

**WSNA Local Unit  
SKAGIT VALLEY  
HOSPITAL**

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**Local Unit Officers**

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<i>Shelly VanPelt</i>	<i>Co-Chair</i>
<i>Jammie Jenkins</i>	<i>Secretary</i>
<i>Thomas Nyland</i>	<i>Treasurer</i>
<i>John Tweedy</i>	<i>Grievance</i>
<i>Linda Warman</i>	<i>Grievance</i>
<i>Marsha Leigh</i>	<i>Membership</i>
<i>Allyson Watts</i>	<i>Membership</i>

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**WSNA Web Site**

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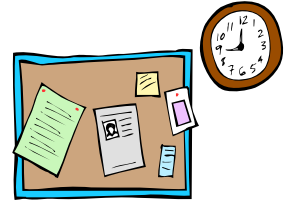
*The Oldest and  
Largest Union  
Representing  
Registered Nurses in  
Washington State*



**WASHINGTON STATE  
NURSES ASSOCIATION**

**Local Unit Update:**

On March 19<sup>th</sup> & 20<sup>th</sup>, the Registered Nurses of 1NW, 2NW, & CCU took part in the RN Job Re-Bidding for FTEs to be filled in the new hospital. The re-bid process was defined by seniority and for certain floors, skills and abilities.



During this process, every Nurse selected a position based on their seniority, skills and abilities, shift, and the unit they preferred to work on (or the unit that they were qualified to work in). This was an opportunity for most of the staff to change shift, floor, or department manager. To many, this was mostly a personal choice. There were many opportunities for selection. At the time of selection, only a few staff members did not get their first choice.

We only had two nurses, with a .1 remaining of their FTE, where they could not find a selection of their choice. Those nurses have until June 30<sup>th</sup> to try and make up the .1 or they will be subject to Lay-Off and Recall as per our contract language. We had one nurse who felt they were displaced to a unit he/she would rather not be at. However, the unit manager is aware of this nurse's desire and there will be other FTE opportunities in the near future.

Confusion and misunderstanding about the Re-Bid process was reported by some of the participating staff. Therefore, your Local Unit Officers would like to clarify the process for all of our nurses.

As your Local Unit WSNA Officers, we will answer questions and explain how and why the RN Re-Bid process took place. There were several questions brought to us regarding the terminology used during a re-bid. There were also other questions regarding how the whole process was going to take place. In addition, several nurses expressed fear when told they would have to re-bid for their job, shift, and floor. This was understandably very upsetting, considering many nurses were looking at the possibility of having their home lives turned completely upside down.

The RN Job Re-Bid was in truth a (1) Lay-Off and (2) a Restructure as per our WSNA contract. These terms, and the process used, are in our contract language and have been used as past practice in similar situations.

When there is talk about the loss of beds, the closing of a unit and the creation of a new unit, the Lay-Off language must be considered and implemented.

Let's look at what is actually happening...

- 1) 1NW will be losing beds, which results in the loss of FTEs. - (Lay-Off)
- 2) 2NW (as we know it today) will be closing and joining the CCU to become the newly created CPC, Critical Progressive Care Unit. (Restructure/Reconfiguring)
- 3) CCU (a portion of the CPC unit) will be increasing from 8 beds to 10 or more beds.
- 4) Medical/Pediatric floor is a new floor with 30 beds which needs less FTEs than our previous 2NW unit. - (Lay-Off)

We know from past experiences at SVH that a Lay-Off and a Restructure process bring many unanswered questions, increase stress, anxiety and uncertainty about what our new jobs will be. In this case, what our new jobs will be in the new hospital.

During past Lay-Off and Restructure experiences, not everyone had a job once the process was complete. There were nurses that did lose their job and they were put into the Re-Call process. Those nurses sometimes had to wait up to a full year to return to work in an FTE of the same shift and unit or a similar shift and unit, as allowed by the WSNA contract. Please remember with each experience there is always a learning curve.

We met with the nurses who expressed questions and concerns regarding the latest RN Job Re-bid. We would also like to thank them for their input and we always encourage your questions, concerns or comments.

What has your Local Unit WSNA Officers learned from this experience?



