

**WSNA Local Unit
UNIVERSITY OF
WASHINGTON MEDICAL
CENTER**

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Local Unit Officers

Harry James, RN, OR	Chair
Keith Koga, RN, 5SE	Co-Chair
Anita Stull, RN, 7N	Secretary / Treasurer
Steve Krauss, RN, OR	Grievance
Mary Desmarais, RN, ED	Grievance

WSNA Nurse Representative

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WSNA Web Site

www.wsna.org

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



Welcome New Members!

ADOVO, HAZEL MILDRECH
 BETTERS, DAWN
 ENRIGHT, EDWARD
 FARR, NICHOLE
 GALLAGHER, AMELIA
 GILL, RABINDER
 HALVORSON, JESSICA
 HEWITT, KATHRYN
 JOSLIN, MICHAEL
 KIRSCH, STEPHEN
 MARTIN, BARBARA
 MCLEMORE, CYNTHIA
 NERPIOL, EUGENE
 NIMS, JANA
 POPPLEWELL, MARILYN
 PRADO, ERIC
 SCHOLTES, CHRISTY
 SHEAN, PAUL
 TODD, MARY
 TRUST-BOLACK, GABRIEL
 UCHIYAMA, NOBUKO
 VARGAS, HEIDI
 WALKER, JOHN
 WHITE, KASSANDRA
 WHITEPINE, BETH
 ZIMMER, PHYLLIS



Staying Informed

Have you visited the WSNA Web Site (www.WSNA.org) lately? You can gather a wealth of information about things happening within your organization, as well as great links that guide you to other State Nurses Associations and national points of interest. Follow the local unit link to see specific information about your facility. Some of the things you will find on your link include:

1. Your Local Unit officers names and how to best communicate with them;
2. Your CONTRACT;
3. Your Local Unit Rules;
4. Local Unit Newsletter;
5. Meeting Notices

Your Local Unit officers provide individual input to your Local Unit Site.



Lunch and Breaks

Let us know if you're being denied Overtime for missed meal periods or breaks. It isn't always about time management. Patient acuity plays a part, too. So does adequate staffing. We have the right to have our breaks and compensation when we cannot get our lunch and/or breaks. If you miss your lunch and/or breaks, document on your timesheets, as follows:

Document Missed Lunches and Breaks:

Know your Contract- Article 7.1 - Did you know that all work shifts shall include a 30 minute meal period to be taken on the nurses' own time if relieved of his/her duties during this period. Nurses required to remain on duty during their meal period shall be compensated for such time at the overtime rate of pay.

And

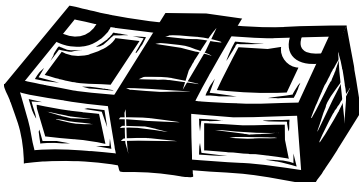
Nurses in the bargaining unit shall be granted a fifteen-minute rest period within each four hour period. Nurses working a twelve-hour shift will receive three rest periods. Each unit will establish guidelines to enable nurses to take their breaks. A nurse who does not receive a break is obligated to bring it to the attention of unit management immediately, or by the end of shift.

**** 8 hour shifts: get two 15 minute breaks, one 30 min lunch.**

**** 12 hour shifts: get three 15 minute breaks, one 30 min lunch.**

Premium Pay!

Know your contract. The July 1, 2007 – June 30, 2009 Contract ARTICLE 10 defines twelve different PREMIUM PAY items we bargained for UWMC Registered Nurses to receive.



Premiums

If you float to another unit or clinic to work, you need to put this down on your time sheet in order to receive **Float Premium** on your paycheck!!

Article 10.7-Registered nurses assigned outside the unit(s) for which they were hired as part of that unit's matrix staff for a defined shift of at least 4 hours will be compensated with a float premium of \$1.50 an hour..."

If you work a weekend, **Weekend Premium** needs to be on your time sheet in order to receive the extra pay on your paycheck!!

Article 10.12- If you work a weekend as defined in section 7.5 he/she will receive a premium of \$4.00 an hour

If you are placed on standby status off the Medical center premises shall be compensated at the **Stand-By Premium** \$4.00 per hour.

Article 10.5- When called from standby status, the nurse shall receive premium pay (time and one-half the nurses' regular rate) for a minimum period of two and one-half (2 1/2) hours.

It PAYS to know your contract!

Review [your complete contract on-line at WSNA.org](http://www.wsna.org). Follow the link to your [Local Unit page http://www.wsna.org/localunits/uwmc.asp](http://www.wsna.org/localunits/uwmc.asp)

Contract Highlights

July 1, 2007 – June 30, 2009

***Wages - 4% pay raise for RN2/RN3 as of January 1, 2007 and an additional 2% as of July 1, 2007.
Step added (step Y-year 24) at 2% above step W**

Contract Article 8.4 Educational Support

Funds. The Employer will provide \$250.00 per bargaining unit nurse FTE... (pro-rated for part-time nurses) to pay for continuing education expenses....effective March 1 the unspent portion of the \$250.00 per bargaining unit FTE shall be pooled on a hospital-wide basis. From March 1 through the end of the fiscal year (June 30th), the fund shall be allocated on an equitable basis. There shall be an annual maximum usage of \$500.00 per nurse...Nurses may request to be reimbursed for continuing education expenses incurred prior to March 1 which exceeded the nurses' guaranteed allocation.

