

From: Staff Nurses Association snanews@sonic.net
Subject: SNA Updates for NCC Meeting 10/17/2019
Date: October 24, 2019 at 7:44 AM
To: undisclosed-recipients;



Dear SNA member,

Hello from the SNA Board. Our quarterly SNA membership meeting on October 10th went well. It was nice to be able to participate in active discussions as a group, with those who were able to make it. Nothing replaces a face to face conversation.

On October 17th, 2019 we met with the Hospital for our monthly Nursing Coordinating Council (NCC) meeting to continue our extensive discussion on several subjects. Here are some of the issues we continue to work on;

CCD/SDU Staffing

Staffing is still being looked at according to management. They believe they have a sound updated model of recruitment and are hopeful for future solutions to current staffing issues. They also report being in the middle of a flooring project they hope to complete by the end of November.

Shared Governance

SNA asked about Unit Based Councils' (UBC) boundaries and how do employees know when they are discussing mandatory subjects of bargaining? Administration gave us a copy of the Shared Governance bylaws. They explained that safeguards are in place and each UBC has a chair and that chair brings all ideas to a pre-meeting with their manager to vet all ideas and then will return back to the manager to have a debrief second meeting with their manager. Administration maintains that these two monthly meetings with the manager will ensure that all discussions stay within the scope of Shared Governance.

Hospital Security

We continue to receive data as nurses participate in the SNA survey that was emailed regarding safety in the workplace. The results up to this point were shared with the executive team present and HR will share the survey results with those who were not. Thank you to all who have taken the time to fill this out. Reading over and over, in black and white that you want bullet proof glass in the ED, for example, is more powerful than just the Board reporting that we have heard ED nurses say they would like updated security measures such as bullet proof glass for their safety. They stated that more information would be collected by them and presented at next month's meeting. It was reported that their department annual safety inspection is done in December.

Acuity

SNA requested conclusion information of recent acuity tool testing. Damian Gulbransen, Director, stated that all department tools (with one exception, for lack of data) validated and are appropriate to be used.

We established that we have valid tools that are reliable, as evidenced by each department reporting above 90% accuracy with monthly interrators.

We brought up several AUP's (assignment under protest) forms reporting above 110% utilization with no help sent. We reminded the room about Title 22. They reminded us of the many care partners that have been hired recently.

As always, it is imperative that we continue to acuitize our patients as accurately as possible with current, up to date charting that reflects every checked acuity selection.

There are lots of discussions around acuity that are happening. We are making a difference! Keep up the great work in accurately scoring your patients acuity.

ED Annex

We asked about the Annex as the new "Chest Pain Unit" (CPU) and their lack of being able to centrally monitor telemetry patients. While opening the CPU is still the plan, we heard that this patient population has been scarce lately. The Annex will open as needed, as a hybrid, for chest pain patients and observation patients. Plans are in the making for more centralized monitoring of telemetry patients.

Throughput

We brought forward issues we heard from nurses regarding Dr. Hill and his group. A number of nurses feel uncomfortable with the way they are spoken to by his team. We also discussed the concerns we are hearing from Leads around attending meetings while having a patient assignment to cover breaks. The Board of Registered Nurses holds nurses to prioritizing patient care. The SNA encourages nurses to continue putting patients first and protect your license at all times.

PTO Dump

The PTO extra deposit of 2 working days negotiated by SNA will occur the first full pay period following the anniversary of the ratification of the 2017-2020 contract which took place on November 8, 2017. That means you should see that PTO on November 22, of this year.

Integrity Hotline

The Integrity Hotline (1-888-294-8455) is available to employees to report the behavior or performance of a manager, director, or member of administration who does not meet Hospital standards, including the Standard of Conduct. An employee might consider using this line to report feeling bullied, not supported, unfair decisions or negligence. The Hotline is administered by an outside company, not directly by Providence.

New Hires

A few new hires have not been seen at orientation. If you are one of them and still need a contract please e-mail us and we will send you one.

Clinical Ladder

We are aware that many of the applicants waited a very long time for their applications to be accepted. Please be aware that you should receive retro pay back to Feb. 28, 2019 or to the date that you submitted your application if it was accepted. If you are still having issues with retro pay please let us know so we can address the issue.

Please continue to keep us informed. We need your reports to keep SNA up to date on the issues that are affecting your work life. We use your emails, phone messages and AUP's to confidentially bring your needs to light with the management of Memorial Hospital. We are so proud to be working alongside you.

Sincerely,

The SNA Board

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Private Facebook page by email request or ask another nurse who is on it to invite you.