Your Local Unit Officers have learned, from this most recent RN Job Re-Bid/Lay-Off/Restructuring experience, to:

Call a “spade a spade”

Clarify all the terminology used

Explain all steps of the process thoroughly

Answer questions to the best of our abilities

Keep the facts straight as we know them.

We have diligently tried to do this in the past and we will continue to do so in the future.

We are aware there are several questions regarding staff concerns that management still has not answered. We have asked those questions and will continue to ask them. What this means to your Local Unit WSNA leaders is that we still have work to do. Every unit at Skagit Valley Hospital has work to do to get ready for the move and to care for our patients once we have moved.

There were FTEs left over both in the Critical Progressive Care unit and the Medical/Pediatric Unit. These positions will be posted in the usual manner following the job posting language of our WSNA contract in the next couple of weeks. These positions need to be filled.

The Charge Nurse positions for each of the new units will soon be posted and qualified nurses will be selected. This will free up some of the FTEs in the new units. Again leaving more FTEs to be posted and filled for anyone house wide. All FTEs posted will need to be filled for each new unit to ensure that they run successfully.

The 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> floors will all have new names and patient care models. The 1<sup>st</sup> floor is called the Surgical/Ortho/Oncology unit. This floor deals with, as the name states, surgical patients, ortho patients, and oncology patients. There are 30 private rooms. The 2<sup>nd</sup> floor is the newly created Critical Progressive Care unit. This floor has 31 patient rooms and is a blend of the current 2NW and CCU. This floor has 19 private rooms and includes 12 private CCU rooms. The rooms designated for

CCU patients come complete with new monitors, and bathrooms in the room. The 3<sup>rd</sup> floor is now the Medical/Pediatric floor. This floor will have 30 private rooms.

Most of the nursing staff will be moving into a completely new hospital. However, we have NOT forgotten that there will continue to be nursing staff in the older portion of the hospital. We are ALL part of WSNA and SVH!! WSNA sees this as an

opportunity of positive change and growth for our nurses and our community.

Please feel free to comment about anything you've read in this newsletter. Contact Shelley Van Pelt at [RMVP@aol.com](mailto:RMVP@aol.com) or find her in CCU or Julia Weinberg at [julia\\_we@hotmail.com](mailto:julia_we@hotmail.com) or PACU



*Thank you for your time.*

## **UPCOMING EVENTS:**

### **Free Workshop Coming for ALL Interested Nurses**

WSNA is presenting a workshop of the New Safe Lifting Law... and "What does it mean for you and your workplace." Dinner is provided to all attending. Guests will receive 1.5 Continuing Education Credits (CEUs) for attending. Please plan to attend this very valuable work shop. Call 1-800-231-8482 and talk with Kathryn MacLeod or e-mail [kmacleod@wsna.org](mailto:kmacleod@wsna.org) to reserve your spot today! Remember it's FREE!!!

Registration and check-in at 5:30 pm and workshop to go until 8:30pm.

**Where:** *Cottonwood Inn, Mt. Vernon*

**When:** *May 16<sup>th</sup>, 2007 Wednesday*

**Or**

**Where:** *Best Western Lake Way Inn, Bellingham*

**When:** *May 17<sup>th</sup>, 2007 Thursday*

## **Make your plans now to attend the 2007 WSNA Convention!**

Don't miss out on this important opportunity to join your nurse colleagues from all across the state. Learn about the important issues facing nurses today and what's being done to address them. The 2007 Convention will feature many nationally recognized speakers and presenters, poster sessions, exhibits, CE sessions, association recognition awards, as well as fun-filled events, good food, and lots of opportunity for networking and renewing friendships! Be sure to register early and invite your nurse-friends and nursing students to do the same and plan to attend the Earlybird Reception on Wednesday evening.

### **When**

May 3-4, 2007

There will be an Earlybird reception on May 2, 2007 to start things off so plan to attend that evening.

### **Where**

Tacoma Sheraton Hotel  
1320 Broadway Plaza  
Tacoma, WA 98402

Visit [www.wsna.org](http://www.wsna.org) for much more information on lodging, speakers, CE Sessions, and more.