

Dear SNA Member,

Here are some updates on current issues:

From March's NCC Meeting

But first - a Reminder - 12hr shift nurses are entitled to 3, 10 min. (15 min. if travel required), **uninterrupted Rest Breaks**, and 1, 30 min. **uninterrupted Meal Break**. 8hr shift nurses are entitled to 2 Rest plus the Meal break.

Work with your Lead, Resource or Break Relief Nurse to assure coverage for your breaks.

If due to patient care emergencies, or lack of available coverage, you are unable to take one or more of these breaks advise the Lead and/or manager and record NRP or NMB on the payroll edit sheet.

Most likely, you'll be required to explain the lack of break so be prepared with specifics - including for example how you asked for a break but could not be covered.

Breast Pumping

The SNA Board has brought the lack of appropriate, private breast pumping locations to Hospital Admin. Currently, the Manager of OB has assured HR that there is a location there. However, the need for locations on both the East and West Wings is recognized. HR is working with Managers and Facilities Dept. on additional locations.

Please inform your manager if you have a need.

Part Time positions

SNA's Survey Monkey has been circulating among SNA members to inquire about interest in part time positions. Members of Admin. are also gathering data. We will meet the last week in April to review the data and determine postings. This is a sequential process and both parties are dedicated to regularly evaluating posting of part time positions.

Step Increase Date Corrections

The investigation of Step Entry Dates for the 92 nurses who requested their date be investigated, to determine if the dates had been incorrectly adjusted for nurses on paid LOA's is nearly complete.

The SNA Board will be meeting with HR soon to review the data and determine which nurses are eligible for back pay.

Scheduling

Most dept. schedulers and some managers attended a class on 3/15 where Contract specifications and Hospital Policy on scheduling were reviewed and discussed. The class will be repeated for those who were not able to attend.

New Grad Float Pool orientation

We discussed the orientation of New Grads in the Float Pool at NCC on 3/15. We recommended that these nurses' orientation consist of a month in one med-surg dept. before they begin their orientation to other depts. There were a number of other recommendation made and Vickie White CNO was taking notes.

Floating to ED Holding

Also at NCC (Nursing Coordinating Council) we discussed the difficulties encountered by many med-surg nurses, including new grads when floating to ED Holding to care for med-surg patients awaiting beds.

Many of the nurses floating there have not been oriented and ED nurses do not always have the time/resources to orient them.

In addition, many of the patients have acuity and care needs that exceed the floating nurses' skills - eg. tele, cardiac drips, stroke protocol.

We emphasized the importance of the ED Lead or assigned Resource Nurse making contact with the floating nurse, reviewing the patient care needs and the nurses' skill level so as to provide the appropriate back up. Nurses floating there are advised to contact the ED Lead at the beginning of the shift.

Acuity

The SNA Board will be meeting with Vicki White, CNO on 3/22 to review the Contract and Title 22 regs regarding acuity systems and the Hospital's lack of compliance with aspects of each.

ED Staffing

We discussed concerns we are hearing from the ED nurses about the safety of ED staffing and concerns about Administrations plans to reopen the ED Annex.

ROH's

We were recently advised of Nurses being ROH'd on the front 4 hours of their shift. The staffing office **can ask** you to be available for the other hours of your shift. But, you **can refuse** to remain available and work your shift (most likely you will get no time off). **They cannot mandate that you remain available.** If you refuse to remain available they will most likely go onto another nurse in an attempt to get a nurse to agree to be available for the balance of the shift.

Facebook

SNA has a private Facebook page that you can join. Peter Brackner 1CE an Laura Hanson 2E monitor the site. You have to be invited to the page so you can ask Peter, Laura or any nurse on the site to invite you. You can also e-mail us to get onto the site.

Thank You SNA Board