

**WSNA Local Unit  
SOUTHWEST  
WASHINGTON  
MEDICAL CENTER**

**In This Issue**

- From The Desk Of . . .
- Hello, SWMC Nurses
- Sleeping Giant of the Nation
- Farewell

**Local Unit Officers**

Shayne Yokum	Co-Chair
Madeleine Ormond	Co-Chair
Patricia Moeller	Vice-Chair
Theresa Kirkpatrick	Secretary
Mary Oster	Treasurer
Terry Joyce	Grievance
Marcia Bryan	Grievance
Eileen Higbie	Grievance
Virginia Lee	Greivance
Christie Riley	Membership

**WSNA Nurse  
Representative**

Deby Neiman  
(206) 575-7979, Ext 3111  
dneiman@wsna.org

**WSNA Web Site**

www.wsna.org

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



**From the Desk of . . . .  
Shayne Yocum, LU Co-Chair**

There are a great many things happening in the world of nursing these days. With all of the demands of our regular duties along with our family and community responsibilities, how are we supposed to keep up with all of the rest? How, indeed. There are people out there in the world whose primary job is to follow these events and keep us “worker bees” informed. Part of your dues to WSNA goes to keeping these valuable people doing just that. Our professional organization is active in the fight to keep your right to representation intact. There are lobbyists in Olympia and Washington D.C. to make sure that our voices are heard on legislation impacting healthcare and how we provide nursing care to our patients. Here within our own organization, your Local Unit Officers and Representatives are working tirelessly for you every day to insure that your hours, wages and working conditions are adequately maintained. You are represented in conferences and committees every week by one of your Local Unit Reps. Every one of us believes in the power of nursing. Did you know that 1 out of every 100 people in this country is a nurse? Can you imagine how powerful we could be if we all stood together with one voice to guide where healthcare and nursing goes? Without that one united voice, we are simply a lot of background noise that gets tuned out and ignored. In the meantime, since we don’t stand together to make decisions regarding our careers, we are saying that it’s OK with us if someone else makes those decisions for us. But is it really? Who are we delegating to make those choices, and are they making appropriate choices for us? As professionals in the field of nursing, we must be active in our profession and our professional organization. Membership is the key.

In order to understand ourselves as a profession, we should first determine what criteria define a profession. Consider:

Professions involve essentially intellectual operations; they derive their raw materials from science and learning; this material they work up into a practical and definite end; they possess an educationally communicable technique; they tend to self-organization; they are becoming increasingly altruistic in motivation.

According to *The New Fontana Dictionary of Modern Thought* (Bullock & Trombley, 2000):

One of the key features of ‘modern society’ . . . is the transformation of many occupations into professions. This process involves the development of formal entry qualifications based upon education and examinations, the emergence of regulatory bodies with powers to admit and discipline members, and some degree of state-guaranteed monopoly rights.

Other recognized professions, law and medicine for example, have their own professional organization and nearly all of the people within the profession are members of that organization. Physicians belong to the American Medical Association and Attorneys belong to the American Bar Association.

So what is it about nurses that keep us from belonging to our professional organization? Are we not professionals? According to the definitions, we certainly should be. Ask us! Most of us would agree that we are indeed professionals. So let's take control of our jobs, our careers and our professions by becoming active in our professional organizations, WSNA and ANA .

### **Hello! Southwest Medical Center Nurses.**

I am Deb Neiman, RN, your WSNA Nurse Representative. Your Association and Local Unit Officers wanted to let you know that the re-slotting issue that you have been hearing about for 18 months is finally done.

All of the nurses records have been gone through and all years of acute care experience at SWMC and previous years of acute care experience from other facilities you worked at before SWMC, have been tallied.

There are approximately 600 nurses that will be brought up to their correct years slotting. The remaining nurses are already at or above their years of experience slotting. This has been a long awaited benefit for the nurses that were addressed over the bargaining table and we are excited that it is done. The hospital has budgeted for the re-slotting raises to take effect in March of 2007.

***If there are any questions about this issue, we will be having a Local Unit Meeting on September 20<sup>th</sup> from 7 PM to 9 PM in Auditorium B.***

Please come to hear all the news that is happening at your facility and the decisions that are being handed down nation wide by our governments appointed National Relations Board, that may affect your right to be represented by a bargaining unit.

Remember that coming together as one voice, we are more powerful with our message. Be a part of that one voice.

***Deb Neiman, RN, WSNA Nurse Representative***

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Hello, I am Madeline Ormond - one of the two WSNA Local Unit Co-Chairs. I have been with SWMC over 16 years. The 7 years in Med/Surg and the last 9 years in the Family Birth Center.

