

local unit Newsletter

WSNA Local Unit
St. Joseph Hospital-
Bellingham

In This Issue

- From the Desk of . . . Your Executive Officers
- From Your Grievance Officers
- Vote Ratified
- WSNA Nurse Leg Day Registration Form

Local Unit Officers

Diane Rientjes-Green	Chair
Patrick Baron	Co-Chair
Sarah Newell	Co-Secretary
Kimberly Finger	Co-Secretary
Linda Smallwood	Treasurer
Patricia Lombard	Co-Grievance
Ina O'Donnell	Co-Grievance
Chris Hammond	Co-Grievance
Carolyn Shaffer	Co-Membership
Tracy Pullar	Co-Membership

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



**WASHINGTON STATE
NURSES ASSOCIATION**



From The Desk Of . . . *Your Executive Officers*

We have been meeting on a monthly basis since August 2007 at Conference Committee with Management on numerous issues that impact the bargaining unit. Listed below are just some of the topics that have been examined and discussed:

1. Parity: This is a topic that has been on the table since June 2007 after a petition was gathered by the ER staff and forwarded to administration. Management has offered a proposal on October 16th and we will meet again on October 30th with our proposal. The Vote was November 30th. See the article that follows.
2. Less than 10 hours between shifts; scheduled for arbitration on December 19, 2007.
3. New time card and scheduling programs (Vas Tech and Kronos) due to go into effect February 2008.
4. Professional Practice Model in formation and discussion stage.
5. Proposed master schedule change to allow for reduction in FTE in PACU.
6. Scheduling task force updates, discussions and directions ongoing.
7. New preceptorship program evaluated and discussed.

From Your Grievance Officers

Our Grievance Officers are continually enforcing the contract, checking postings for language problems and unfair practices, meeting with nurses and their managers/directors in the discipline process, and filing grievances for nurses when contract language is violated.

Recent victories:

1. Multiple job posting issues settled.
2. Hostile work environment issue settled.
3. Multiple RNs not disciplined after investigation meeting held.
4. 4 RNs were disciplined but not terminated.
5. Multiple written warnings reduced to verbal.
6. Job posting language was clarified.

Issues currently being looked at:

1. Nurses not being allowed to reduce their FTE.
2. Nurses not being allowed to increase their FTE.
3. NTL position used as light duty.
4. Looking at the efficacy of the nurse residence program.

We are always looking for anyone interested in getting involved in their local chapter by being a local unit representative for your department. You can help keep your department abreast of developments in our always changing world, be a voice for your unit and a liaison to the officers and WSNA. If you are interested in getting involved, contact one of the Officers listed and they will be glad to assist you.

Save The Date!
Washington State Nurses Association
CENTENNIAL
May 6, 2008

Vote Ratified

On November 30th, the St. Joseph WSNA local bargaining unit overwhelmingly voted to ratify a parity agreement with the hospital management. This agreement will gradually bring Registered Nurses with prior employment experience up to full parity - phasing in over 3 years.

Parity negotiations, (at times challenging) have been taking place since September 2007. The Executive Officers were able to reach an agreement with management without any "take always," despite management requests that WSNA drop other outstanding grievances in return for obtaining parity for SJH RNs. The hospital will be mailing a notice to nurses covered by the contract, that a request in writing with documentation of prior experience be submitted within 60 days. Our Seattle Representative Kathi Landon suggests that affected nurses go to the Human Resources Department and obtain a copy of their application, which should show prior experience, and their original PAR, which will show their rate of pay at hiring. The agreement is to begin implementation March 1, 2008 and will initially take effect on each nurse's anniversary date.

The Executive Officers are grateful for the input received from local members as well as those who turned out to cast their ballot.

