

February 2009

**WSNA Local Unit  
Children's Hospital**

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**Local Unit Officers**

Edna Cortez	Co-Chair
Jeremy King	Co-Chair
Ann-Marie Taroc	Grievance
Nancy Wilder	Membership

**WSNA Nurse  
Representative**

Hanna Welander  
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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*



**WASHINGTON STATE  
NURSES ASSOCIATION**

**Welcome to New Grievance Officer!**

Ann-Marie Taroc has recently been appointed as Local Unit Grievance Officer. She has been with Seattle Children's for five years. She works in the Acute Care Float Pool. She has a 2-1/2 year old daughter that fills her time away from work. In 2000, she worked in Seattle as a traveler and being here was such a positive experience that she decided to move here. She is originally from Canada.

**Membership Coordinator Shares  
WSNA with New Nurses**

Nancy Wilder has recently been appointed to the position of Membership Coordinator. Nancy will provide new nurses with information about WSNA, the contract and the importance of belonging to their professional organization. Welcome to Nancy!

**Incentive Plan**

*By Edna Cortez and Jeremy King, Local Unit Co-Chairs*

The incentive plan was recently agreed to for 2009. Questions have arisen about how the determination was made for the Incentive Plan. All of Seattle Children's Hospital nurses, staff nurses and charge nurses will benefit from this incentive. We have heard concerns from the charge nurses, who would have disproportionately benefitted from a different incentive. We made extensive efforts to communicate with the bargaining unit by holding meetings, and sending postcards and letters. While we understand that some nurses may have difficulty in attending meetings, we were also available through other means, such as email or telephone via the WSNA Nurse Rep.

We, your Local Unit Officers, serve to assist the Washington State Nurses Association (WSNA) in its dealings with the Employer concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work. The WSNA is the exclusive bargaining representative on behalf of Seattle Children's nurses.

Our role as Local Unit Officers is also to promote unity between Registered Nurses. As officers, we also have the authority and responsibility to follow the Local Unit Rules which were voted on by the Membership in October 2002. To view these rules, please go to the Seattle Children's home web page on [www.wsna.org](http://www.wsna.org).

Together with the WSNA Labor Department, we were concerned about equity in pay across the board. There was on the table the proposal that charge nurses would be the only ones to receive the incentive pay. We did not believe that one sub-group of our members should be receiving what others could not enjoy. This is a collective whole, and the contract covers everyone. The charge nurses currently have a higher rate of pay than staff nurses at \$2.75, and relief charge nurses receive \$2.00.

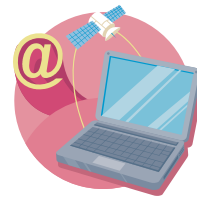
As your elected officers, we could not in good conscience prevent all Registered Nurses in the collective bargaining agreement from receiving these incentives. Therefore, based on what we heard from our members and by recommendation from WSNA, we made the decision to give this incentive bonus to everyone. We feel that this is the most equitable way to share in our success of delivering excellent patient care. We want to maintain professional integrity while agreeing to this across-the-board incentive program.

In the past, the ANA has had ethical considerations about incentive or pay-for-performance programs. The ANA's position is that monitoring of these practices is crucial to ensure that patient care is not adversely affected. For more information, please link to the following:

<http://www.nursingworld.org/MainMenuCategories/HealthcareandPolicyIssues/Reports/WorkforceTrends.aspx>

We and the Nurse Representative are available to meet if you would like to discuss issues or concerns. Please contact [hwelander@wsna.org](mailto:hwelander@wsna.org) if you would like to set up a meeting. Alternately, please call 206-575-7979, Extension 3035.

## **Electronic Newsletters Are Coming!**



WSNA is soon launching an electronic newsletter. This will be particularly useful during upcoming negotiations. Your contract expires December 31, 2009.

Your negotiating team will want to provide you with quick, up-to-date information and may be requesting responses from you to advise them at the bargaining table. Please take a moment and send your HOME email address to [hwelander@wsna.org](mailto:hwelander@wsna.org)

**Include the following in your email: First and last name, your unit/department, and your hospital.**

Information Update: If you have recently moved or changed your telephone number, also include that information. Your WSNA Nurse Rep, Hanna will update the membership rosters.

## **Up Coming Events**

*Mark your calendars now! Go to the WSNA.org website to see more information and register.*

**WSNA Convention '09  
April 29 – May 1, 2009**

(Registration Attached)