

# local unit Newsletter

## WSNA Local Unit SKAGIT VALLEY HOSPITAL

### In This Issue

- Welcome To Our Many New Hire WSNA/SVH RNs
- 2007 Employee Survey
- WSNA/SVH Contract Negotiations are Coming 2008!
- Update Regarding Shift Differential
- Reminder ADOs

### Local Unit Officers

<i>Julia Weinberg</i>	<i>Co-Chair</i>
<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>

### WSNA Nurse Representative

Kate Boyle  
(206) 575-7979, Ext 3022  
kboyle@wsna.org

### WSNA Web Site

[www.wsna.org](http://www.wsna.org)

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



**WASHINGTON STATE  
NURSES ASSOCIATION**



**HAPPY  
HOLIDAYS!**

## Welcome To Our Many New Hire WSNA/SVH RNs!

Lots of new faces are being seen here at Skagit Valley Hospital since we moved into our new facility. We are so glad to see them and to be working along side them.

We all know how challenged we have been to provide care and stay on top of the many processes and system changes. Having more staff to assist and work with us to make improvements is very helpful.

Your WSNA local unit leadership team has been working hard on your behalf with SVH management team to improve the staffing shortfalls and the needs for increased education and training. It became very clear that these issues were lacking two weeks into our move in July.

We have also seen staff leave who have been long time employees, both nurses and support staff. Most reasons given have been because the change has been difficult. For some, leaving may mean retirement, for others a different place or environment change is what they needed. We are sad to see them leave and moving on to new and other challenges elsewhere. We wish them all well.

In the meantime our work continues to be on-going. In all departments, staff has been looking at what it is that makes them the most frustrated with the systems and processes that are still in place. We all know that communication between departments is difficult even in the best of times. At times communication with each other can be challenging and frustrating too. We need to remember to take that big breath and try to be patient and kind to each other - even in the chaos and storm that is blowing right there in front of us.

## 2007 Employee Survey:

We hope that every one of our nurses took the time to do the employee survey again this year and share their comments to the questions that were asked. You listed issues and concerns and you shared your ideas for solutions too.

The administration and hospital Board of Directors take the results of the surveys seriously and do implement a few of the ideas that are shared. However, there is always so much more work to be done. In some cases, to many long term employees, it seems solutions do not get addressed fast enough or these solutions get lost in all that needs to be done. We have to remain vigilant and keep our priorities on the front page, always working towards what is presently needed.

We will have the results from the survey probably after the first of the year.

Thanks everyone who took the time and filled it out!

## WSNA/SVH Contract Negotiations are Coming 2008!

Our survey to our membership for upcoming Contract negotiations for 2008 will be showing up in your home mailbox and even on-line at WSNA.org. When you get your survey in the mail, or fill it out on-line (*one or the other, please do not do both*), please take the time to fill out the demographic. Be specific in your answers and please do give us your 2 top issues for the team to focus on as we negotiate our contract. If you can help us in any way, please let us know that too.

It is important to your team to hear from our members what is important to our bargaining unit before we get to the negotiating table.

Educating our members about the negotiation process is important to your negotiating team. Keeping the membership informed during the

negotiating process will be a priority for your team too. When we have determined what the important issues are for these years' negotiations, we will have a local unit meeting and send out a mini-newsletter to make everyone aware.

Stay tuned and watch for upcoming local unit meetings and mailings coming your way soon after the first of the New Year.

Your Local Unit Officers have also asked the hospital administration, at the October Conference Committee, if they would be interested in doing WIN/WIN negotiation training like we have done the last three contracts. Our interest would be to have them say YES to the WIN/WIN process. We have a few new WSNA Local Unit negotiating team members to get through a win/win training session. Administration also has a few new members too. We hope to hear this decision at Conference Committee this November. We will let the membership know this decision in the next communication we send out to you.

## Update Regarding Shift Differential

WSNA had received from some of our nurse members an interest to have both the hospital and WSNA consider changing current shift Diff. from Majority of Hours paid to Zone paid a few months ago. WSNA requested, from the hospital, to have the financial analysis done concerning how many could be affected by this change - both negatively as well as positively. This is information we need before we would consider bringing the change to the bargaining unit for a VOTE in the form of a Memorandum of Understanding (MOU).

If a vote was held and the majority voted in the positive, it could change how the current contract language determines Shift Differential be paid.

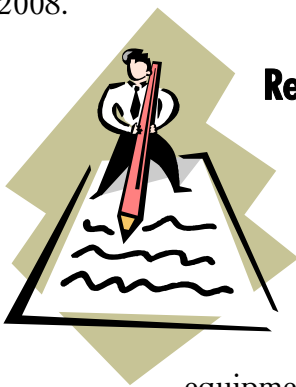


**FYI: Current Contract Diff. paid:**

*Right now shift differential is paid on the majority of hours. For example, as defined for evening shift (3pm to 11pm) the differential paid is on those hours that occur after 3pm to 11pm. For the night shift differential, the majority of hours that occur after 11pm till 7am are what are paid now.*

There are 12 hour shift staff, as well some 8 and 10 hour shift staff, who work flexible shifts that have starting times and ending times different than the defined 8 hour shifts (and there are also 12 hour shifts 7am to 7pm and 7pm to 7am) that are currently defined in our contract. This kind of flexible staffing puts these staff in the various times of evening shift diff. times defined and night shift diff. times defined during their scheduled work hours.

The hospital decided, and revealed to WSNA, at the October Conference Committee, that the financial cost is more for paying ZONE hour for hour compared to current Majority hours paid. The hospital prefers now to leave these discussions for the contract negotiation table in 2008.



**Reminder ADOs:**

Assignment Despite Objection (ADO) forms: These forms are available to everyone who has determined that an issue of patient safety, nurse safety, equipment failure or NO BREAKS

or UNRELEIVED LUNCH (or other issues) have occurred after you have taken the steps needed to resolve in a timely manner and still it is not fixed. Remember to document, fill out a QMM if appropriate, to send to risk management, Fill out your KRONOS as well with complete

explanation why the NO BREAKS, NO LUNCH and/or OVT that happened. Send the white copy of the ADO form to WSNA Local Unit Officer Jammie Jenkins-MPC, Julia Weinberg-PACU or Shelly Van Pelt-CCU/PCU. Keep the yellow copy for yourself and give the pink copy to the manager of the unit you were working in. Be sure to fill it out completely with what you did to try and resolve the issue and/or actions taken or not taken. If an additional page is needed make sure you make 3 copies and attach to all three ADOs as you disseminate to necessary persons.

WSNA reviews these carefully and watches for trends every month. WSNA will then identify the issues in Conference Committee as a written report. A copy of this report is kept in the nursing staffing office and with the WSNA Local unit records. Julia Weinberg, Chair, tries to get a letter out to everyone who submitted an ADO. Sometimes you see results happen as a result of the documentation we have been able to provide, to administration, from these data sheets.

The work is on-going especially when it comes to staffing, OVT, Charge Nurse Role, assistive staff/supportive staff and NO Breaks. We need everyone's help! Please take the time to do the process to get things/issues of concern resolved right then when it is a problem and if it does not resolve. Please document the ADO timely, do a QMM if appropriate and send to hospital route, and fill out the KRONOS as recommended. Remember to make a copy of your KRONOS sheets too; sometimes these forms can come up missing and your manager must have this form for OVT documentation for their records. The ADOs are our internal data tracking form for WSNA and the copies should go to those persons who have been listed above. Do not send these ADO forms to Risk management.

