The HR department is committed to seeing that this process is participatory and hopefully the outcome will benefit both you and your manager.

**So** remember, if you go into a meeting ask the question, "**may this lead to disciplinary action?**"

Do not wave your right to union representation ..... request the meeting be rescheduled when you can arrange representation to be present.

Please contact your Local Unit Officers if you have concerns/issues related to PIPs.