

Dear SNA member,

Just a reminder that you can find the 2017-2020 contract on our website www.snanews.com, along with other information. 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.

The SNA Representative/Membership Meeting are at the office, 200 Montgomery Dr. Suite B, Representative 1:30 and Members 3:30.

April 4th

June 6th

October 10th

Here are some updates on issues we've been working on:

Hospital Operating Margin

The SNA Board has analyzed the data from OSHPD (federal agency that monitors health care institutions) which recently became available for the last quarter of Fiscal Year 2018 ending 12/31/18.

The Hospital has an Operating Margin of 19.14% for the fourth quarter of 2018 and a total Operating Margin of 11.86% for 2018. For some perspective, Todd Salnas explained to us at one point last year that he needed a 9% margin in order for the Hospital to grow and thrive.

The Operating Margin is derived from operating revenue (including revenue from patient care) minus operating expenses (again from patient care).

And yet, the Hospital cannot staff to matrix, much less Acuity - including Care Partners, ED Nurses and techs, CCD Nurses (including Rapid Response Nurses) and doesn't staff to acuity.

Care Partner Shortage

Hospital Administration indicates they have posted positions, have filled some of those positions and more candidates are in process. We discussed the lack of night Float Care Partners and advised administration of the issues and contract language regarding those positions.

We will continue to monitor this process.

Part Time positions

The SNA Board met with members of Administration on 2/25 when we looked at the configuration of nursing department positions and agreed we needed more information.

Thank you to those of you who responded to the Survey Monkey indicating that you are interested in a Part Time position. We have shared that anonymous information with Administration and will meet again to discuss positions on 4/3/2019.

ED Staffing

We are concerned about some of the unsafe staffing circumstances on some shifts in ED that have been reported to us through AUP's (Assignment Under Protest). Thank you for completing those AUP's and alerting us.

We discussed the failure to maintain CCD ratios, the number of patient "holds", and the number of patients waiting to be seen at our Nursing Coordinating Council meeting on 3/21.

We encourage nurses to call the DPH 576-6775 or email them to alert them to these violations of Title 22.

CCD/SDU Staffing

We also discussed the shortage of CCD nurse staffing on many shifts at NCC. Break Relief and Rapid Response Nurses are being pulled to patient care. That leaves even fewer resources to assist nurses who are new to CCD. We discussed again the tremendous need for resource nurses, not just break nurses in order to mentor the many brand new CCD Nurses as well as assist with high acuities.

Scheduling

The SNA Board continued our discussions with Administration about scheduling changes across the Med-Surg departments. Changes are made to department schedules by the Staffing Office before the schedule is final. However, because nurses can "see" the schedule in KRONOS as soon as the schedule goes to the Staffing Office, nurses think it is a final schedule. Therefore, they may not "see" changes made to that schedule. Make sure the schedule is actually final before you count on it.

The Staffing Office is attempting to make sure that each shift in Med-Surg is scheduled to CORE. That may involve changing department schedules to accommodate a shortage in another department.

We have encouraged Administration to solicit volunteers to be scheduled for extra weekends or other shifts before re-assigning nurses to every other rather than every 3rd weekend. Apparently that was successful in preparing this upcoming schedule in preventing all but 3 re-assignments.

Thank you,

The SNA Board