

From: Staff Nurses Association snanews@sonic.net
Subject: SNA Updates from NCC meeting
Date: April 23, 2018 at 9:25 AM
To: undisclosed-recipients;



Dear SNA Member,

Here are updates on some issues including some announcements:

Reminder - SNA Rep and Membership meetings

Date: May 3rd, Thursday

Representative meeting at 1:30 and Membership meeting at 3:30 pm at the SNA Office 200 Montgomery Dr. Suite B

See you there!

Please join us on Tues. 5/1 to celebrate Workers' Day

A March across town begins in Roseland and ends at the Civic Center. The highlight is at 4:30 at the Vineyard Creek Hotel in support of workers seeking union representation. They will appreciate our support.

Mandatory ROH/Relief Cancellation

It is a violation of the Hospital ROH policy to MROH/Cancel you for part of your shift at the beginning of your shift (eg. 7a-11a) without your consent.

The Hospital may ROH/Cancel you for the entire shift within the parameters of the SNA Contract and Policy.

They may also MROH/Cancel you after 4hrs. of work - again within Contract and Policy parameters.

Requested ROH/PTO are different. Since you are obligated to the Hospital for your scheduled shifts. The Hospital may grant only part of your requested time off and require you to remain available for the rest of the shift. Of course you can refuse but than you most likely will not get any of the time off you have requested. The Hospital has the right to grant time off based on staffing needs.

Part Time Positions

The SNA Board and members of Administration will meet on 5/1 at 8am regarding the posting of a second round of Part Time positions.

Thank you to those of you who responded to our on line survey regarding your interest in a part time positions. We have shared that anonymous data with Administration.

Lead Nurses MROH

The SNA Board made it clear at NCC on 4/19 to Hospital Administration that Lead nurses are not exempt from MROH.

Lead nurses have taken their turn receiving MROH for decades at SRMH so long as a Relief Lead is available to perform the Lead role for the shift.

There is nothing in the SNA Contract and nothing in the ROH Policy that exempts the Lead from MROH.

We addressed this issue since a number of Nurse Managers and at least one Director expressed the belief that Lead Nurses are in a special category. One Director had already exempted Leads.

Correction of Employment Dates

We were informed at NCC (Nursing Coordinating Council) that the review of of Step Increase Dates for nurses who requested a review will be completed soon.

Results will be shared with us by at least the next NCC meeting on 5/17.

Scheduling - Med-Surg

We had an extensive discussion at NCC regarding the scheduling of Relief nurses in Med-Surg depts.

The Staffing Office staffs med-surg depts. each day and floats, reduces or increases staff as needed. It's important that Relief nurses be scheduled for 2 shifts per week (depending on their availability) in each dept. even if it causes the individual dept. to be scheduled beyond Core for that shift.

The Staffing Office needs to know that Relief nurses are available to work so they can cover sick calls etc. but also to be sure that senior Relief work 2 shifts/wk before junior Relief.

ED Scheduling

The SNA Board emphasized our concerns at NCC with scheduling nurses using the "shifthound" computer program in ED. We are told by nurses that they are assigned to 1 of 4 groups based on seniority. Their access to the scheduling program to choose their shifts is based on the time assigned to their group. One group is assigned to midnight!

If the nurse cannot access at midnight, first come, first served means they cannot exercise their seniority.

Thank you, The SNA Board

