

local unit Newsletter

September 2008

WSNA Local Unit Children's Hospital

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**WASHINGTON STATE
NURSES ASSOCIATION**

A Wonderful Night at Salty's

From Jean Pfeifer

On July 31st, I was the focus of attention at the first WSNA/Children's Local Unit party. I want to thank all those who attended to honor me and the years I had working on behalf of all nurses at Children's.

It was truly a wonderful evening for me and I hope all 80 nurses present enjoyed themselves.

For those of you who wanted to but did not attend, Edna Cortez and Jeremy King put together a great night. Edna got some great door prizes and so many nurses came away with gifts and WSNA mementos. I received a beautiful hand blown vase and I will certainly treasure it as a reminder of the wonderful friends and time I had at Children's. The highlight was hearing the song Penny Pefley wrote along with the help of Diane Gates and others. Penny created words to the lyrics from the song by Roy Orbison titled "Dream, Dream, Dream".

I have moved temporarily to Wenatchee and then my husband and I will permanently relocate to Tonasket, Washington. We bought a small log home on 15 acres in the country east of Tonasket. It is really beautiful.

I hope to continue to focus on the possibilities for nurses in the Okanogan County by rejuvenating the WSNA District nurse group in this area. Many nurses desire to have connection with other colleagues, and another Wenatchee nurse and I hope to do this by creating a newsletter for these nurses. I may even look for a little work to pass the time away.

Well, thank you again. I want to especially thank those who brought gifts and cards. Whoever gave me the "Pearl of Wisdom", I really appreciate it.



It was a pleasure working with all of you at Children's.

I am writing as a continuation to Jean's thank you letter to those that attended our first annual WSNA/Local Unit party. Jeremy, Bill and I, also want to thank all of you who attended. It was a very extraordinary and memorable evening. The typical Seattle weather of clouds and raining as well as traffic on I-5 and the West Seattle bridge did not stop you from coming to Salty's to help celebrate Jean and her contributions to Children's Hospital and the Local Unit after 35 years. I was hoping to have had the 80's and sun, but that didn't stop the mingling, eating, drinking, and reminiscing from enjoying the evening.

I say that it is our first annual party, but after talking to Jeremy, we've decided that next summer will be a picnic and very casual. Thoughts of a potluck run through our minds.

The evening was wonderful with friends/co-workers (not in our scrubs or uniforms) talking about other things besides work – enjoying each other's company. Like everyone knows - nurses know how to eat and eat we did with appetizers and a buffet that only Salty's can do.

One of the highlights of the evening was a song written by Penny Pefley assisted by Diane Gates with the lyrics to the Roy Orbison's "Dream, Dream, Dream". The song was sung by Penny, Diane, Michele Carron, Maggie Hermansen, Maureen Lofgren, Barbara Hopp, and Marti Rotter. The audience was asked to sing along with the chorus. I will try to have the video viewing somehow. They were stupendous!

Jeremy presented Jean with a hand blown vase done by a local artist. He did an exceptional job finding this piece even without the assistance from myself or Bill for advice.

Of course, like any party there must be door prizes and party favors/gifts. We gave away CPR mask key chains and various gift certificates to go along with WSNA cups and water bottles.

Another gift Jean will be receiving is an honorary award, the Local Unit Emeritus Award, at the Leadership Conference at the end of September in Lake Chelan. Nancy Wilder and I will be attending the Conference next month and if there is anyone that is interested in coming, please check out www.wsna.org website. We, I mean the Local Unit will reimburse you for everything from gas, food, room, and the conference itself. Sorry, but alcohol beverages do not count. Trust me, Bill and I tried it a couple years ago.

So, to paraphrase from part of the speech I gave to Jean, I'm happy about the people who came to the party because it is the beginning of getting involved with your Local Unit and knowing how important one person is and what the one person can achieve. It now starts with every nurse that reads this Newsletter to get involved with your Local Unit and becoming proactive for your career as a nurse as well as your fellow nurses. Please ask questions and it is okay to ask for help from your Local Unit Officers.

We wish Jean future happy endeavors, best of luck and many thanks. I was talking to Nona Petersen during dinner and she stated that there was the great possibility that Jean has helped every one of the nurses in this room one way or another. I'm sure she is correct.

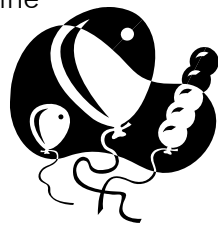
I want to thank Jeremy, Bill and Rosie Tillotson (our Nurse Rep) in helping out with this party. Jeremy, Bill and I can be contacted via email or through Rosie.

Written by Edna Cortez, RN, Local Unit Co-Chair

Leadership Conference

Take a trip to Lake Chelan **September 28-30, 2008** (Paid for in part by Local Unit Funds!) and learn a little more about what WSNA does for nurses in Washington State.

This year's Leadership Conference is going to cover many topics our members have asked us



about like:

**NEW Safe Nurse Staffing Law
Fatigue
Nursing Practice Update
Harassment & Bullying In the Workplace
Recent Legal Decisions Impacting Unions
and Your Local Unit
National Labor Scene Update
Local Unit Council Meeting**

The theme is "AT THE HOP" for our Local Unit Recognition Banquet where we honor those special nurses and teams that have done outstanding work this year on behalf of nurses in our state. Nomination forms and more information can be found at www.wsna.org.

If you would like to attend, please contact WSNA or one of your Local Unit Officers and we'll tell you how! We look forward to an exciting, informative and energizing conference!!!

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