

# SNA NEWS

Fax # 575-8138

**August  
2010**

*Special points of interest:*

- Contract Negotiations
- SNA & Hospital Negotiation Teams
- List of Negotiations Dates/Time & Locations
- SNA Membership Meetings
- Top Negotiation Survey Issues
- Retention
- SNA's Proposals
- Travelers
- Float/PRN Nurse Staffing
- Lead Nurse as Tele-Tech
- Acuity
- Pt Safety Survey

## Happy Summer

The SNA Board wishes you some fun with family and friends this summer.

Now– Down to business!

## Contract Negotiations

The SNA Team is ready for contract negotiations which begin on Tuesday August 17 at 10am in the Life Learning Center rooms 2 & 3.

\*Further SNA/Hospital meetings are scheduled and are listed on the next page.

### SNA Negotiations Team

<b>Sue Gadbois</b>	<b>Kery Poteracke</b>
<b>Stacy Lewis</b>	<b>Charlotte Schatz</b>
<b>Cathleen Lukrich</b>	<b>Laura Hanson</b>

### Hospital Negotiations Team

**Debra Miller, VP Human Resources**  
**Kathy Hardin, Chief Nursing Officer**  
**Ken Jones, Director Med– Surg**  
**Jessica Jauregui, Manager HR**  
**Jean Cress, Manager ARU**  
**Rick Albert, Hospital Labor Attorney**

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## **Dates for SNA/SRMH Negotiations**

### **Week of August 16th**

Tuesday 8/17, 10a- 5p @ LLC Rm 2/3

Wednesday 8/18, 1- 5p @ Fellowship Hall at the First United Methodist Church

### **Week of August 23rd**

Monday 8/23, 8:30 - 12:30p @ LLC Rm 2/3

Wednesday 8/25, 1- 5p @ Fellowship Hall at the First United Methodist Church

Thursday 8/26, 1- 5p @ LLC Rm 2/3

### **Week of August 30th -**

Monday 8/30, 8a - 1p @ LLC Rm 2/3

Tuesday 8/31, 1- 5p @ LLC Rm 2/3

Wednesday 9/1, 1- 5p @ LLC Rm 2/3

Thursday 9/2, 8:30 - 12:30p @ LLC Rm 2/3

### **Week of Sept 6th -**

Tuesday 9/7, 1- 5p @ Fellowship Hall at the First United Methodist Church

### **Week of Sept 13th -**

Monday 9/13, 8a - 5p @ Fellowship Hall at the First United Methodist Church

Thursday 9/16, 8a- 5p @ LLC Rm 2/3

### **Last 2 Weeks of Sept all full days 8:00 - 5:00 (no Friday's)**

Monday 9/20 @ Fellowship Hall at the First United Methodist Church

Tuesday 9/21 @ LLC Rm 2/3

Wednesday 9/22 @ LLC Rm 2/3

Thursday 9/23 @ Fellowship Hall at the First United Methodist Church

Monday 9/27 @ Admin Conf. Room

Tuesday 9/28 @ Fellowship Hall at the First United Methodist Church

Wednesday 9/29 @ TBD

Thursday 9/30 @ Fellowship Hall at the First United Methodist Church

**\* Please check the message line 575-8853 as start times frequently change\***

**\*First United Methodist Church-1551 Montgomery Dr.**

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## **SNA MEMBERS ARE WELCOME & ENCOURAGED TO ATTEND**

SNA/Hospital negotiation meetings. Your attendance is an important way to show support for the SNA Team and for you to learn about the negotiation process.

These meeting dates will also be posted in the Hospital and on the SNA's website.

## **SNA MEMBERSHIP MEETINGS**

Friday August 20th & every Friday in September

September 3,10,17 & 24th

All meetings are at the Methodist Church on Montgomery Dr., 2 blocks east of SRMH.

Meetings are at 1p & 4p in the large fellowship hall.

\*Please plan to attend. It's the best way to be updated on issues, hear from your colleagues about what's happening in the Hospital and to give feedback to the team.

## **COMMUNICATION DURING NEGOTIATIONS**

1. SNA Message Line: 575-8853

Updated after every meeting with Administration and as necessary.

2. SNA Website: [www.snanews.com](http://www.snanews.com)

Updated with changes in proposals and as necessary.

3. SNA e-mail network

We send out e-mail updates as events unfold. Please make sure we have your e-mail address.

4. SNA Membership Meetings

Great way to get updated and discuss the issues.

