

**WSNA Local Unit
SEATTLE-KING COUNTY
HEALTH DEPARTMENT
STAFF**

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Local Unit Officers

William Johnston	Chair
Dennis Murphy	Co-Chair
Margit Thomas	Secretary
Gaylord Furulie	Treasurer
Melinda Morse	Grievance
Catherine Ditkoff	Grievance
Jennifer Zajac	Grievance

**WSNA Nurse
Representative**

Hanna Welander
(206) 575-7979, Ext 3035
hwelander@wsna.org

WSNA Web Site

www.wsna.org

*The Oldest and Largest Union
Representing Registered Nurses in*

Washington State



**WASHINGTON STATE
NURSES ASSOCIATION**

**VACATION DONATIONS ARE STILL
NEEDED!**



Thank you for all of the vacation donations you have donated to the negotiating team. For those who have not yet had a chance to contribute, please send your donations to us here at WSNA.

Your team members are:

Bill Johnston, RN, RJC, Local Unit Chair
Dennis Murphy, RN, RJC, Local Unit Co-Chair
Margit Thomas, RN, Youth Services, Local Unit Secretary
Gaylord Furulie, RN, Youth Services, Local Unit Secretary
Marie Peacock-Albers, Field PHN, Renton, former Grievance Officer
Derek VanEyck, RN, KCCF, former Treasurer

CONTRACT NEGOTIATIONS UPDATE

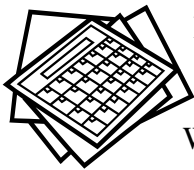
Contract negotiations have been in full swing. So far, we've met on November 7, November 8, November 13 and 14. WSNA has presented a comprehensive proposal including a wage package. The biggest issue is, of course, wages. We have proposed that the county attempt to bring you closer to the market rate. We are asking for some premiums as well. With the crisis in public health funding and the proposed clinic closures, we may have a fight on our hands. We are doing some salary/wage comparables to large cities with similar costs of living. We are also asking to take a look at PH Administration's salaries for comparisons.

Agency use for the correctional facilities is also a major topic, particularly since three LPNs are being laid off from KCCF.

The county has proposed to change to a biweekly pay schedule. We are still discussing that.

Productivity for MSS clinic and field staff is a major topic. Willma Elmore, Chief of Nursing, is setting up a presentation on December 1, from 12:00-3:00 PM. We are looking for volunteers who can take a few hours of vacation to come and participate. Please call Hanna Welander at Extension 3035, 206-575-7979, if you are interested in attending.

FUTURE NEGOTIATION DATES



In the near future, we have negotiation dates for the following dates and times, all at Wells Fargo Center:

November 27, 2006, 1-5 PM
December 1, 2006, 12-3 PM, need volunteers for productivity presentation, please call Hanna Welander!
December 5, 2006, 8 AM-5 PM
December 7, 2006, 8 AM-5 PM
December 15, 2006, 12-4 PM
December 19, 2006, 8 AM-5 PM
December 21, 2006, 8 AM-5 PM

CAN MY DUES MONEY PAY FOR NEGOTIATIONS?

No, your dues money cannot be used to pay local unit members to sit at the negotiating table. So where do your dues monies go? Four percent of your dues are paid back to you in your local unit funds. WSNA is the one of the few unions that does this. Each facility represented by WSNA has a local unit fund, and that money is managed by your local unit officers and is used for the local unit. A few examples would be:

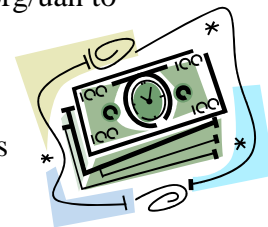
- Mailing costs such as newsletters and postcards announcing meetings, and classes.
- Meetings or classes: provides food and drinks when we have these activities
- Educational opportunities: Used by your local unit officers and unit representatives to attend WSNA, ANA and UAN sponsored events.

The other 96% of your dues is divided four ways.

- First, as a member of WSNA, you also are a member of American Nurses Association (ANA) and a fee is paid to this organization. ANA is the national division of your professional association and your dues help support their work. One of the important things ANA does is to provide research on various issues affecting nursing today. ANA also lobbies the federal government to protect the rights and safety of patients and nurses. For more detailed information, please go to their website at www.ana.org and learn how you can be involved.

- Secondly, as a member of WSNA, you are also a member of United American Nurses (UAN). This is your national union, which is the largest national union of RNs in America. A fee is also paid to this organization. The UAN represents over 100,000 nurses nationally. The UAN works for goals such as better wages and working conditions. The UAN works to organize nurses so that our voices can be heard, louder and stronger. Just imagine how strong we could be if every nurse in America belonged and participated in some way. Please visit their web site at www.nursingworld.org/uan to learn more.

- Thirdly, a fee is paid to your district nurses association (KCNA). Districts support nursing in their own community by providing scholarships. They also develop special interest groups. Each district sets its own dues. As a courtesy, we collect that for them. If you are not aware of your district activities, give us a



call and we can put you in touch with them. This is another opportunity for nurses to participate.

