

Dear SNA member,

Just are reminder that you can find the contract on our website 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. 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.

SNA Updates on Issues MROH/Cancellations

MROH's and Cancellation of Relief nurses are occurring in some depts. and some nurses have been MROH'd or Canceled inappropriately. The order of nurse reductions is on pgs. 59 and 60 of the 2015-2017 Contract and the hospital policy can be found in Polystat. You can view that contract on the SNA website snanews.com.

If you are called for an MROH/Cancellation, remember to ask:

Is a traveler working in my area (med-surg, CCD, etc.)?

Is a Relief nurse working in my area?

If you are Relief and have not worked 2 shifts yet that week, are there Relief Nurses who are junior to me working?

You cannot be MROH'd/Canceled for hours at the beginning of your shift for part of your shift without your consent.

The Hospital can MROH/Cancel you for the entire shift according to Contract specs and also for hours at the end of your shift after 4 hrs. of work.

Lead nurses can be MROH'd in rotation as long as a Relief Lead is also scheduled.

Please keep us informed if you are MROH'd/
Canceled inappropriately.

Scheduling of Relief Nurses

The SNA Board has discussed this issue once again at NCC (Nursing Coordination Council) on 8/16.

We are concerned that the Hospital is not meeting Contract specs:

Senior Relief are to work 2 shifts/wk. before junior Relief.

When not scheduled, Relief availability is to be indicated on the schedule.

If Relief is not scheduled for their availability and availability is not indicated on the schedule, the Hospital can not assure that senior Relief are working those 2 shifts before junior Relief.

KRONOS does not allow for an "av" symbol to be used to indicate availability so the Hospital has not been compliant with the SNA Contract.

Damian G., Dir. of Med-Surg is researching whether there is another symbol that can be used.

CES (Compensation for Extra Shifts)

CES can be earned by any nurse who works shifts beyond their commitment of Part time, Full time, or Relief minimum availability .

The nurse must work a minimum of 48 hrs./pay period and not have unscheduled absences during the pay period to qualify.

This means a Relief Nurse who works over 48 hours in a payperiod can receive CES pay for all other shifts worked.

Short Sheet Policy

Inquiries from the SNA Board caused members of Administration to dig this policy up. We will be working on a possible revision of the form used for nurses to sign up for extra shifts.

ED Scheduling

Leah Gehry, Dir. of ED has promised at NCC to survey nurses about the best times for nurses to access the "Shifthound" computer scheduling program.

CCD Education for new CCD Nurses

We clarified at NCC that nurses are to be paid for the time required for them to complete the education modules they are assigned. We pointed out that a number of new CCD nurses are attempting to complete this required education during their precepted shifts and agreed this is not optimal. Orientation education should be paid as Mandatory Education time.

ROH Policy

The SNA Board and Administration briefly discussed Administrations attempts to revise the ROH policy. The revision had already been posted to Poly-Stat when we became aware. We strongly objected to their proposed changes, including allowing nurses to be ROH'd for hours at the beginning of their shift and the fact that their revision eliminated many, many provisions of the policy.

The SNA Contract specifies that the ROH Policy will not change during the term of the contract. Also, unilaterally changing a policy dealing with wages, hours and working conditions is a violation of the NLRA (National Labor Relations Act).

Thank you, The SNA Board