## **TOP ISSUES ON NEGOTIATION SURVEY**

The SNA negotiating Team collated the surveys returned by Staff Nurses and then determined the top issues you identified as important.

1. Retirement Plan- with many specific comments about the retiree health benefit.

2. Staffing

3. Retiree Health

4. Clinical Ladder- with many comments about no changes.

5. Health Plan- No specific changes requested.

## TOP ISSUES ON NEGOTIATION SURVEY CONT.....

6. ETO- many comments about No PTO.
7. Weekend Differential
8. Acuity/GRASP
9. Wages
10. Sick Leave- many comments about no PTO.
11. On Call/ Call Back and Scheduling- many comments about no further losses regarding on-call/ call back and comments regarding the desire to decrease RPT status.

## RETENTION

1. Better Staffing
2. Relationships with Managers/Peers
3. Flex work category
4. Schedule
5. Retirement
6. Lifting issues
7. Wages

\*Staff Nurses also indicated a resounding rejection of PTO

180 No      &      6 Yes

Information regarding use and availability of Admit Nurses, Float/PRN Nurses and the Pt. Handling Team was very helpful in formulating proposals for contract changes.

Once again, the response to the negotiation survey broke all previous records at 35+%

**THANK YOU!**

## SNA PROPOSALS FOR CONTRACT CHANGES

As you examine SNA's proposals you will notice that we did not choose to address every one of the top survey issues with a proposal for contract change, (e.g. weekend diff)

The SNA Team made the strategic decision to focus on fewer, but very important issues in this negotiations.

In some cases, our contract language on an issue is sufficient and the SNA Board's focus is on obtaining incontrovertible data to enforce current contract language (e.g. Acuity).

Also, some issues are best pursued outside of the contract negotiation arena, including discussion with Hospital Adm., use of contractual provisions for grievance, consultation with Dept. of Health (title 22) and the Industrial Welfare Dept. (Labor Code)

## SNA PROPOSALS

1. Footnote 2- Update list of depts.
2. Footnote 3- Delete, antiquated
3. ACLS Recert.- Update list of depts. where applies
4. Temp. Reduction in Force (ROH)- Update list of depts. when dept closed
5. App. D Employment Dates side letter- Seniority- date not adjusted for Workers Comp. or Military Leaves. Re-insert deleted language from previous contracts to clarify seniority dates for Case Mgrs and Nurses who worked SRU, SOU and Behavioral Health
6. Grievance and arbitration- Change Assoc. Grievance provisions to enable SNA alone to request the panel of arbitrators rather than jointly request with the Hospital. (In the past, it has been a struggle to get the Hospital's attorney to join us in the request)
7. ACLS Recert.- Increases the amount Nurses are reimbursed from \$145 to \$175 for class tuition. (range of area programs cost \$120-\$175)
8. Appendix H- Staffing in Pre/post Surgery area- Deletes this appendix about integrating pre/post (outpatient) with PACU. (It doesn't seem to have been operationalized)
9. Health Insurance Coverage- Assures plan's compliance with requirements of the Health Care Reform Act- e.g. no lifetime limit on coverage & coverage of children up to age 26
10. Health Insurance Coverage- Staff Nurses to be eligible for same bariatric surgery coverage extended to other employees
11. Long term Care Insurance- Hospital to allow Nurses to participate in the Public Long-Term Care Insurance Program though voluntary payroll deductions

## SNA PROPOSALS

12. Retiree Medical Benefit- Nurses who retire after 1/1/2011, at age 55 or older with 15 or more years of service would be eligible for a Health Care Account established by the Hospital. (Does not “sunset” with Medicare eligibility)

15 yrs of service     \$25,000

20 yrs of service     \$30,000

25 yrs of service     \$35,000

13. Float/PRN, PICC, Admit Nurses- SNA proposes the following changes to current provisions:

- Increase the 2, 12hr Float Nurses to 7 days a week (current= 6 days/wk)
- Current 8 hr Float Nurse M-F unchanged
- One of the 12 hr Float Nurse to be assigned to CCD, PACU and ED 7 days/wk (current 6 days/wk)
- 2 Admit Nurses, 12 hrs with combined coverage of 16 hrs, 7 days/wk (current contract is Admit Nurse 12hrs M-F)

**\*SNA’s proposal deletes the provision that the language “sunsets” with contract.**

14. Safe Pt. Handling- Proposal mandates 2 Staff scheduled 7 days/wk- 24 hrs/day and absent staff are to be replaced. (This is the Pt. Transport/Safe Pt. Handling Team. Current contract specifies 2 staff, 8 hr shifts M-F and 1 staff 8 hr shifts Sat/Sun)