- Fourthly, the remainder of your dues goes to support WSNA. It pays the wages of the attorneys who, with your help and input, negotiate your contracts. The attorneys deal with contract maintenance through the arbitration process. WSNA lobbies in the state government for nursing concerns, such as the mandatory overtime law. Your dues also pay my wages. I am always available to you for help in enforcing your contract, answering your questions, or helping you with any problems or concerns. I can only scratch the surface when talking about all the services that we, together, with your voice and participation, can and do provide for nurses. Please visit our website www.wsna.org, or call me at (800) 231-8482, Extension 3035. You can also come to our office at 575 Andover Park West, Suite 101, Seattle, for a tour. You are always welcome.

We are responsible to you, our members, for the care and stewardship of your dues money. The Board of Directors, elected by you, has fiduciary responsibility for the entire Association. The Board also hires the Executive Director, currently Judy Huntington. Elected officers decide the direction of the Association with input, both directly and indirectly, for the entire membership. It is the responsibility of the membership to participate. WSNA depends on its members' input to drive the direction your Professional Association will take.



CLINIC CLOSURES UPDATE

North Clinic and Northshore Clinics had been slated for closure and due to public and employee pressure, County Council members Bob Ferguson and Julia Patterson, together with Executive Ron Sims, were able to garner additional funding through June 2007. The fight is not over! We must continue to put pressure on our county council members and our state legislators to provide a stable source of funding for public health, not just in King County, but in all of Washington state.



How can you help? Every year, WSNA sponsors Nurse Legislative Day in Olympia. In 2007, it will fall on February 5. Please plan to take a vacation day to attend the day's activities. The morning consists of presentations and breakout sessions. We will provide lunch at the Capital Rotunda. You will then have the entire afternoon to lobby your State Legislator about the clinic closures. We want as many LPNs, RNs, PHNs, and ARNPs to attend as possible. Let's send a strong message about our commitment to public health!

(CORRECTION: In the recent Washington Nurse magazine that is sent to your homes, Hanna Welander wrote an article about the proposed clinic closures. Alice Marriott was quoted. Unfortunately, she was listed as Alice McDermott. Our apologies!)

LAYOFFS AND LAY-UPS

Three KCCF LPNs have been slated for layoff. We are taking a hard look at how many agency LPNs the county brings in. This issue is not a done deal! We will continue to monitor this carefully.

Many PHNs have had adjustments in their FTEs, either up or down. Some are not happy about their changes because their workloads are so high. Other team members are worried about having to absorb extra work on their already heavy loads. We are asking to meet with the county to discuss this.

February 5, 2007
**Nurse Legislative
Day**

May 2 - 4, 2007
WSNA Convention

September 22-25, 2007
**Local Unit
Leadership
Conference**

Save the Date!

CHANGE IN CORE BUSINESS HOURS AT NORTHSORE

The county has proposed changing Northshore's core business hours. We have requested to bargain over the impact this will have on nurses. We have also requested documentation. We will keep you posted on this.

LABOR MANAGEMENT COMMITTEES

We have been successful in holding labor management meetings at almost all of the Sea-King sites. Please call Hanna Welander, 206-575-7979, Extension 3035, if you are interested in starting one at your site. Labor Management Committees are meeting regularly to discuss work place issues and concerns. They are a forum for collaborative work, are informative, and often help to dispel rumors.



**Remember!
YOU are WSNA
and YOUR
participation matters.**

OFFICE OF HUMAN RESOURCES MANAGEMENT

DONATION OF VACATION HOURS – King County MSA Payroll System

Any full-time regular, part-time regular, and temporary employee who is employed at least half-time and receives VACATION LEAVE accruals, may donate a portion of his/her accrued VACATION LEAVE to a full-time regular employee, part-time regular employee or temporary employee who is employed at least half-time and receives VACATION LEAVE accruals. VACATION LEAVE donations are limited to the donor's accrued vacation balance as of the date of the request.

Donated vacation leave hours must be used within ninety calendar days following the date of donation or the hours revert back to the donor. All vacation leave hours donated shall be converted to a dollar value based on the donor's hourly rate at the time of the donation. Such dollar value shall be divided by the receiving employee's hourly rate to determine the number of hours received. Such donations will occur upon written request to and approval of the donating and receiving employee's department director(s).

To be completed by the donating employee:

I, _____, SSN _____

KC Dept. #: _____ Dept/Div. Name: _____

request that _____ hours of my vacation leave at hourly rate \$ _____

be donated to : WSNA Negotiating Team SSN _____

KC Dept. #: _____ Dept./Div. Name: _____

Donor Employee's Signature Date

Donor Department Director's Signature Date

Receiving Department Director's Signature Date

**Mail to: WSNA, 575 Andover Park West, Suite 101
Attention: Hanna Welander, WSNA Nurse Representative
Seattle, WA 98188**

To be completed by payroll technician:

Donor's Rate of Pay _____ Converted Dollars _____

Recipient's Rate of Pay _____ Converted Vacation Hours _____

Donated vacation leave hours must be used within ninety calendar days following the date of donation or the hours revert back to the donor