

WSNA/CHILDRENS HOSPITAL

Washington State Nurses Association

LOCAL UNIT NEWSLETTER

July 2005

Introductions

***Becky Dawson, BSN, RN
WSNA Nurse Rep***

As your designated WSNA Nursing Representative, I'd like to take this opportunity to introduce myself.

After working the last 24 years at Good Samaritan Hospital in Puyallup, I accepted a Nurse Rep position with WSNA. In 1989, a WSNA Local Unit Chairperson helped me resolve a workplace issue. I witnessed WSNA at its finest... staff nurses empowered through a nurses' union to champion fair treatment for their co-workers.

When the office of Local Unit Chairperson became available, I was elected to fill the role. I had a Nurse Rep from WSNA assigned to mentor and assist me in running the Local Unit. I found the work of nurse advocacy very rewarding. Since then I have also served as Grievance Officer, served two terms on the WSNA Board of Directors and one term on the WSNF Board of Trustees.

As you can see, I've discovered the secret to efficient commuting in Seattle... motorcycling in the HOV lane. I am looking forward to working with you, addressing workplace issues and promoting fair treatment of nurses at Children's.



***Becky Dawson
1-800-231-8482, ext.3012
bdawson@wsna.org***

From the Desk of

***By Bill Berko
Co-Chair***



Looking For A Few Good Nurses

Children's Local Unit of WSNA is hoping to send up to five staff nurses to the next WSNA Leadership Development Conference, September 24-27, at beautiful Lake Chelan. The conference is geared toward building leadership skills within the Local Unit, learning about the fine art of negotiating, and the grievance process to name but a few objectives. It is always held the last weekend of September at Campbell's Lodge featuring waterfront hotel rooms. Children's nurses have had a good showing the past couple of years. Building on this – we hope to double the number of participants we send this year.

We are almost one year into our current contract, which means we need to start prepping for the next negotiations in eighteen months. We will also be electing a new Local Unit Executive Committee. If you are interested in learning more about WSNA, becoming more actively involved at the Local Unit level, or participating in the next contract negotiations, please consider attending this worthwhile conference. Please contact one of the Local Unit Officers and don't forget to request the time off! And remember... you are entitled to 24 hours of Professional Leave each year.

Hope to see you there!

***Children's Hospital
Local Unit News***

WSNA

Know Your Contract....

Your WSNA contract puts forward more than your wages, hours and working conditions. It has set into motion the basis for the benefits that Children's Hospital grants to all nurses.

For example, it was brought to our attention that the Hospital's contribution to the Retirement Plan for Modified Baylor position nurses is less than what is given to nurses who hold equivalent FTEs. We are finalizing a resolution on a Grievance to address this and I need to ask all nurses who have Modified Baylor positions to contact Becky Dawson at WSNA for further information. We filed this grievance because the Hospital Retirement Plan is not equal in their contributions to the Modified Baylor nurses as it is to nurses with similar FTEs. (Article 12.4)

This is an example of an Association Grievance filed on behalf of a group of affected nurses. (Article 16.4)

Another example of an Association Grievance is one we are in ongoing discussions about. Therefore the details of the grievance cannot be discussed. It is a grievance about a newly created position that the Hospital wished it to be Management, and WSNA believes it is a Bargaining Unit position. The basic reason for this is that a portion of the nurse's work described in the job description is assigned to patient care duties. By definition of Article 1.2, patient care work is assigned only to bargaining unit nurses.

These two grievances were brought to our attention by two WSNA members, who thought something was not right. It may have been a gut feeling. In our opinion they are very important issues that need to be addressed.

We hope to complete these grievances within the next month.



If you are not sure of decision that affects your wages, hours or working conditions, call one of your grievance officers to discuss it with them. You can reach Jean Pfeifer at 425-488 3441 or Jeremy King who works in the Emergency Department.

*By Jean Pfeifer
Grievance Officer*

Local Unit Officers

Bill Berko	Co-Chair
Sonja Kvamme	Co-Chair
Edna Cortez	Secretary-Treasurer
Jean Pfeifer	Grievance Officer
Jeremy King	Grievance Officer
Molly Ruddy	Membership



WSNA - What the heck is it? What's in it for me?

There are many facets to WSNA. As you know, it is your professional organization and also your Union. These two divisions of WSNA work to improve and protect the profession of nursing. Among many things, WSNA is your voice in the workplace. Today, I would like to focus on the union part of WSNA. As your nurse representative at Children's, I work for this division of WSNA.

The majority of union members continue to look upon WSNA as a service provider (some combination of lawyer, social worker, and insurance agent) to which they pay dues with the expectation that the Union (something they identify as separate from themselves) will take care of their problems for them. Of course, the Union should know what their concerns are, right? But how can we without hearing from you?

For any Union to be effective, member participation is vital. Having said that - What does participation in the Union look like? Participation can be formal or informal. Formal participation would involve holding an Officer position such as Co-Chair, Grievance Officer, Secretary, Treasurer, or Membership Coordinator. Being a Unit Rep would also constitute a more formal role. Formal participation can also occur on a more intermittent basis, such as attending a union meeting, voting to elect Officers, filing a grievance, or filling out a survey.

Informal participation might include speaking up in defense of the Union, discussing the contract with a new hire, or suggesting to other RNs how the Union could help with a problem. Contacting an officer or myself to ask if a particular situation is consistent with the contract language would also be considered participation. In fact, the sum of individual member's informal participation can and does have a significant impact on the Union's effectiveness.

