

**WSNA/SVH
Local Unit Meetings
2-28 and 2-29-08
Summary**

Handouts were provided to all who attended the Local Unit meetings. The handouts simply explained what negotiations are all about. This information is to help our new members understand the process and for our seasoned members review the process.

The top priorities for negotiations for this year's contract are issues concerning staffing, wages and benefits (again). These are the resounding interests we heard from membership who returned the pre-negotiations survey back to WSNA earlier this year. Thanks!

During our discussions in the Local Unit meetings, we shared that negotiations were not going to be WIN/WIN as in years past, but more formal and therefore, different. For those who were here prior to 1997, this is what the team is preparing for and preparing our membership for.

We are prepared to do what is needed, to get the best contract and to meet our high priority interests, during these negotiations, whatever process the SVH management team presents at the table.

Members shared some ideas concerning needs for contract language regarding floating, new grad resident programs, better orientation language and issues concerning the charge nurse role and not getting breaks and lunches.

There is the commitment of the local unit negotiating team (who are the elected local unit officers) to keep the membership updated with information and involved in the process as needed. Stay tuned and watch the official WSNA/SVH Local unit bulletin board here at SVH for updates and planned meetings. We will be using the WSNA local unit web bulletin board for Skagit Valley Hospital at www.wsna.org for local unit updates and postings for meetings.

Watch for e-mail communications sent out by Julia Weinberg, Co-Chair, to our nurse member's home e-mail, and also watch for newsletters mailed to your homes, as information updates occur.

The process for ADOs, what they are, how to fill them out, where to find them and the need to fix the issue of concern right now, were all issues that were discussed. The chain of command was reviewed; starting with the charge nurse and going right up to the administrator on call, if necessary, to get the issue resolved and reviewed. If nothing improves, fill out the ADO form and send the copies to Julia Weinberg-PACU, Shelly Van Pelt-CCU or Jammie Jenkins-MPC.

We report these every month in Conference Committee. We are looking for trends and are working to find solutions. This last month, we reported 42 ADOs, most of them from PCC/CCU. We had some from MPC and OSC as well. We would have more if every nurse reported each day what the staffing should have been and what it was not, not getting breaks and lunch, equipment not working, processes and system break down or the other things that happen that

take you away from providing patient care and patient safety. Without the forms, we do not have the information written. This is necessary to make changes or do any further reporting to outside agencies, if necessary. Please take the time to do the process, get the issue fixed and if not fixed document the ADO and any other necessary forms like the QMM (which is the hospital form).

All units should have the ADOs in a white folder that has WSNA on outside. If any unit needs these forms, please let Julia or Shelly know and we will get these to you.

If you are not getting your 15 min. breaks and/or your lunch breaks, you need to document not only the KRONOS for the hospital and for yourself and the local unit an ADO as well. This is a Mandatory OVT issue and a rest issue. We are entitled to both of these according to our contract and labor law supports us too. Mandatory OVT is illegal and should not be happening - period. We need our rest breaks and lunch breaks for patient safety and our safety.

Some discussions ensued regarding charting and working off the clock. Kate Boyle, our WSNA Nurse Rep shared with all attending that this is illegal according to Labor Law and could be a liability for staff and the hospital. Julia Weinberg reported that this is also against the hospital policy Time and Attendance (manuals on line) as well and you can be disciplined and/or terminated.

We had some conversations regarding the recent mini in-service that was published in our WSNA local unit newsletter, about Workplace Bullying and what it is and what we can do about it. This is an awareness campaign that our WSNA Local unit has launched for our entire nurse members to draw attention that these kind of activities, verbal abuses etc... should not be tolerated and has to stop. We all need to be responsible for what we say and do to others, the phrase "Nurses Eat Their Young and Each Other" can indeed be these kinds of negative and hurtful behaviors. The article even talked about how organizations and institutions can create a culture of these attributes as well.

To be educated and knowledgeable is half the battle. To know what you can do about it and providing some tools and skills of how to deal with it and help stop this kind of activity is what this campaign is all about. "Work should not hurt" Mentally or Physically.

When we get the dates and we know more of how negotiations will be as far as what the process will be, we will be communicating the need for meeting or sending out via e-mail or posting on WSNA web page local unit and/or WSNA official bulletin board of these updates.

UNITY is POWER!

STAY AWARE and STAY INFORMED.