

local unit Newsletter

NEWS FLASH

WSNA Local Unit
SKAGIT VALLEY
HOSPITAL

In This Issue

- News Flash
- The New Staffing Committee
- It's Time...Local Unit Elections of Officers
- Mini-Education (Part 2)
- Local Unit Meetings Held
- 2008 Local Unit Awards

Local Unit Officers

Julia Weinberg Co-Chair
Shelly VanPelt Co-Chair
Jammie Jenkins Secretary
Thomas Nyland Treasurer
John Tweedy Grievance
Linda Warman Grievance
Marsha Leigh Membership
Allyson Watts Membership

WSNA Nurse Representative

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

WSNA Web Site

www.wsna.org

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



WSNA/SVH Negotiations Update

Your WSNA/SVH Negotiating team has GOOD NEWS!

We have SUCCESSFULLY completed all negotiations!

Come and vote on Tuesday, June 10, 2008

**Anytime between 4pm to 8:30pm
In the Omak Conference Room at SVH**

Our WSNA Attorney will be doing a presentation of the proposed contract changes, and members of your WSNA/SVH negotiating team will be present to help answer any questions you may have.

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The New Staffing Committee

WSNA/SVH Local Unit is recruiting RNs interested in being considered as part of the *New Staffing Committee* at Skagit Valley Hospital. We will need staff nurse representatives from FBC, Surgical Services, Medical/Peds, Surgical/Ortho and ER for this committee. Time spent in this committee will be paid and staff nurse members will be scheduled to attend the meetings for the *New Staffing Committee!* Education will be provided so that all participants are prepared and equipped with the necessary information to do the work we need for you to do...**developing the staffing model for patient care delivery at SVH.**

To find out more information about this Staffing committee: GO...to the WSNA web site at... www.wsna.org (on the internet) to read about the new Safe Staffing Legislation and the Staffing Committee and learn why and how it is forming at SVH.

WSNA will be selecting the staff nurses members as representative the listed units in addition to the other staff nurse member for this ***New Staffing Committee***. Staff nurses selected for this committee will comprise of not less than 50% of the total committee members and management will comprise the rest.



If you are interested in being considered for this committee and you work in any of these above listed areas.

ASAP...please call Julia Weinberg, Local Unit Co-Chair at home at 360-766-6576 or send e-mail to julia_we@hotmail.com.

The sooner we gather the names of staff nurses interested in being considered for selection to this committee, the sooner we can appoint the committee members and begin the necessary education and work that this valuable committee is charged with for all nurses and patients at SVH.

Thanks Everyone!

IT'S TIME...Local Unit Elections of Officers

Nominations are being sought for these following Local Unit Officer positions for the term 2008-2010: Co-Chair (1), Treasurer (1), Membership Officer (2) and Grievance Officer (1).

Nominations will be accepted from May 27th 2008 till June 10th 2008. Please send your Name, your unit/shift, your home phone number and the position you are interested in to run for election to: **Julia Weinberg CO Chair at julia_we@hotmail.com, or call at 360-766-6576 and leave voice message if not home. Julia will contact you.**

The WSNA will mail out the official ballots to all dues paying members of the Local Unit at SVH. Watch your home mailbox for your ballot. Please follow all instructions in with the ballot for timeline and mailing your ballots back to the WSNA office.

Usually 2 weeks is given to mail the ballot back to WSNA.

The returned ballots will be counted at the WSNA office, then Kate Boyle, our WSNA Nurse Representative will then notify Julia Weinberg, Co-Chair, of the vote results. SVH administration will also be notified of the election results. After notification to the newly Elected Officers of the election results, the new Officers names will be added to the official WSNA/SVH Bulletin Board.

For information about time commitment, meetings, training and role descriptions of each officer's position open for election, go to our official WSNA Bulletin Board at SVH which is behind the Whidbey Coffee in the back hallway area or you may contact Julia Weinberg, Co-Chair at 360-766-6576 or seek out any of the current Local Unit Officers with your questions. Kate Boyle, our WSNA Nurse Representative, is also available for questions at 1-800-231-8482, ext. 3022.

