

WSNA Local Unit St. Joseph Hospital- Bellingham

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Local Unit Officers

Diane Rientjes-Green	Co-Chair
Patrick Baron	Co-Chair
Sarah Newell	Co-Secretary
Kimberly Finger	Co-Secretary
Roni Kelsey	Treasurer
Patricia Lombard	Co-Grievance
Ina O'Donnell	Co-Grievance
Kathryn Goss	Co-Grievance
Tracy Pullar	Co-Membership
Michelle Corzine	Communications
Julie Rose	Communications
Charles Shoecraft	Occupational Health & Safety

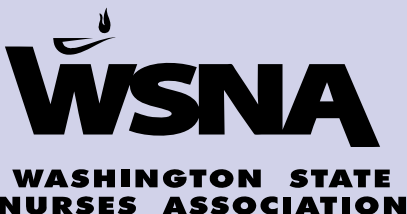
WSNA Nurse Representative

Kathi Landon
1-800-231-8482, Ext 3015
klandon@wsna.org

WSNA Web Site

www.wsna.org

*The Oldest and Largest Union
Representing Registered Nurses in
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Do Staffing Concern Forms Make a Difference? YES!

A huge thank you goes out to all staff who have filled out the Staffing Concern Forms (SCF). We understand you are tired and frustrated after difficult shifts but know that your voices are heard. The SCFs continue to be a main topic at our monthly WSNA/Management meetings and your Officers continue to press for safe staffing on all shifts, and in all departments. There has been a decrease in the number of forms completed since last summer. We hope that this is because of few staffing concerns but fear that it is because nurses feel that they are futile. Your WSNA Co-Chairs, Patrick Baron and Diane Rientjes-Green as well as your department manager review every form. Any registered nurse that completes a SCF should receive an answer from the manager involved, as well as a letter from Patrick.

Partly as a result of staffing concern forms, MCU and 4 South are undergoing a work redesign. Please continue to fill them out—they are your right under the contract and a powerful tool as we strive to provide a safe environment for our patients and staff.

Grievance Victories

Your Grievance Officers--Ina O'Donnell, Pat Lombard, and Kathy Goss are hard at work supporting the rights of SJH nurses. Issues recently resolved in favor of WSNA include disputes regarding a training position, and an NTL position, as well as a resolution of a hostile work environment. This last grievance victory was aided, in large part, by careful documentation by the staff. Great job guys!

WSNA recently filed a step 3 grievance on the part of the association regarding lump sum payouts of PTO on basis of IRS "recommendations." The change in lump sum payout was announced by the hospital last fall.



Other ongoing grievances include disputes regarding failure of a nurse to receive on-call pay and discipline. Please do not hesitate to contact a Grievance Officer if you feel that your contractual rights have been violated.

Vacation Limits

Limits on vacation time have been discussed in recent WSNA/Management meetings. There is no limit on the length of time that may be requested at one time providing the appropriate amount of PTO is available and other staff have not already been granted that time. Managers may not arbitrarily set limits on vacation length. And if you have been granted vacation time, you are not required to find your own weekend coverage. If you have been denied vacation time based only on the length, please contact a Grievance Officer. Their contact numbers are available on all unit bulletin boards.



On a related note, request the entire block of time off when submitting a vacation request, rather than only the days you would normally be working.

Safe Staffing Committee Update

The Safe Staff Committee has been meeting on a bi-monthly basis to produce patient care matrices for each of their departments. They will be presenting their work to Nancy Steiger, CEO on Feb. 17. At that point Nancy will review the data and decide if these recommended changes seem workable or not. Then it is her responsibility to respond in writing to the committee what her decisions are and why. There have already been some changes made to the staffing matrix to certain departments based on your input. The eventual goal of the legislation that mandated the creation of the safe staff committee is to have staffing information posted in a public area on every unit for every shift.

***WSNA believes
Safe RN staffing
Saves Lives!***

Save the Date-May 7

Your WSNA local and the Mt. Baker Nurses Association, with help from the Recognition,

Retention, and Recruitment Committee are planning a banquet on May 7 at Northwood Hall to celebrate Nurses Week. Deb Gauldin, RN, a nationally recognized speaker, will give an address and door prizes will be awarded. A catered meal will be provided for nurses scheduled to work that evening. All nurses from the community are invited to attend. A small \$5.00 donation from attendees will be contributed to a scholarship fund. Look for posters in the hospital for more details. WSNA Officers Sara Newell, Co-Secretary and Roni Kelsey, Treasurer have been hard at work creating what looks to be a fantastic event.

Kronos/CST

All staff are urged to review their time sheets and paycheck stubs carefully for any discrepancies in premium and overtime pay. We are hearing feedback that nurses are not being credited for working above a .9 FTE or receiving consecutive weekend pay. The system is still new and the staffing office has many new hires. Please be vigilant and follow-up with staffing and/or payroll as needed.

**WSNA Convention '09
Hilton Seattle Airport &
Conference Center
April 29 – May 1, 2009**

(Registration Enclosed)

