

local unit Newsletter

WSNA Local Unit
SEATTLE-KING COUNTY
DEPARTMENT OF HEALTH
KING COUNTY DEPARTMENT
OF YOUTH SERVICES

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Local Unit Officers

William Johnston	Chair
Dennis Murphy	Co-Chair
Gaylord Furulie	Treasurer
Melinda Morse	Grievance
Catherine Ditkoff	Grievance
Marie Peacock-Albers	Grievance

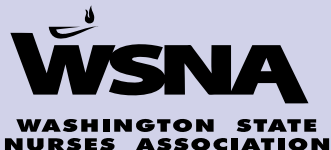
WSNA Nurse Representative

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*



Contract Ratification Process



The new WSNA contract went to the General Government and Labor Relations Committee on March 11, 2008. It will be heard by the Metropolitan King County Council on March 17, 2008. Executive Sims will sign the contract on March 18, 2008, and there is a ten-day waiting period for the contract to become law. Payroll will be implementing the long-awaited raises and issuing retroactive pay to all nurses. If you do not receive notification from the County of when your pay raises and retro checks will be paid, we suggest that you contact your payroll representative.

So Long, but Not Farewell

WSNA Nurse Representative Margaret Conley has come on board full-time to take over duties of WSNA Registered Business Agent and Nurse Rep. Hanna Welander continues back-up and support.



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Updates From Your Local Unit

Local Unit Officers met on March 3, 2008, to discuss business affecting nurses at Sea-King and Juvenile Detention. The following items were discussed at the meeting:

Alternative Working Arrangements Proposal by Executive Ron Sims

A proposal has been submitted by Ron Sims, King County Executive, to institute an alternative working arrangements guide for employees and their supervisors or managers. The WSNA contract has language related to alternative working schedules in Article 13.4. This proposal also addresses flexing schedules, daily versus weekly. All labor unions that belong to the King County Labor Coalition will be meeting with King County Labor Relations on March 12, 2008, to discuss this proposal. We will update you.

Staffing, Productivity and Part-time Positions: Committee Formed.

Four nurses initially agreed to sit on a committee to look at staffing, productivity, and retention of part-time positions. The nurses are Marie Peacock-Albers, Renton PHN and Local Unit Grievance Officer; Sarah Day, White Center PHN; Lori Ginther-Hutt, Federal Way PHN; and Rachel Victorin, Columbia Clinic RN. On January 11, 2008, we had our first meeting with Willma Elmore. At the conclusion of the meeting, Willma was to gather data on how many nurses had left the county. Our interest was to develop an interview tool. The tool would identify nurses who had left the county solely in pursuit of part-time positions. Our next step was to have another meeting with Willma Elmore and Kathy Carson to look at data. We have not had any success in getting a response from Willma about setting up our second meeting. We will keep working to set up a second meeting.



In the meantime, we have also had interest to join the committee from Erika Boyd, Downtown PHN in Nurse-Family Partnership.

We are attempting to point out to the County that they ought to look at how many qualified, highly-skilled nurses, we are losing to competitors because the County refuses to consider part-time work. The latest nursing data show that it costs from \$60,000-\$120,000 to hire and train a nurse. With the nursing shortage projected to become worse, it is in the County's interest in being smart about retention.

Conference Committee Updates

We have succeeded in getting Nurse Conference Committees started at Eastgate, Child Care Health Program, and the TB Control Program. It is planned to start a Nurse Conference Committee at KCCF (downtown jail), North Public Health, White Center,



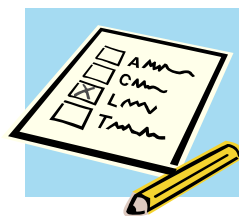
Chinook Building, and Kent. Scheduling Committees at KCCF and RJC (Kent Jail) will also be established.

Margaret Conley will continue to work with all the site reps to get meetings set up that are not currently running.

Our plan is to sever our joint conference committees with Local 17. Our nursing issues are very specific and need every ones' full attention. The officers agreed that in joint committees, nursing issues become diluted and sometimes are not discussed. We will agree to meet with Local 17 for mutual issues, perhaps on a quarterly basis or on an as-needed basis.

Elections for Officers Coming this Summer.

Current Officers are: Bill Johnston, RN, RJC, Local Unit Chair; Dennis Murphy, RN, RJC, Local Unit Co-Chair, Gaylord Furulie, RN, Juvenile Detention, Local Unit Treasurer; Marie Peacock-Albers, PHN, Renton Public Health, Local Unit Grievance Officer; Cate Ditkoff, RN, RJC, Local Unit Grievance Officer; and Melinda Morse, RN, RJC, Local Unit Grievance Officer have almost served two years in their



roles running the business of your Local Unit.

Watch for nomination forms. The nomination forms will contain information about each office. This is your opportunity to get a better

understanding of what it takes to run a Local Unit. These Officers have represented you in two sessions of negotiations and mediation and were successful in getting an excellent contract.

Email Updates Continue

Many of you are receiving regular updates via email about issues pertinent to nursing issues around the state and country. You are also receiving updates about contract negotiations. Please check www.wsna.org, under Seattle-King County Staff, for updates about your Local Unit. If you would like to be on the email list, please send your HOME EMAIL, name, and site to mconley@wsna.org and she will add you to the email list.



USDOJ Report and continued work by KCCF Nurses.

Meetings were held with several nurses from KCCF to discuss how to approach the USDOJ report. The report can be read in its entirety on www.usdoj.gov "King County Finding Letter 11-13-07." The King County Council will be meeting with Jail Health Administration in May to discuss progress and receive updates. The nurses want to have a voice in this.

The plan is to formulate a letter to Jail Health Administration and send copies to the King County Council members.



CALL FOR **INTERESTED NURSES**

**ARE YOU INTERESTED IN EXPANDING
YOUR PARTICIPATION
IN THE LABOR MOVEMENT IN THE STATE
OF WASHINGTON?**

Did you know that the Washington State Nurses Association belongs to the Washington State Labor Council AFL/CIO?

Did you know that the Local Unit from your facility has become a member of the Central Labor Council in your area?

Did you know that the Central Labor Council is made up of member unions from the Washington State Labor Council that are based in your area.

Since your Local Unit belongs to your Central Labor Council... **YOU** have an opportunity to be selected as a Delegate for the Washington State Nurses Association at the *Washington State Labor Council's 2008 Constitutional Convention* to be held on **AUGUST 4-7, 2008** at the Vancouver Hilton Hotel.

This is a call for interested nurses who would like to attend as an official Delegate to this Convention.

If you are interested, please submit your name to: ddelgado@wsna.org. Please give your contact information and the facility where you work. The E&GW Cabinet will make the final decisions on the selected Delegates by May 1, 2008.

Up Coming Events!

April 9, 2008

**Grievance Training – WSNA Office
Contact Kathryn MacLeod at
(206) 575-7979, ext. 3011**

May 6, 2008

**Washington State Nurses Association Centennial
(Registration Form attached)**