Those in the FBC also know me as their Unit Rep. One of my goals is to help you stay informed, to help you understand our contract and to assist with problem solving. There is a lot of room for you to actively participate in your Professional Association. One way is to become a Unit Rep. I would welcome the help and training is available.

A good understanding of the contract helps to improve communication between employees and management. I hope to hear from some of you who have thought of getting involved but didn't quite know how. Here is your chance! Let's build a good team!

***Madeline Ormond, Local Unit Co-Chair***

Come one and all to the general Local Unit meeting on September 20<sup>th</sup> from 7 PM-9 PM in Auditorium B. You will be hearing about the Kentucky River Rulings that are being handed down by our government appointed National Labor Board. This decision will be affecting 8 million workers, including Nurses, possibly not having the RIGHT to be represented by a bargaining unit.



Also come to hear about the re-slotting that will be taking affect in March of 2007. Any questions or problems may be voiced at the same time. See you there.

### **Sleeping Giant of the Nation!**

Nursing is the sleeping giant of the nation! If that giant ever wakes up, it will be a force to be reckoned with. Senator Mark Hatfield recognized this 40 years ago. Do you realize that 1 out of 100

people in the United States is a Nurse. Do you know that 1 out of 44 registered voters is a Nurse?

What a Force we would be if we all joined our voices and awoke that Giant. Where is your voice in this endeavor? We could change laws affecting our patient's welfare and health coverage if we all came together as one voice. We could change laws affecting our work environment, if we all came together as one voice.

We could have safer working conditions and staffing, if we all came together as one voice.

- WSNA was the first union to file suit to ensure nurses get rest breaks.
- WSNA won arbitration to prevent nurses from being forced to be vaccinated.
- WSNA won arbitration that saved the job of a 26-year nurse from being fired due to faulty Pyxis reports.
- WSNA secured law prohibiting mandatory overtime.
- WSNA is leading the fight for legislation on safe RN staffing and safe patient handling.
- WSNA forced hospital to stop background checks including credit reports on nurses.
- WSNA changed the composition of the Nursing Commission to guarantee staff nurse positions on the commission.
- WSNA focused exclusively on representing Registered Nurses.
- WSNA got you a contract with the first ever guaranteed raises.
- WSNA got you rest less than eight between shifts.
- WSNA has fought for and won many grievances for the nurse at your facility, including getting a nurse of 25 years her job back .
- When WSNA was asked to organize your facility, you all signed cards stating that you would join and support them in their quest to help you all become protected under a union contract.
- WSNA has upheld their end of the bargain. Have you?

In order for us to wake that sleeping giant, we all need to become the voice. Where is your voice and commitment? I would hope that it is behind your fellow nurses and union members. You all receive the same benefits and rewards, now it is your turn to step up to the plate and become a Dues paying member. **LET US ALL BECOME THE VOICE....**

Dues are less than \$60.00 a month. You make that in 2 hours of work. Is that not a cheap price to pay for all the benefits that WSNA has gotten for you and the continued support for your fellow nurses? Join today. It is easy and painless and can be deducted right from your check bimonthly.

Be proud to say you are a dues paying member in your own Professional Association at your place of work. You can join on-line at [wsna.org](http://wsna.org) or call 800 231-8482. Or ask an Officer that works tirelessly for your benefit for an application and they will help you fill it out and send it in for you.

## Farewell

I just wanted all of the Bargaining Unit to know my assignment has changed. I will no longer have primary responsibility for Southwest Washington Medical Center. I wish I could tell you that I'm retiring, but not yet. My years with SWMC, both as a nurse in the ICU and as your Nurse Representative with Washington State Nurses Association have been interesting and a challenge.

During the past year it has been rewarding to see more nurses realize the benefits and value of having a collective, united voice in their workplace. You have a new group of Officers and a new Nurse Representative, Deby Neiman; ready to help when the need arises. Just remember it takes all of you working together to make a difference in the workplace. Change does not happen by itself nor over night. PERSISTENCE is what counts. Watching the SWMC Local Unit grow has been an interesting experience, one that I have enjoyed.

Please be sure to call Deby Neiman, RN Nurse Representative if you have questions or concerns relating to your work life. She can be reached at (206) 575-7979, ext. 3111. Her email is [dneiman@wsna.org](mailto:dneiman@wsna.org).

Remember, **"IT TAKES EACH OF US TO MAKE A DIFFERENCE FOR ALL OF US"**

Are you a dues paying member of your local bargaining unit, if so, have you ask one of your colleagues to join WSNA today?

Take care and good luck to each of you!

Sincerely,

*Patricia L. McClure, RN*  
*WSNA Nurse Representative*

