

local unit Newsletter

WSNA REPRESENTS YOU!

WSNA Local Unit
**ST. LUKE'S
REHABILITATION
INSTITUTE**

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Local Unit Officers

Peggy Freund Chair
Valerie Brock Treasurer

WSNA Nurse Representative

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WSNA Web Site

www.wsna.org

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



**WASHINGTON STATE
NURSES ASSOCIATION**

Join Today And Have A Say!!!

We need to increase membership in your Local Unit. This is your contract and you do not want to lose the benefits of nurses voices being heard loud and clear. There is power in numbers!



Membership forms are on the WSNA web site, www.wsna.org

On the right corner of the home page, click "Membership," drag down to "Application." At this location, you will also learn the many benefits WSNA offers to each member. It's easy!

It doesn't cost to be a union member – IT PAYS!

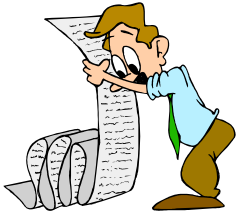
Why should I join???

WSNA is your professional nursing organization which gives you benefits of the union at various different levels. WSNA is the only union comprised of nurses representing nurses. From a legislative level, to a Local Unit level, our combined registered nursing voice is heard!

You as an RN at St. Luke's Rehab are currently being represented by WSNA in Conference Committee, Safe Staffing Committee as well as other decision making efforts around your hospital.

WSNA responds and represents every nurse in the hospital. It's important to have WSNA supported by your Local Unit with active members. By joining, you support your Local Unit and the contract it offers. If you did not have a WSNA represented contract, you would not have a fair competitive wage, with vacation pay, sick pay, shift differentials, etc. The more members that St. Lukes Rehab unit has, the stronger it is!

Participate



Your To Do List:

READ = Be informed! Post cards, newsletters, ANA, NFN, WSNA web site, Washington Nurse, and American Nurse.

ATTEND = Local Unit meetings, give us *YOUR* input! Next meeting, **Coming in September!**

COMMUNICATE = your concerns.

GET INVOLVED = There is a place for everyone!

Local Unit Organization:

Your Local Unit Reps are the LOCAL face of WSNA, resource, communications!

*Peggy Freund is your Chair (Coordinator of the Local Unit.)

Co-Chair: **POSITION OPEN.** Works closely with the Chair, organizes and oversees our Local Unit.

*Secretary: **POSITION OPEN.** Keeps the records; communication.

*Valerie Brock is your Treasurer: She monitors Local Unit funds.

* Grievance officer: **POSITION OPEN.** Enforces the contract.

Your Nurse Rep, is your WSNA staff member assigned to educate, advocate, advise, and

represents the Local Unit. Call Jaclyn Perkins RN, BSN at 206-575-7979, ext. 3118.

RECENT WINS!!

We have just settled a grievance for one of your coworkers.

An injury to one, is an injury to all!

You too have a right to union representation!

If you are a member and interested in holding an officer position, call your WSNA Nurse Rep, or Peggy Freund to find out more!

**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



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 Hospital Computers In The Workplace

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 hospital 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.