*By Becky Dawson
WSNA Nursing Representative*

Members Joining Since January 2005

Clare P. Fontana, RN	01/27/2005	Erin E. Donaldson, RN	03/11/2005
Blenda C. MacAraeg, RN	01/31/2005	Jennifer E. Gregg, RN	03/11/2005
Tina J. Morey, RN	02/01/2005	Annika J. Hoogestraat, RN	03/11/2005
Lauren E. Depue, RN	02/02/2005	Jerrae L. Johanson, RN	03/11/2005
Michelle A. Keller, RN	02/07/2005	Tiffany D. Johnson, RN	03/11/2005
Megan M. Srokose, RN	02/07/2005	Gina M. Lipo, RN	03/11/2005
Shealla M.E. Aranas, RN	02/10/2005	Merril B. Lundgren, RN	03/11/2005
Wakara W. Jackson, RN	02/10/2005	Ann M. Mastro, RN	03/11/2005
Karen A. Knuth, RNC, MN	02/10/2005	Kelly J. Meagher, RN	03/11/2005
Ann N. Ledebouer, RN	02/10/2005	Elizabeth E. Quinlan, RN	03/11/2005
Anna Liza E. Lopez, RN	02/10/2005	Christine J. Zylstra, RN	03/11/2005
John P. McCarroll, RN	02/10/2005	Tricia Chlarson, RN	04/04/2005
Julie A. Nakayama, RN	02/10/2005	Paul I. Hanson, RN	04/04/2005
Darren M. Slater, RN	02/10/2005	Heather Hawk, RN	04/04/2005
Brooke Slater, RN	02/10/2005	Susan T Jones, RN	04/04/2005
Heather A. Sosaya, RN	02/10/2005	Marc D Sellier, RN	04/04/2005
Tracy R. Hadaller, RN	02/27/2005	Leann V. Smith, RN	04/04/2005
Jennifer L. Boness, RN	03/11/2005	Ann-Marie Taroc, RN	04/04/2005
Lisa M. Burke, RN	03/11/2005	Sean M. Young, RN	05/01/2005
		Kristy A. Ivcek, RN	06/01/2005

UPCOMING EVENTS AND MEETINGS

*Annual Leadership Development Conference
Lake Chelan, WA
September 25 – 27, 2005*

*Children's Hospital
Local Unit News*



Membership Reminder

It is the responsibility of each nurse to notify the Washington State Nurses Association of any change in work status which may include but are not limited to: **name, address, phone number, FTE increase or decrease, leave of absence, medical leave, maternity leave, leaving or joining a bargaining unit.** This change must be done in writing either by using a *Change of Information Card* or sending an email to wsna@wsna.org.

The Cabinet on Economic and General Welfare (E&GW) policy states, when a nurse is on an unpaid leave of absence, the dues are adjusted to the Reduced Membership Category during the unpaid Leave of Absence period. The accumulated dues payment is to begin within 90 day of return to work. The nurse will have up to twelve months to complete payment of these dues. *It is the responsibility of the nurse to notify WSNA of this change in work status.*

2005 WSNA Election Results

WSNA Board of Directors

President	Kim Armstrong, District 3, Ollala
Vice President	Mary K. Walker, District 2, Redmond
Sec/Treasurer	Jean Pfeifer, District 2, Kirkland
Cabinet Chair	Tim Davis, District 16, Mt. Vernon
Leg Chair	Susan E. Jacobson, District 6, Yakima
PNCC Chair	Joan M. Caley, District 11, Vancouver
At Large	Stasia Warren, District 4, Spokane
At Large	Sally Herman, District 16, Mt. Vernon
At Large	Judith Turner, District 3, Fox Island
Staff Nurse	Pamela Rimel, District 6, Yakima
Staff Nurse	Harriet Colwell, District 15, Pasco

Cabinet on Economic and General Welfare

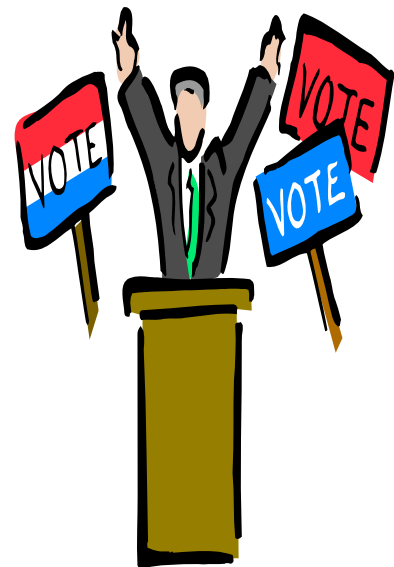
Chairperson	Tim Davis, District 16, Mt. Vernon
At Large	Julia Weinberg, District 16, Bow
At Large	Martha Goodall, District 4, Spokane
At Large	Judi Lyons, District 18, Ellensburg
At Large	Pamela Newsom, District 2, Seattle
At Large	Jeanne Avey, District 10, Longview
At Large	Debi Brogan, District 8, Montesano

Professional Nursing and Health Care Council

Chairperson	Joan Caley, District 11, Vancouver
Administration	Nikki Benner, District 9, Arlington
At Large	Janet Toone, District 4, Spokane
Education	Mary Baroni, District 2, Seattle
Ethics & HR	Muriel Softli, District 2, Seattle
Practice	Jean Erickson, District 11, Vancouver
Research	Sharon Hooey, District 16, Mt. Vernon

Legislative and Health Policy Council

Chairperson	Susan E. Jacobson, District 6, Yakima
At Large	Ed Doelle, District 17, Port Orchard
At Large	Antwinett Lee, District 2, Seattle
At Large	Trish Tobis, District 2, Bellevue



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