

# Meeting Minutes

## Yakima Regional and Cardiac Care Center WSNA Conference Committee

January 10, 2006

*Present:* Lori Bethay- Chair, Ron Fought, Terry Wright, Debbie Corning, Anne Whitley, Brad Trisler, Stephanie Durand, Hanna Welander, Julia Barcott, Carmen Garrison, Barbara Frye, Pam Rimel

*Next meeting:* Tuesday, February 14, 2006 at 4 pm, CCU Conference Room

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**Call to Order:** The meeting was called to order by Lori Bethay at 1605.

### Announcements

Hazards in the Workplace Conference will be held on February 16, 2006, at the Yakima Valley Museum. Handout was provided to all committee members.

### Discussion Topics

**Core staff on nights:** The specific nights discussed were nights that a core RN was granted her vacation. There are seven nurses in orientation on ACU. Another nurse has been interviewed. STAT nurse positions are also being filled for Days SA and SU and all nights. This is still happening frequently in Rehab. This is more than a one-unit problem. Ron explained that this is the main reason for the centralized scheduling, to spread the core staff nurses amongst all the units. YRMC hired 55% of the YVCC graduate nurses.

**End of shift overtime:** Two managers told their staff at their staff meetings that there will be disciplinary action for all overtime. It was clarified that this relates to unauthorized overtime. Nurses that need time to finish up patient care or charting may still notify their supervisor of the need for overtime. Ron states that there is approximately 40 hours a day of unauthorized overtime. Ron states that the directors are supposed to get emails from the ANS when the ANS authorizes overtime. At no time are nurses allowed to “work off the clock,” meaning clock out and come back and finish their notes. To work off the clock would place the hospital in serious legal jeopardy.

**Abbreviations:** There is a new JCAHO list for abbreviations. However, the old abbreviations are still sometimes being used. Each time the unapproved abbreviation is used, the hospital is at risk for an RFI (recommendation for improvement) by JCAHO. It was agreed that this has not been communicated in this manner. If this were better communicated, it may make staff more likely to be compliant.

**Charge Nurse:** ICU charge nurse is also carrying the CAT beeper. There is not a charge nurse at nights. Anyone available can respond. Ron is looking at having a charge nurse at night that is over ACU and ICU (as has been done in the past).

**Floating nurses without orientation to units:** Ron has asked for department lists of all nurses who have or have not been oriented to units and provided that the nurse wants to float to a certain unit, they will be scheduled for orientation. This is to be included in new orientation training.

The WSNA contract, page 14, section 7.13: Floating: A nurse will not be required to float for a minimum of two (2) months from date of hire or until completion of residency, whichever is higher. During the nurse’s initial orientation to the Medical Center, each nurse will be scheduled up to four (4) hours on each unit to which the nurse may be required to float.