

## **Dear SNA member,**

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 updates on issues we're working on:**

### **Relief Scheduling - ALERT**

The SNA Contract requires that Relief availability be indicated on the dept. schedule even if the nurse is not scheduled for some of that availability. The KRONOS scheduling program does not have a way to indicate "available but not scheduled".

First, be sure that you turn in your availability by email to your scheduler (or in some other way) so that you have a record of what you have submitted.

The Staffing Office (for Med-Surg) is supposed to have a record of shifts that you are available but not scheduled from the schedule before it is entered into KRONOS.

Be aware that if you are left as available on the schedule, you could be called into work for that shift.

If you choose not to remain available, tell your scheduler not to indicate your available but not scheduled shifts on the schedule. You can also cancel your availability for a non-scheduled shift with 8 hrs. notice by calling the Staffing Office.

### **Post Partum Nurses**

The OB Dept. is transitioning to a different model of care so the L&D nurses also staff Post Partum.

Three Post Partum nurses who are very senior have been told that they will lose their jobs in OB as of 1/1/19 because they have refused training to L&D/NICU.

However, these 3 nurses were not offered training. Meanwhile, less senior Post Partum nurses have been offered training.

The SNA Board is in the process of advocating for these nurses, correcting the misconception that they were offered training and refused.

We are awaiting further word from Administration. We are prepared to take next steps if necessary.

### **Meal Breaks/Waivers/Timing of Meal Break**

The SNA Board is consulting with the SNA attorney regarding the Hospital's violation of regulations governing meal break waivers and the timing of meal breaks for 12 hr. shift nurses.

Based on their Policy, Hospital Administration seems to believe that 12 hr. shift nurses can take a meal break within the first 10 hrs. of their shift without the Hospital being subject to the penalty pay for a late meal period.

We are discovering that a number of different waivers have been signed over the years, some waiving the second meal period, others waiving 1 of 2 meal periods.

We are in process of determining our response to the Hospital.

### **Caring for Patients with Violent Behavior**

The risks and danger to nurses and other caregivers continues despite Administration's efforts to implement a plan that maximizes safety and effective care for the patient.

The SNA Board has informed Administration at the Nursing Coordinating Council of several gaps in that implementation.

Namely, the patients' history of violent and/or harm to self is not easily accessible in the patients' charts, potential for violent behavior is not recognized and the Behavioral Plan is not fully implemented.

Please continue to notify your Manager, Shift Supervisor, Vicki White, CNO, fill out an RL, file an AUP, and you can file a complaint with CDPH (576-6775) and CalOSHA (link on SNA website) when you are exposed to violent patient behavior without the appropriate resources.

### **New Contract**

We have agreement on the final version of the 2017-2020 Contract. We are working on corrections to the Index and obtaining signatures. We have begun working with the printer and once we have everything you will receive a copy in the mail.

### **Clinical Ladder**

The Committee mandated by the Contract has met for the first time last week. The Committee is composed of Staff Nurses, members of Administration, an HR representative and an SNA representative--Thank you Laura Hanson, SNA Board member. The Committee is considering several issues and a major goal is to establish consistency amongst Manager requirements. Remember, no changes can be made to the SNA Contract without SNA's agreement.

Thank you, The SNA Board