

Local unit Newsletter

WSNA Local Unit
SPOKANE
**DEPARTMENT OF
VETERAN AFFAIRS**

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Local Unit Officers

Rich Miller	Chair
Gerald Gifford	Vice-Chair
Jennifer Becker	Secretary
Donna Henry	Treasurer
Amber LaZelle	Grievance

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WSNA Web Site
www.wsna.org

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



Your To Do List

READ = Be informed! Postcards, newsletters, ANA, NFN, WSNA website, Washington Nurse, One Strong Voice and American Nurse.



ATTEND = Local Unit meetings, give us *YOUR* input!

COMMUNICATE = Your concerns.

GET INVOLVED = There is a place for everyone!

Recent WINS!!

A recent Memorandum of Understanding was negotiated with the Department of Veterans Affairs, and Washington State Nurses Association on your behalf. This MOU was bargained to bring fairness, and lighten the impacts of the furloughs affecting nurses in your workplace. More information around this subject was sent in your mailboxes recently.

**Participate today!
And make your voice heard!!!**

Save The Date

2010 Leadership Conference, Age of the Aquarius.

Get fired up for WSNA Leadership Conference happening September 25th – 28th, 2010 in LAKE CHELAN! It’s a great opportunity for everyone. All associated fees may be able to be reimbursed from your Local Unit funds!! This is an extraordinary experience in a fantastic setting. “Peace” seems more relevant today than ever. Join us as we find ways to get more of it in our everyday lives. Topics we’ll be covering are:

- Stress Management
- Empowerment
- Conflict Management



And much more!! For a full agenda, registration, and travel info visit our website www.wsna.org.

This year’s theme is “Age of the Aquarius” so remember.... PEACE and LOVE.

It's Your License!



An update on costs, CEUs, and what it takes to maintain an RN LICENSE!

- Fees are going up to \$101 for RN renewal beginning in October this year. This will help to cover the additional work of the Nursing Commission surrounding processing increased numbers of licensure applications as well as disciplinary cases, and to support the Washington Health Professional Services Program. \$20 of the fee remains to support HEAL-WA and a \$5 surcharge remains to support the Washington Center for Nursing.
- Mandatory CE rules go into effect January 2011. Renewals remain annual based on your birthday date. You need to begin keeping the needed documentation (ie: credit hours) showing compliance in 2011. RN license audits will begin in 2014. The requirements are 531 practice hours every 36 months, and 45 CE contact hours every 36 months. ACLS, BLS, etc. **can count** towards CE. We encourage you to come to one of the workshops we will be doing in October (25th in Seattle and 26th in Spokane) to get more detailed info on this matter.
- The WSNA on-line CNE program is scheduled to launch this September. Additional courses will be added continually, and we hope to have about 12 up by end of year. Remember that

people attending other face-to-face courses such as Leadership, Convention, statewide education sessions such as the fatigue workshops WSNA is doing now, will receive contact hours.

Weingarten Rights.

Remember your Weingarten Rights!

It is under the Supreme Court's Weingarten Right decision, when an investigatory interview occurs, the following rules apply:

RULE 1 – The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request. (Note: if you ask the employer for representation, and their answer is “no”, it's up to you to make the statement that “if this is in fact investigatory, your Weingarten Right applies, and you want union representation.”)

RULE 2 – After the employee makes the request, the employer must choose among three options.

- a. Grant the request and delay questioning until representation



arrives. This could be anyone in your local unit, or your Nurse Rep. The representative needs time before the meeting to consult with the employee. (If you have not participated in an investigatory meeting before, call your Nurse Rep for assistance.)

- b. OR deny the request, and end the interview immediately.
- c. OR give the employee the choice of either having the interview without representation, or ending the interview.

IF... Management insists on continuing the meeting without representation, and you have clearly stated you want union representation, you may attend the meeting, but ONLY LISTEN! Do not answer questions, or comment until a representative is with you!

RULE 3 – If the employer denies the request for union representation and continues to ask questions, it commits an unfair labor practice, and the employee has the right to refuse to answer. The employer may not discipline the employee for such a refusal.

So.... If called into a meeting with management, read the following (or present the Weingarten Right card) before the start of the meeting. **“IF THIS DISCUSSION COULD IN ANY WAY LEAD TO MY BEING DISCIPLINED OR TERMINATED, OR AFFECT MY PERSONAL WORKING CONDITIONS, I RESPECTFULLY REQUEST THAT MY UNION REPRESENTATIVE BE PRESENT AT THIS MEETING. WITHOUT REPRESENTATION PRESENT, I CHOOSE NO TO PARTICIPATE IN THIS DISCUSSION.”**

Please contact your Local Unit officers or Nurse Rep immediately if a situation arises where you need to use your Weingarten Rights.

Use of Computers in the Work Place

WSNA is concerned about you being disciplined for things you say on-line. Our advice is to confine the use of computers at work to the job you are doing. Do not use facility owned computers for personal business. Management does monitor the use of their computer systems.

Management Can:

- Red Flag specific sites.
- Generate detailed reports that state how long you were on the computer and what site you were on.
- Tell what computer you used.

If you leave a computer signed on under your password, someone else may write something you will be held accountable for.

WSNA cares about our nurses. We do not want to see you disciplined! It is happening more and more.

