

Dear SNA Member, here are some updates on issues but first....

Please plan to attend the NUHW Rally on Fri. 6/29 3:30 to 5:30 in front of the Hospital if you possibly can.

Thank you for supporting our colleagues. See you there.

2017-2020 Contract

We have received and reviewed the first draft of the new contract. There are several corrections that this draft requires.

We hope to receive the second draft soon. We'll review that and if there are no corrections, then final pages can be assigned etc. and off to print.

Short Sheets

We have discovered that some depts. are not following the Hospital policy for signing up for extra shifts.

Per policy, each shift that is listed as short staffed should be listed on the short sheet with 3 blank spaces next to the shift for nurses to sign up.

Some depts. are leaving only one space next to the shift. Consequently, it's "first come, first served".

The policy allows extra shifts to be portioned out evenly among interested nurses. The SNA Board has notified Admin. of the failure to follow this policy and we await their response.

Step Increase Dates

Admin. has notified us that Step Increase Dates have been corrected for nurses who's Date was incorrect. Also, they have identified 37 nurses whose Step Increase was late and 8 nurses whose Step Increase was missed.

(There were 92 nurses who requested an HR review of their date)

We are scheduled to meet with HR on 7/9 to review this data and determine retro pay.

Clinical Ladder

We discussed the implementation of the New Clinical Ladder Committee. The committee comprised of 3 Staff Nurses, 3 from Administration, 1 SNA Member & 1 HR Rep, will be meeting in the next few months. Clinical Ladder Applications are now renewed/submitted with yearly evaluations. Evaluations are now to be done at the beginning of the calendar year.

NRP/NMB

The SNA Board has verified with HR that Mgrs./Dir. cannot refuse to pay nurses for NRP's/NMB's when nurses are unable to take rest and meal breaks.

However, Mgrs./Dir. can hold nurses to following policy to notify them of the inability to take a break and explain why.

Lead?Break nurses must be able to accept your pt. assignment while you are on a break in order to maintain nurse/pt. ratios at all times.

What to do if your Manager/Director violates the Standard of Conduct

At times, nurses have reported that their Mgr./Dir. has been verbally abusive or exhibits another behavior that violates the Standard of Conduct.

If you feel this has occurred in your dept. – make note of the date/time and any witnesses. Contact the HR person assigned to your dept. and the mgr./Dir.'s immediate supervisor and be prepared to document the facts of what occurred. You are welcome to contact SNA for help with this process – Message line 575-8853 or email at snanews@sonic.net.

Thank you, The SNA Board