

WSNA/ST. LUKE'S

Washington State Nurses Association

LOCAL UNIT NEWSLETTER

June 2005

Local Unit Officers:

Chair:	Jim Favre
Vice Chair:	Vacant
Secretary/Treasurer:	Wendy Lomax
Grievance Officer:	Vacant
Member at Large:	Vacant

WSNA Nursing Representative:

Deborah Bessmer, BSN, RN
1-800-231-8482 Ext. 3112
dbessmer@wsna.org

Local Unit Organization:

- **Chair/Vice Chair** are co-coordinators of the Local Unit.
- **Secretary** keeps the records; communication.
- **Treasurer** monitors Local Unit funds.
- **Grievance Officer** enforces the contract.
- **Membership Chair** keeps membership lists accurate; orientation of new hires.
- **Local Unit Reps** are the face of WSNA, resource, communications.
- **Nurse Rep** - WSNA staff assigned to educate, advise, represent and advocate for the Local Unit.

To Do List:

- ✓ **Read**-be informed: post cards, newsletters, ANA, UAN, WSNA web site, Washington Nurse, One Strong Voice, and American Nurse.
- ✓ **Attend** educational offerings - bring a friend.
- ✓ **Communicate** your concerns - give us input.
- ✓ **Get involved!** There is a place for everyone.
- ✓ **Believe!!!**

It doesn't cost to be a union member – it pays!

Wins!

We have just won a grievance for one of your co-workers. The discipline was reduced and will be taken out of their personnel file.

Two other occurrences were prevented from progressing to discipline because of your right to union representation.

An injury to one is an injury to all.

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Weingarten Rules

Under the Supreme Court's Weingarten 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.
- **Rule 2:** After the employee makes the request, the employer must choose among three options. The employer must either:
 - a. Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; or
 - b. Deny the request and end the interview immediately; or
 - c. Give the employee a choice of:
 - 1) having the interview without representation, or 2) ending the interview.
- **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 a right to refuse to answer. The employer may not discipline the employee for such a refusal.

Do not lose the benefit of your voice being heard loud and clear.

Join WSNA Today!

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Clinical Nurse Practice Committee

If anyone is interested in participating in the Clinical Nurse Practice Committee, please notify one of your officers or Deborah Bessmer, Nurse Rep. We are looking for one person from each of the following three units: SCI, TBI, and CVA. Come and have a voice!

UPCOMING EVENTS and MEETINGS

September 25-27, 2005

Annual Leadership Development
Conference – Lake Chelan, WA

It is the responsibility of each nurse to notify the Washington State Nurses Association of any changes in their work status which may include but are not limited to: name, address, phone number, FTE increase or decrease, leave of absence, medical leave, maternity leave, leaving or joining a bargaining unit. This change must be done in writing either by using a change of information card or sending an email to wsna@wsna.org.

The Cabinet on Economic and General Welfare (EG&W) has a policy that states when a nurse is on a leave of absence for any reason, the dues are reduced to 50% for the entire period of the leave time. The dues accumulated during the leave time are to be paid within 90 days of returning to work.