Mini-Education [Part 2]

A follow-up to our awareness campaign of "Bullying in the Workplace"

As we go on to Part 2 of this mini-education session, all of you who have been made aware of what is "bullying" or lateral violence in the workplace, have learned that we should not be subjected to this kind of mistreatment or abuse from others, regardless of rank or file. You have done your part, checking in with yourself to see if your actions and communications are a part of the problem, and that you have committed to be a part of the solution, too.

The next steps we think should be: "**How do you have**" or "**How do you choose the right conversation**" to have with someone who you just witnessed in actions/communications where you did not feel good about the results, **and** how to "ask" the victim of the abusive assault, to have this conversations with the "bully" as well.

In the April 2008 American Nurse Today on pages 51 to 52, the author of this article goes into some steps to take to help prepare to have the right conversation, in the right place, at the right time and for the right reasons.

You can see that it takes some thought and planning and not just a “knee jerk” reaction to pull off the communication/conversation with someone who has a need to be made aware of their behaviors and how they affect those around them so as not to continue the same disruptive behaviors and verbalizations that hurt not only the victim of the assault, but everyone on the team. Ultimately these unaddressed “bullying” tactics, by staff, doctors or others could affect the safety of our patients.

There are lots of insightful reading materials available on this subject. I recommend **“Crucial Conversations, Crucial Confrontations” by Patterson and Grenny, which can provide further tools to address these difficult conversations.**

However, sometimes the best way to diffuse an incident, as you may remember from our first mini-education in a previous newsletter, related to “bullying” that sometimes is best to confront immediately and stop the perpetrator in their tracks by respectfully addressing the issues. You are encouraged to use “I statements” to describe what has just happened and how you were made to feel by the so called “bully” in the room with you. You must also inform this person that these behaviors and verbal assaults will not be tolerated by you from this day forward. You have now put them on notice.

If this does not fix the problem and the “bully” continues the same behaviors, then these behaviors actions need to be reported to your manger. At the very least you should document the incident, what was said and by whom, the date and time and any witnesses who were present.

We cannot change who a person is, however with vigilance and persistence by expecting and demonstrating respectful behavior and

communications toward one another, we will begin to see real change for the better in the work environment at SVH that supports us all. ALL of us, need to and should be moving forward and working towards this worthy goal; of a healthy work environment, making SVH the Best place to Work and the Best Place for our Patients.

Local Unit Meetings Held

We had Local Unit Meetings during the two weeks that negotiation meetings were not scheduled. Thank you to all our members who attended and talked about negotiations; received information about: the *New Staffing Committee*, upcoming officer elections, and shared issues during the roundtable discussions with your WSNA/SVH Local Unit Officers. We will be taking this information and issues to the next Conference Committee table.

We hope you all enjoyed the Nurse Week Celebration of May 6th thru 12th including the various treats the Local Unit provided to everyone on all three shifts and on all units. We had fun, and we sure do appreciate all of you and all you do each and every day for us and our patients!



2008 Local Unit Awards

Presented by the WSNA Cabinet on Economic and General Welfare

The WSNA Cabinet on Economic and General Welfare is proud to announce the annual Local Unit Awards to be presented during the 2008 Leadership Conference on September 29, 2007 in Lake Chelan.

*This is your chance to nominate someone that you feel has done an outstanding job as a Local Unit leader. This can be someone who is, or has been, a Local Unit leader who you feel deserves some recognition. So please submit your nominations before the **July 25, 2008** deadline.*

*To nominate the person, or persons of your choice, please complete the nomination form after reviewing the criteria for each award. **More information on you nominee is best! Please add additional pages if necessary!***

The Categories for the Awards are: Outstanding Local Unit Chair, Adversity Award, Local Unit Star, Outstanding Negotiation Team, Membership Award, and Outstanding Grievance Officer.

Nomination forms are available on wsna.org on the Leadership 2008 page.