

## **Dear SNA member,**

Just are reminder that you can find the contract on our website [www.snanews.com](http://www.snanews.com) along with the changes from our last negotiation. We are still waiting on the hospital to get us the draft of the contract so we can proof and get it printed. Once that is done we will be sending it in the mail to all members. Remember you can reach us by e-mail [snanews@sonic.net](mailto:snanews@sonic.net). We also have a private Facebook page and if you would like to join just e-mail us with your request. Our office phone number is 575-8853 we pick up calls around 8am daily but we answer e-mails more frequently.

Here are some updates on issues we addressed at Nursing Coordinating Council:

### **Correction to Step Increase Dates**

Of the 94 nurses who requested an HR review of their Step Increase Date (these were some of the nurses contacted in 2017 by HR because they had taken an LOA in the 10 yrs. prior), 45 of those nurses will require a correction.

37 of the 45 nurses received their Step increase late. They will have their Date and Step corrected and receive retro pay.

8 of the 45 nurses did not receive a Step increase at all. They will also have their Date and Step corrected and receive retro pay.

The SNA Board will meet with HR representatives to review the data for each nurse. Due to vacations for both SNA Board members and HR, this meeting will likely occur in the last half of June.

### **Part Time Positions**

Todd Salnas, CEO and Vicki White, CNO have asked to meet again with the SNA Board regarding posting of Part Time positions. We're told that they have given thought to the points we made at the mtg. on 5/1 and would like to meet sooner than originally planned, again, most likely in the latter half of June.

### **ED Scheduling**

We have continuing and unresolved concerns about the process for scheduling ED nurses via the "shifthound" program and we have communicated those again to Admin. at NCC 5/17. This program creates the significant potential for inequities in seniority and barriers to access to the program resulting in violations of the Hospital policies and SNA Contract specs for scheduling. The Interim Director of ED took notes on these concerns and Vicki White commented as well. We hope for some resolution soon.

### **ED Annex**

At NCC, 5/17, we discussed the patient safety concerns of ED nurses and nurses floating into the Annex. Acuity level of patients, skill level of nurses floating in (eg. tele), lack of supplies/equip. and lack of rounding by RT, PRN nurses, Rapid Response, etc.

Again, it seemed as though our concerns were heard but keep us posted.

### **Violence in the Hospital**

We had an extensive discussion at NCC about nurse's concerns while caring for patients who become violent.

We discussed:

- 1) The need to "flag" pts. with a history of violence
- 2) Work closely with/educate physicians concerning medical management of these pts.
- 3) We provided feedback concerning the efficacy of the Psych Liaison.
- 4) Need for practical education for nurses on assessment for potential escalation of pt. behavior and de-escalation techniques.

**Acuity**

The SNA Board and Vicki White, CNO, agreed to meet in June with the St. Joseph System rep. for system wide acuity.

We will be prepared to discuss Title 22 requirements not met, flaws in our current practice and required revisions.

**Clinical Ladder**

There was a discussion regarding nurses not getting into the Clinical Ladder in a timely matter. Vickie White CNO recognized the need for a more consistent Clinical Ladder process, including approval turn around time.

Thank you, The SNA Board