

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 Meeting at 1:30 & Member meeting at 3:30 on October 10th

Hello from the SNA Board. We would like to update you on issues we have addressed with management at Memorial Hospital. On August 15th, 2019 we met with the Hospital from 1PM until 3PM.

Throughput

The SNA board expressed concerns:

1. The time commitment for lead nurses and the amount of time they are off the units.
2. What is expected of leads while breaking of nurses and assuming their patient load?
3. Minimal education for the leads and for the floor nurses related to Throughput program.
4. How is the hospital going to assure that nurses are offered their breaks?
5. The roll of the bed czar vs House Supervisor's roll in placement of patients in appropriate units and beds?
6. Are there plans for hiring break relief nurses for all the units?

The hospital responded and acknowledged that it has been a difficult start with Throughput, and they have given themselves 100 days of trial, for adjusting to and learning this new care model. They said that the lead nurses' responsibilities have changed and recognize that they cannot be the primary break relief person. Management believes that in time that Throughput will increase the amount of time available for lead nurse to run the unit as they will learn to "lead by exception". Management reports that they are offering volunteer 4 hours shifts for nurses to come in as break relief. They indicated to us that this has been working to cover nurses' breaks. However, they do not know if these break relief nurses will be permanent until they complete their 100-day trial. Currently the House Supervisor is not making bed assignments. There is a new position created and being referred to as the "bed czar" that now supervises bed flow throughout the hospital.

SNA will continue to monitor how Throughput impact nurses at Memorial through AUP's and reports from our membership.

Behavioral Health Plan

We asked the hospital for an update on the Behavioral Health Plan even though we did not have any specific reports over the past month of issues from our Nurses.

The hospital reported that there is a nurse on 1 Center working on her master's degree. She is researching violence in the workplace. She has submitted a Violence Assessment Tool to the hospital that nurses and medical caregivers can use to help identify patients at high risk of violence. The hospital is reviewing the possibility of adding the tool to the Behavioral Health Plan.

Please let SNA know if you are having issues with Behavioral patients and violence on your units.

Care Partner Staffing

We followed up on our discussion with management that started in June about their failure to consistently staff Care Partners to Matrix. We can present this argument due to your continued reports to SNA through email and AUP's. Thank you. The hospital reported to us that they have hired 30 new CNA's to the float pool. They are in various stages of orientation. You should see some relief over the next couple of months. But please continue to report lack of appropriate help to SNA. Be assured that we are holding the Hospital accountable to staffing Float Care Partners according to our contractual language.

CCD/SDU

SNA continues to pressure the hospital about staffing and appropriate patient care in the CCD/SDU. Of specific concern, we ask about nurses in SDU having and recovering Tavr patients when there is lack of the ability for nurses to give continuous monitoring. We had to table the discussion due to the manager not being present.

ED Staffing

We have not let up at all when it comes to discussions with management over ED and their many staffing issues. Though it was reported to us that the day shifts are much improved, the night shifts continue to be understaffed. We insist that they must maintain nurses to patient ratios for CCD, Med-Surg holds and patient visits.

It is essential that the ED nurses continue to document and file AUP's with SNA when staffing and ratios are not being met.

Central Scheduling

SNA was please to hear that the hospital will continue to allow the staffers from each individual unit to work together to balance the house schedule. The schedulers have dubbed their 4-hour combined meeting the "War Room". Due to their efforts on the current schedule, no mandatory every other weekend change were imposed on our members.

We are so proud to be working along side of you.

Thank you, The SNA Board