

local unit Newsletter

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

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Local Unit Officers

Steve Krauss	Chair
Harry James	Treasurer
Anita Stull	Grievance
Kathy Higgins	Grievance

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



**WASHINGTON STATE
NURSES ASSOCIATION**

From The Chair . . .
By Steve Krauss, RN, CNOR



The time following ratification of the new contract with UWMC should be relatively quiet for the local unit. However, local – as well as global – events have conspired to keep the local unit busy.

In spite of the recession, our negotiated cost-of-living increase for July 1, 2009 remains intact. In fact, all of the contract terms we negotiated are anticipated to take effect on that date. This is good news for the nurses in the bargaining unit! Other unions' members have not fared as well. I wish them well as they re-negotiate their contracts with UWMC. These are our colleagues, our co-workers. They give us invaluable support in the care of our patients, and we cannot provide that care alone. Good luck to SEIU 925 and the 'Federation' in this difficult financial time at UW.

While we have been able to protect our upcoming raises, as well as the other terms of the new contract, some factors are beyond the control of WSNA or the contract. The basic terms of our agreement for health care premiums remains untouched – we are responsible for 12% of the cost of the premium. However, the overall cost of the premium may increase as the plans face the reality of cuts in the support from the State of Washington. No estimates have been made, so keep watching for further updates as information is released.



The cost of parking and commuting will also increase July 1, 2009, as UW comes face-to-face with a significant cut in state support. The current estimates for these fees are available online at the UW

Transportation webpage. I strongly encourage all of you to look at possible options for parking and commuting. Using the existing system of park-and-ride lots provided free by Metro, and changing from daily parking to a U-Pass/bus combination can save a significant amount of money.

The local unit officers and representatives have been busy enforcing the terms of the current contract, as well as defending the rights of bargaining unit members under that contract. Surgical Services managers made a decision to merge two units of nurses into one unit – the Pavilion Surgery Center and the Main Operating Room/PACU. Your representatives have spent countless hours of volunteered time working on management’s proposal as it is implemented. The start date for the ‘new’ unit is June 22, 2009. Your seniority, the most valuable asset we can protect, has been kept intact during this long and difficult process. We are working with management to seek alternatives to some aspects of the merger while trying to assure that our patient care remains the best in the region.

There are several grievances underway as we continue to defend the contract and rights of the bargaining unit



nurses. Please see the articles in this newsletter for updates on the issues being challenged and the status of these grievances. We are also busy providing representation to individuals undergoing corrective discipline. I encourage you to remember your Weingarten rights to representation for any action that might result in discipline or dismissal. Whether or not you are a paid member of WSNA, we WILL represent you in these meetings.

The strength of the local unit depends on its members! Thanks to all of the current members for their support. If you aren’t yet a member, please consider joining. We get a 3% across-the-board raise July 1, as well as added steps for the most senior nurses. This is the perfect time to invest part of the raise in the strength of the local WSNA unit! Please join today.

In Case You Haven’t Heard...

Surgical Services is under going a merger between Main and Pavilion. They are set to begin integration on June 22nd, 2009. WSNA has been actively involved in this process and will continue to support all of these OR and PACU nurses throughout the transition.

UWMC Safe Staffing Committee

This committee continues to meet on a monthly basis as managers are addressing unit needs one at a time. This committee will be integral in identifying areas of improvement needed to optimize patient care. Please note your member's names and contact info and feel free to get in touch with these folks to weigh in on your unit! - Contact Names: Trish Berry-Bell, Sonia Nelson, Tana Irish, Theresa Ismach and Rusty Nelson.

Keep Filling Out The ADOs!

These forms create a record of instances where staffing is inadequate or just plain unsafe!

Continue to fill these out and submit to your local unit representative.

For any questions on these, contact Steve Krauss at Catbert@oz.net.

Mandatory Overtime is Not OK!

If you are continuing to miss lunches, breaks or are required to stay beyond your scheduled shift, speak up. You have rights under the law. If this is happening to you, please fill out Labor and Industry forms and send them in. These can be found at www.LNI.wa.gov then click on "Workplace rights" then "Filing a workplace rights

complaint" then download complaint form and instructions.

Please copy these forms twice, saving one for your records and giving the other to your local unit officer.

Get On Board!

We are looking for nurses interested in making a difference on your unit.

If you are interested in becoming a Local Unit Officer, please contact Steve Krauss at Catbert@oz.net.

Did you know?

Visit your WSNA Website for updates on your local Unit as well as other information that is so important to your practice!!!!

www.wsna.org

Up Coming Events

*2009 Leadership Conference
September 27-29, 2009
Lake Chelan, WA*