

**WSNA Local Unit
Sunnyside Community
Hospital**

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Local Unit Officers

Linda Monroe Chair
 Marisela Aguilar Co-Chair
 Penny Ross Secretary/Treasurer
 Janice Schell Grievance
 Cindy Rasmusson Membership

**WSNA Nurse
Representative**

Carmen Garrison
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 cgarrison@wsna.org

WSNA Web Site

www.wsna.org

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Largest Union
Representing
Registered Nurses in
Washington State*



WSNA-Local Unit Meeting

Sunnyside Hospital Classroom

June 3, 2008

5:30 PM - 7 PM

Be sure to put this date on your calendar!



**Note from the Chair –
by Linda Monroe,
Sunnyside/WSNA**

Local Unit Chair

To My Fellow Nurses at SCH:

I recently was asked by a friend and coworker why I decided to become involved with WSNA and serve as Officer once again. I would like to answer that question for all of you. I became involved in WSNA just shortly after starting at SCH. I wanted to know my rights and responsibilities as a nurse working at this hospital, but not only that, I wanted to feel like I had a voice in the changes that were taking place at our hospital at that time. We were working on our first contract, and I felt an importance to be involved. I was a new R.N. and unsure of what that job title really meant.

I cannot put into words the amount of hard work and dedication I witnessed from my fellow nurses as they gave of their time, money, and energy to work for all the nurses employed here at SCH. It was not easy, and there were several setbacks, but because of their hard work and dedication, we have a WSNA contract that works to support and protect each and every nurse here at SCH.

Once again we are looking forward to negotiations on a new contract. We have seen many changes over the last several years, and I feel it is important that our contract reflects these changes and yet represent the voice and concerns of all the nurses. I cannot sit back and watch the direction our contract might take and not feel a personal responsibility to be involved in the decisions that will affect my life each and every day.



You also have that right to be involved in these decisions. You have been sent a contract survey to fill out to address your priorities for the upcoming contract. Please take the time to fill this out and return it. You can give it to any of our local unit officers, mail it back, or complete the survey on line, whatever is easier for you. We are having a Local Unit Meeting on June 3rd, 2008 at 5:30 to 7:00 p.m. at [Sunnyside Hospital classroom](#). Please plan to attend and let your voice be a part of the team.

It is easy to sit back and complain but it is just as easy to come forward and add your voice. As a **team**, we can make big changes for our future. Please plan to be a part of our SCH WSNA team.

As a point of information, our new WSNA local unit officers have been meeting the first Tuesday of each month since being elected to these positions. If you have questions, concerns, or information you feel needs to be addressed or past on, please feel free to contact any of our local unit officers.

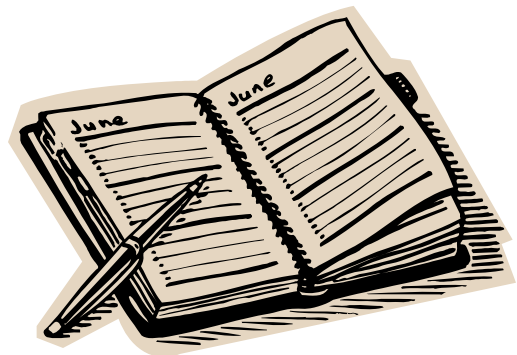
Our Nurse Practice meeting is the second Tuesday of each month. If you have nursing concerns that need to be addressed, this is the place for us to bring these concerns forward. Please pass this information

along to your department committee member or any local unit officer. This is Our Nursing Meeting.

I look forward to your help and support as we move forward to negotiations for our new contract. Thank you for your support.

Nurse Practice/Conference Committee Updates — Nurse Practice committee meets the second Tuesday of every month.

- ADOs are reviewed and discussed.
- Preceptor pay: One of the issues we have discussed recently in Nurse Practice is how preceptor pay is approved. A subcommittee was formed to discuss this issue in more depth. If you have any questions, please contact Linda Monroe, your local unit Chair.
- Staffing Committee- (see updates on the new laws regarding staffing)
- Complete Minutes from Nurse Practice should be available on all units. If you are unable to find a copy of the minutes on your unit contact Linda Monroe.
- We are looking for someone to do the Minutes. If you are interested, please contact Linda Monroe.



Staffing Legislation -- The Safe Nurse Staffing Legislation (House Bill 3123) passed the Legislature with near unanimous votes and Governor Gregoire has signed the bill into law.

Read more about this important and historic legislation that WSNA collaboratively and successfully influenced passage into WA State law on the WSNA web site at www.wsna.org

Nurse Staffing Committee Composition:

- By September 1, 2008, every hospital must establish a nurse staffing committee
- The hospital can either create a new committee or assign the functions of a nurse staffing committee to an existing committee.
- At least one-half of the members of the nurse staffing committee must be RNs currently providing direct patient care to be selected by the WSNA local unit.
- Up to one-half of the members of the nurse staffing committee will be hospital management representatives.
- Staff nurses participation in the committee must be scheduled work time, compensated at the appropriate rate of pay, and relieved of all other work duties.