**\*SNA’s proposal deletes the provision that the language “sunsets” with the contract.**

15. Assistive Personnel Staffing- Proposal would require Hospital to staff with appropriately skilled assistive personnel in adequate numbers to assure quality, safe patient care in each dept. at all times (e.g. tele techs, unit secretaries, care partners)

## **SNA PROPOSALS**

### 16. Wage Increase/ Contract Term-

5% increase October 1, 2010

5% increase October 1, 2011

2yr contract term September 30, 2012

## **TRAVELERS**

In a periodic audit of Traveler Nurses employed @ SRMH, the SNA Board discovered in mid June that 11 Traveler Nurses were contracted & working as Staff Nurses but not for the purpose of coverage for a Staff Nurse on LOA, nor for a posted, unfilled position.

“Contracting out” bargaining unit work is a fundamental violation of the SNA contract. Previous audits of Traveler Nurses have indicated that Travelers were used only to provide Staffing coverage for a Staff Nurse on leave, or for posted, unfilled positions. These 11 Travelers are not connected to a posted position at all. Apparently, in a effort to Staff their depts. while they waited for Adm. to approve & post positions, Managers employed Travelers!

The SNA Board has discussed this issue extensively with Todd Salnas C.O.O. & Kathy Hardin C.N.O. Todd indicates that Hospital Adm. is in the process of determining staffing needs and Staff Nurse positions for nursing depts. They will then post the necessary Staff Nurse positions. The SNA Board will be closely monitoring this process which Todd expects to be concluded by early August.

We have agreement from Debra Miller, VP of HR to extent time limits on a potential SNA grievance concerning the Hospital’s employment of Travelers. If this issue is not resolved & continues to violate our contract, we will file the grievance.

## **FLOAT/PRN NURSE STAFFING**

The SNA Board is now collecting data on the shifts when the Float/PRN Staff Nurses are not staffed according to SNA contract criteria. Stay tuned.....

## **LEAD NURSE AS TELE-TECH**

There are many shifts when the Lead Nurse on 4N, and less frequent on 4W is expected to also serve as tele-tech. This is extremely problematic for the following reasons:

- Lead Nurse cannot take a meal break as it is infeasible for a Nurse with 4 pts. To sit the desk for 30 min. to monitor telemetry.
- Lead Nurse cannot effectively resource an LVN as they cannot fulfill their responsibility to the patient for assessment without leaving the desk and telemetry unmonitored.
- Lead Nurse has difficulty providing break coverage for other Nurses as they cannot respond to the needs of the patients assigned to that Nurse without leaving the desk and telemetry unmonitored.

This issue is, (as are the many other issues) in discussion with Joanie Guy, Director of 4N/4W and Kathy Hardin C.N.O. The SNA Board has also consulted Hospital Policy concerning the Nurse’s responsibilities to the tele monitored patients.

## **LEAD NURSE AS TELE-TECH CONT.....**

As of early August, Joanie Guy indicates that she has requested 3 tele-tech positions & is awaiting approval.

## **ACUITY STAFFING**

At the Acuity Committee meeting on 6/22/10, Linda Phillips, Director of Education & Co-chair of the committee announced the Hospital's unilateral decision to change the criteria for staffing to acuity.

Current: GRASP Utilization % > 105% = .5 care partner additional  
Utilization % > 110% = 1.0 care partner additional

Adm. Change: GRASP Utilization % > 110% = .5 care partner additional  
Utilization % > 120% = 1.0 care partner additional

Staff Nurse members of the committee (we cannot speak for committee members who are Managers) were astounded that Hospital Adm. Would choose to act in this unilateral manner. After years of diligent, hard work and dedication, to be treated this way is inconceivable. Acuity Committee Staff Nurse members felt utterly betrayed.

The unilateral change of the Acuity staffing criteria is both a violation of the Hospital Policy and the SNA contract- both of which give the committee it's own power in these decisions.

After long discussions, Kathy Hardin, C.N.O. has agreed to put the change in Acuity on hold and will attend a special Acuity Committee meeting on August 12 to discuss the issue.

## **PATIENT SAFETY SURVEY**

Thank you for your participation in the Patient Safety Survey, especially for the thoughtful & heartfelt comments. The SNA Board is strategizing how to be certain that the survey gets the attention it deserves.

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**SNA**

**2010  
NEGOTIATIONS  
BEGIN**

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