

From: Staff Nurses Association snanews@sonic.net
Subject: SNA Updates for NCC Meeting 12/19/2019
Date: December 30, 2019 at 8:04 AM
To: undisclosed-recipients;



Happy New Year

The SNA Board wishes you a New Year of happiness and good fortune for you and your loved ones,

Thank you for participating in the vote for SNA Officers for 2020

President: Sue Gadbois (2 yr. term 2019-2020)

Vice President: Peter Brackner

Treasurer: Tammie Keithley

Secretary: Kery Poteracke

Board Members: Laura Hanson

Kathy De Bel

Gloria Frederick

First a few important announcements:

1. Please plan to attend one of the two **membership meetings** held at the SNA Office Thursday **January 23, 2019 at 1:30 PM and 3:30 PM**. The SNA office is located at 200 Montgomery Dr. Suite B, Santa Rosa CA. 95404. We will be negotiating a new contract this year. Get involved. Also, there will be membership **meetings March 26 and June 11, 2020**
2. There was a good conversation on our FB page about nurses not getting paid for missed breaks, work etc. We have asked for more factual, timely reports of this. This is an issue protected by labor law. They cannot refuse to pay you for work done. They cannot change your timecard. You will have the full support of the Union, but we will not make empty claims against the hospital without proof and evidence of our claims. One of our Business coordinators, Jodi is on vacation but has agreed upon her return to help us create a tips sheet to guide us through these issues. Our understanding of the process for missed breaks is that you fill out an edit sheet of no rest/no meal break, get the manager to sign it and then fax it to your unit's business coordinator. If you follow that process and then the hospital refuses to pay, please let us know.
snanews@sonic.net or snanews.com

NCC Monthly Meeting Report

We wanted to report to our membership about our most recent NCC meeting between SNA

we wanted to report to our membership about our most recent NCC meeting between SNA and hospital management. This is a contractual monthly meeting requiring the hospital management to meet with the Union to discuss our concerns. Our meeting was Thursday December 19, 2019 from 1PM to 3PM.

Behavioral Health Plan

We brought forth the issue of a nurse being severely injured in November by a patient that arrived on her Unit. A security guard was injured as well, sending both to the emergency room. The injuries have left the nurse on a medical LOA. We researched if and how this was related to the Throughput process. We asked why was there such a poor report to the receiving nurse, why the patient showed up with a sitter without the receiving nurse being aware, and what the hospital has done in response? We are perplexed that there has been no debriefing or counseling provided to this nurse or the other team members for over 4 weeks now. We then inquired, why would a House Supervisor ever discourage the nurse from filing a police report? Leah Gerhi said that this is not okay, and she was personally going to follow up on our report.

Please note that SNA has done an extensive review of the law related to the requirements on the hospital to provide a safe place to work and the required Behavioral Health Plan. We have included questions that we have submitted to the hospital. **See the document attached to this email.** HR has set up an internal meeting of management the second week of January to address and answer our questions.

It was agreed that we will address the SNA Safety Surveys we provided to the hospital at the January NCC.

Quality/Safety, Throughput

We asked about nurses being provided breaks or rather the lack of breaks being provided. We were told that proposals have been submitted to the 2020-unit budgets for providing break relief nurses. We were told that Vicki White is supportive of this.

We asked about the creation of a Bed Placement Coordinator (Previously known as the Bed Czar). The job description is being created. Based on that job description will determine rather or not this will be a union represented position. As of right now, we do not believe this will be a position covered by the CBA - Collective Bargaining Agreement.

Care Partner Staff

We addressed that CP's are not being staffed to acuity and not to matrix. We did ask about RN's being assigned as CP's. They said financially this is a last resort. Recently the hospital has been seeing as many as 15 sitter cases every day in the hospital. It would be disingenuous of us to complain about them providing required help to the unit at an increased expense to themselves to do so.

CCD/SDU Staffing

SNA ask about a Voluntary On-Call proposal that had been presented to us. We submitted questions December 8th 2019 that have yet to be answered by administration. They are

questions December 1, 2019 that have yet to be answered by administration. They are going to ask Erica Palacios HR representative to CCD/SDU to address our questions.

Shared Governance

We have reviewed the By-laws of the Shared Governance committees. We found that there are no provisions in place to protect our CBA. If nurses individually work on issues that are subject to bargaining between the hospital and the union, then they could adversely open our contract and Union to being judged as void in a court of law. This has happened to unions in the past.

Open Enrolment- Relief Dental/Vision

We have put a tremendous amount of energy into this issue. We are happy that we were able to get HR to confirm that our relief nurses will have access to Dental/Vision. Signing up for it has not been so easy. We were assured that the issue has been escalated.

Managers response to emails

The experiment is over. Managers should now be answering their own email.

Policy Changes/Location of Polices

We addressed the difficulty of finding policies. They seem to just disappear, change without notice or hidden in other policies. We asked how SNA was going to be involved in policy changes? This is a subject we will continue to pursue.

As always, 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 of you.

Thank you, The SNA Board



Questions
Regard...e.docx