Contract Article 11.13 Staffing Concerns.

Nurses believing there is a continuous or potential workload/staffing problem, which may include the ability to receive rest periods and lunch breaks, should attempt to resolve the problem in discussions at work unit level. Continuous or potential workload/staffing problems discussed at the work unit level that have not been resolved may be raised through the Joint Conference Committee.

***Contact your local unit officers if you believe you need help addressing issues related to staffing concerns. They will help you work through the questions that need to be asked and determine how we can best help you.**

2007 H2E Environmental Leadership Award



Winners

In 2007, H2E recognized 128 hospitals, health systems, and health care organizations with a total of 146 awards for outstanding achievements in reducing waste, eliminating mercury, and improving environmental performance.

These organizations are at the forefront of the trend toward a health care system that recognizes the fundamental link between healthy people and a healthy environment," said H2E Executive

Director Laura Brannen. Nineteen of the 128 organizations received Environmental Leadership Awards for outstanding environmental performance. For more on the awards and a list of winners, visit www.h2e-online.org.

Hospitals for a Healthy Environment (H2E) was jointly founded by the American Hospital Association, the U.S. Environmental Protection Agency, Health Care Without Harm, and the American Nurses Association. H2E is creating a national movement for environmental sustainability in health care by educating health care professionals about pollution prevention opportunities and providing practical tools and resources to facilitate the industry's movement toward environmental sustainability.

2007 ENVIRONMENTAL LEADERSHIP AWARDS

University of Washington Medical Center, Seattle, WA

PARTNERS FOR CHANGE

St. Clare Hospital, Lakewood, WA

St. Francis Hospital, Federal Way, WA

MAKING MEDICINE MERCURY-FREE

Madigan Army Medical Center, Tacoma, WA

University of Washington Medical Center (UWMC), Seattle, WA

Violence in Healthcare

UWMC staff nurse, Tara Goode attended the 2007 WSNA Convention, May 2-4. Here is her summary of one of the many education sessions presented:

(OSHA 2002) "violent acts include physical assaults, and threats of assaults directed towards persons at work or on duty. This includes terrorism."

And...

"...any action that threatens the safety of an employee, impacts the employee's physical or psychological well-being, or cause damage to company property." (AAOHN/FBI 2003)

Did you know???

Nationally–healthcare settings = 48% of nonfatal work assaults and violent acts (OSHA 2004)

Stress, conflict and violence are linked.

It is often underreported.

What are the effects on YOU?

Grief, stress, anxiety →PTSD

Avoidance of stimuli, increased arousal

Reduced productivity, loss of professional confidence

Straining relationships

Substance abuse

Leaving employment

Death

What can YOU do?

Be proactive. When you suspect a situation will escalate, trust your instincts and remove yourself from the situation immediately until further assessment can be made as to the risk to you or your patient.

Remember your safety is as important as that of your patient!

ALWAYS have an 'out' in mind if you ever begin to sense a conflict or high stress situation escalate.

Utilize your workplace violence committee!

UWMC has one and you can submit scenarios or real situations you know of or have experienced for us to problem solve and try to make the system work better to keep you and you patients safer.

Warren Walls, Work Place Violence

Committee Chair

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Linda Ho, Program Support

Supervisor, UWMC Public Safety

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Work safe and be careful...ALWAYS!

Tara Goode, RN, 5SE

Nurses for Nurses!

WSNA will hold its 16th Annual Leadership Development Conference in Chelan, Washington from Sept 22-25, 2007. Local unit officers and WSNA activists from around the state will come and learn the keys to building a strong local unit Membership, running an effective Conference Committee, processing a successful Grievance, bargaining for a strong Contract and much more. Awards will also be presented to the outstanding Local Unit Officers of 2007. Nurses for Nurses: educated, fun, informed, united, strong – that's WSNA working for you!

*If you would like to attend, contact any of your Local Unit officers for an application or visit the WSNA

Web-site: www.wsna.org/snas/wa/

Local Unit Officers at UWMC

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Up Coming Events

June 12, 2007

WCN Open Forum
Vancouver, WA

June 13, 2007

WSNA Election Results Declared

Sept 9-13, 2007

UAN Labor Institute Meeting
Seattle, WA

www.wsna.org/library/2007.UANLaborInstituteMeeting/

Sept 22-25, 2007

Local Unit Leadership Conference
Chelan, WA

May 6, 2008

WSNA Centennial and Hall of Fame Gala
Seattle, WA