Primary Functions of the Committee:

- Development and oversight of a nurse staffing plan for each unit and shift of the hospital based on patient care needs, appropriate skill mix of registered nurses and other nursing personnel, layout of the

unit, and national standards and recommendations on nurse staffing.

- Semiannual review of the staffing plan against patient need and known evidence-based staffing information, including the nursing sensitive quality indicators collected by the hospital.
- Review, assessment, and response to staffing concerns presented to the committee.

Role of Committee:

- The Committee shall produce the hospital's annual nurse staffing plan.
- If this staffing plan is not adopted by the hospital, the chief executive officer must provide a written explanation of the reasons why to the Committee.

Posting:

- Must post the nurse staffing plan and the nurse staffing schedule for that shift on that unit, as well as the relevant clinical staffing for that shift in a public area on each unit.
- The staffing plan and current staffing levels must be made available to patients and visitors upon request.

Non-retaliation:

- Hospitals may not retaliate or intimidate an employee for performing any duties or responsibilities in connection with the nurse staffing committee; or
- Hospitals may not retaliate or intimidate an employee, patient, or other individual who notifies the nurse staffing committee or the

hospital administration of his or her concerns on nurse staffing.

- This is a golden opportunity for nursing professionals to collaboratively determine staffing needs and study the relationship between better staffing and patient/nurse retention outcomes in their own institutions.
- It is a chance for the profession to more clearly articulate the difference that RNs make in the delivery of safe, effective and appropriate patient care.
- This is also an opportunity to develop and groom tomorrow's nurse leaders as future nurse leaders.
- The law specifies that at least ½ of the members of the committee must be staff nurses – which means we can have more than 50%.
- The law specifies that the selection of the staff nurses will be made by the local bargaining unit. There was much discussion around this issue and mutual agreement with the Hospital Association and Northwest Organization of Nurse Executives (NWONE) that nurses represented by a union will get to choose their own representation of staff nurses on the committee.
- The law specifies that hospital administration can have up to ½ of the committee members, the hospital does not have a right to have more than ½ representation.
- There are good reasons why there ought to be more staff nurses than administrators due to the critical need for staff nurse input from the variety of units at hospitals, especially in large institutions.

- There is no specific size requirement to the staffing committees. At large facilities that may be upwards of 20 while smaller hospitals may have a committee of 4. In order to ensure success, WSNA should work with hospital administrators in deciding the size and composition of the staffing committee.

For more information, check the wsna.org

ADOs

Continue to complete ADO forms (Assignment Despite Objection) if you are given an assignment that you believe is unsafe. If you have any questions about ADOs, please contact your local unit officers. If you do not have any forms on your unit, contact your local unit officers.

Rest Breaks

If you are not routinely getting your 15 minute breaks every four hours worked, fill out an ADO. You need to document missed breaks. You should be reimbursed at the OT rate for missed breaks. WSNA has worked hard to make sure that nurses have contractual language regarding rest breaks. See your contract, article 7.1.1.

Contract Negotiations

We have dates set for negotiations. We will be starting negotiations in July. Your current contract expires October 31, 2008.



Contract Prep Survey

If you have not received your survey in the mail, please let Carmen Garrison at 206-575-7979, ext. 3113 or via email at cgarrison@wsna.org. The survey is also available to complete online. Please complete the survey by May 14, 2008.

Grievance

The goal of grievances is to resolve issues at the lowest level possible. The grievance process is outlined in your contract under Article 17. If you have a question regarding filing a grievance, contact your Grievance Officer, Janice Schell 509-786-2431 or via email jojo42562@yahoo.com.

We have had several grievances over the past year. We are at step 3 with three grievances. One is regarding job postings and two are regarding discipline. We have settled past grievances regarding reimbursement for mandatory education.

UPDATE FROM NSO:

- Your professional liability insurance premium may be classified as business expense, and may be fully deductible when filing taxes.
- If you are **employed**, you may be able to report the expense as an itemized deduction under “unreimbursed business expenses” on Form 2106.
- If you are **self-employed**, you may be able to report it on Schedule C (Form 1040).
- For details and eligibility requirements, your best source of

direct reference would be the Internal Revenue Service (IRS) at 1-800-829-1040.

Nurses Service Organization
Aon - Affinity Insurance Services,
Inc.

215.773.4118

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Hatboro, PA 19040

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Save The Date!

**2008 Leadership
Conference**

**September 28 – 30,
2008**

Lake Chelan, WA