

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

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Anita Stull	Grievance
Kathy Higgins	Grievance
Harry James	Treasurer

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

WSNA

**WASHINGTON STATE
NURSES ASSOCIATION**

Letter From The Chair . . .

By Steve Krauss, RN,

It is a challenging time at UWMC. I understand the economic problems that abound, yet I also am aware that UWMC has just had two consecutive years that are recorded as the most profitable in UWMC history. The second of the two – 2008-2009 – had a 50% increase in profit over the previous year. They were \$40-million + and \$60-million + each year. The word from management so far this year is that surgical volumes are far ahead of expectations, and the house census has been very high all year.



WSNA has been told by management in the past that RN salaries come directly from patient billings, not from the Washington State budget. Hopefully this will translate into another good contract this summer. Your officers and representatives are preparing for the upcoming biennial contract negotiations, and we are using your responses to the contract survey to prioritize our ‘wish list’. Stay tuned for upcoming developments.

The most powerful message you – the individual staff RN2 or RN3 – can send to management is through membership in WSNA. Our membership levels directly affect the outcome of negotiations. In real terms – Members = Strength! By joining WSNA, you show your support of our efforts to negotiate a fair contract for all of the RNs we represent.

I am a volunteer. Even though I am your Chair, I must pay my annual dues, and I voluntarily give my time in an effort to create a better workplace for all Registered Nurses. I also spend time representing some of the nurses who find themselves in corrective discipline proceedings, as well as bringing ADOs – Assignment Despite Objection – to management’s attention. Far from a ‘free ride’, I give extra time from my personal life to support all RNs at UWMC. Please consider joining WSNA and supporting what we – the officers and unit representatives – are doing for you!

During our last negotiating session in 2008 we found it necessary to hold an informational picketing session and candlelight vigil. These were well attended, and made a huge positive impact on the contract negotiations. You may be called upon again for an

encore performance – if need be, we will do this again. Patients and managers saw you turn out in large numbers supporting the local unit, and this made a difference in the outcome of negotiations. As a result of your support, while many other state

employees have seen wage freezes, we were able to get a cost of living increase for all RNs in the bargaining unit. We will all receive our next pay increase on July 1 of this year! This will be reflected on the paychecks issued for July 25. This would be a great time to become a member if you have not already joined. For those of you who are already members, please accept my deepest gratitude for supporting our local unit.

Watch for updates throughout the negotiations. We will do our best to get a fair contract for all RNs we represent.

Many Thanks!

We would like to extend many thanks to all of the RNs who got on-board with our Rest Break efforts in Olympia. We had countless numbers of nurses contact their legislators regarding this most important issue. Many RNs took the time to go with WSNA staff to meet with House Representatives and Senators to assist in telling the RNs side of the story.

We applaud your efforts and dedication. This will not be the last time this type of grass-roots effort will need to happen sostay tuned and stay involved.

Upcoming Dinner for LU Representatives and Officers

We are planning an event for our Local Unit Reps and

Officers to take place near the end of August. This meeting will include updates relevant to UWMC and help chart our ongoing commitment to RNs in all departments. Dinner will be provided!

Your current officers are:

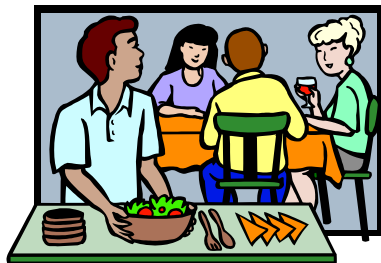
Steve Krauss RN, Local Unit Chairperson

Harry James RN, Treasurer

Anita Stull RN, Grievance Officer

Kathy Higgins RN, Grievance Officer

All of these officers are dues paying members that volunteer their time!! Much thanks from WSNA for their ongoing dedication to Nurse Advocacy.



Use of Hospital Computers

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.



Be aware that anytime you go on-line on your employer's computer system, **NOTHING IS PRIVATE!**

Management can:

1. Red Flag specific sites.
2. Generate detailed reports that state how long you were on the computer and what site you were on.
3. Tell what computer you used.

If you leave a computer signed on under your personal 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 for verbally blowing off steam. It is happening more and more. Management does monitor the use of their computer systems.

Upcoming Contract Negotiations!

We know it's hard to believe but 2010 is here...do you know what that means?! Our contract is up for negotiation and will expire next year!

Our current contract expires July 1, 2011.

Negotiations are expected to start at the end of this summer. We have received a lot of feedback from RNs and conducted an online survey. The purpose of the survey is to assist your negotiating team in understanding the top priorities of the bargaining unit!

So, what are negotiations? This is the process where your peers, your WSNA Nurse Rep and WSNA Legal Counsel sit across the table from hospital administration to hammer out a new working agreement. This agreement will spell out our wages, hours and working conditions.

The negotiating team has met on several occasions and identified the top priorities as relayed by you, the nurses! We strive to protect the rights of the

RNs and bring your issues and ideas to the table.

Stay tuned for updates throughout this process.

Weingarten Rights

Remember your WEINGARTEN RIGHTS - it is 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. (Note: If you ask the employer, "do I need union representation?" the answer may be no. It is up to you to make the statement that you want union representation.)

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.

So ...if called into a meeting with management, read the following (or present the Weingarten card) to the management when the meeting begins. **"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 NOT TO PARTICIPATE IN THIS DISCUSSION."**

Please contact one of your Local Unit Officers or Nurse Rep immediately if a situation arises where you need to use your Weingarten rights.

Fill out your Missed Rest Period Forms!

Management is tracking information gathered from your missed rest break/missed meal period forms. The only way to prove that it is happening is to be sure to fill out your forms every time. WSNA understands that UWMC has made this process cumbersome but you deserve to get your uninterrupted rest and meal breaks. Every nurse should receive an uninterrupted 15 minute break for every 4 hours worked and a 30 minute uninterrupted meal break for every 8 hours worked.

This is a matter of nurse and patient safety! Thanks for your ongoing diligence in this matter. ☺

Let's Get The Membership Ball Rolling!

WSNA is the only union comprised of nurses representing nurses. We are renegotiating our contract this year and it is crucial that we unite and recruit new members to join WSNA. When we are united we can send a strong message to our management.



We need each member to talk to their co-workers and recruit at least one new member. This has been a tough year for everyone. Many newly hired nurses decide to forego membership in WSNA for financial reasons. This is a short-sighted approach.

WSNA responds and represents every nurse in the hospital. We all need to support WSNA by being active members.

You are represented by WSNA in Conference Committee, Safe Staffing Committee and many other decision making groups in the hospital. We need your input as we begin the negotiation process again this spring.

Hospitals are making negotiations difficult all over the state, so we need to stand together for our contract! We need you and your colleagues. Thank you for being a member and please help us add more nurses to our Local Unit group by recruiting a friend today!

WSNA Leadership 2010

Get Fired Up for WSNA Leadership Conference happening September 25th-28th 2010 at Lake Chelan! WOW...What a great opportunity for everyone who is interested in playing a part in or

who is already involved in playing a part of our leadership team. All associated fees could be paid for by your local unit funds! This is and extraordinary experience in a fantastic setting. You can sign-up and get more information from our website at www.wsna.org. This year's theme is "Age of Aquarius" so remember.....Peace and Love.