

From: Staff Nurses Association snanews@sonic.net
Subject: SNA Updates for November
Date: November 17, 2018 at 8:32 AM
To: undisclosed-recipients;



HAPPY THANKSGIVING

The SNA Board wishes you a happy holiday with family and friends.

Some updates on issues,

But first -

Nominations for 2019 SNA Officers and Board Members are now open through 12/1. If you would like to nominate a nurse please email us at snanews@sonic.net or call the message line 575-8853.

The election will be held via email in December.

Please take into account that the time and energy commitment required to serve on the Board is significant.

MROH/Cancellation

The Hospital patient census has been unusually low at times over the last few months. That results in the cancellation of Relief nurses and MROH of Regular (benefitted) nurses when shifts are over staffed.

The SNA Contract specifies the order of cancellation/MROH. We've included that contract language in this email.

We advise you to ask questions when you are called to be canceled/MROH'd:

Are there travelers working in depts. where you are qualified to work?

If Relief, and haven't worked 2 shifts in that week, are there Relief junior to you who are working?

If Regular, is it my turn to be MROH'd? Are there junior to you Regular nurses working where you are qualified?

Or, if your dept. uses a rotational system for MROH (often in specialty depts.)

If you feel that an error has been made when you were MROH'd or canceled, consult with us and contact your manager.

The Hospital must pay you for the shift when you were incorrectly canceled/MROH'd.

Temporary Reduction In Force

(also see page 59 of old contract or page 64 of new contract on website snanews.com)

If a temporary surplus of Nurses in a department exists, and after the Hospital has attempted to assign the surplus Nurses to other departments where they are qualified to work, the following procedure in order of appearance shall be utilized for each shift provided that skill mix requirements are met:

1. Registry
2. Traveler Nurse, unless a contractual obligation of payment exists between the Hospital and the agency
3. Nurses receiving premium pay as long as staffing requirements as specified in this agreement are met
4. Previous PAF requests denied
5. Requested PTO
6. Requested (voluntary) ROH
7. Temporary Nurses
8. Travel Nurses, with contract^[1]
9. Casual Pool Nurse
10. Relief Nurses in order of least seniority unless the senior Relief Nurse has already worked two shifts/week and junior relief nurse has not (see Article VI A.3.d).
11. Regular Nurses shall be mandatorily reduced in order of least seniority unless the department has agreed upon an approved alternative method of reduction.

^[1] The Hospital and the Association agree that the Hospital may employ and/or contract with Traveler Nurses for the following purposes only: provided staffing coverage for Nurses' leaves of absence, for temporary coverage of posted Nurse positions until the positions are filled and to provide staffing coverage when Nurses must be relieved from duty to attend extensive mandatory education.

Behavioral Health Plan for Care of Patients

The SNA Board continues to discuss the implementation of the Hospital plan to care for patients with behavioral health issues.

With your help we have identified situations when the plan was not followed completely.

There has been progress but we continue to advocate for the safety of nurses and for safe patient care. For example, making sure that the patient transferred out of CCD or ED has the appropriate meds on board and ordered.

Code Blues

Nurses are reporting what seems to be an increase in the number of Code Blues called in the last few weeks.

The SNA Board discussed possible reasons for the increase with members of Admin. at Nursing Coordinating Council on 11/15.

For example, is Rapid Response being called early enough? Are Patient's changes in condition being recognized early enough?

Some Code Blue situations cannot be avoided. We want to be certain that nurses have the support and mentorship to enable them to assess and respond to patient's changes in condition.

Sotoyome

At NCC, we also discussed the temporary opening of the Sotoyome unit including some of the glitches that were identified eg. lack of lab and pharmacy availability at night.

In addition, some of the nurses hired to Sotoyome have had difficulty working in their "old" depts. for shifts scheduled in Sotoyome.

And, we made it clear that Float Differential is to be paid for Sotoyome nurses for shifts worked in other depts. whether Sotoyome is open or closed.

PVH Nurses

The nurses at PVH have their own independent union as of last year when they decertified CNA. They are in the process of negotiating their first contract as the Staff Nurse Partnership (SNP). They are having difficulty making progress against PVH Administration.

SNA continues to support them. To that end, you will see a petition circulating in your depts. for you to sign in support.

ALERT: the petition must be kept in break rooms and must be discussed only on non work time (breaks, pre and post shift) and must not be discussed in patient care areas.

PTO Deposit Contract Language

To assist PTO-eligible Nurses in transitioning to additional cost sharing of benefits, the Hospital will credit such nurses PTO equaling two regularly scheduled shifts the **first full pay period** following the first anniversary of ratification; the Hospital will also credit such Nurses PTO equaling two regularly shifts the first full pay period following the second anniversary of ratification.

Above is the contract language for the PTO deposit. The contract was ratified on November 8, 2017. So November 8, 2018 is the first anniversary of that ratification. The first full pay-period after that date is 11/18/18-12/1/18. So please check you paycheck of 12/7/18 to be sure you received your deposit.

2017-2020 Contract

The contract is at the printers and should be arriving in your mailbox around the first week in December so be looking for it. If you do not receive it by the second or third week let us know.

Thank you, The SNA Board

