

A few important announcements:

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

We will also be hosting a special pizza and information gathering for our floor/unit reps the same day and location, Jan 23rd from 12:30-1330. If you are a current rep or interested in becoming a Union Representative for your floor, please join us for this important opportunity to ask questions, meet your area mentor and learn more about your role as a rep.

As mentioned, we will be negotiating our contract this year and Providence has been very active in reducing benefits for their employees. One voice at a time is easy to ignore, but imagine all 781 of us standing up and refusing to be ignored. We are powerful when we unify and stand together. Here is just one example of how unification resulted in the postponement of a planned strike and were able to get Providence to listen to them. <https://www.beckershospitalreview.com/human-resources/13-000-providence-health-workers-set-to-strike-jan-14.html>

Uniform update: All nurses should see their uniform allowance in your new account and amounts are based on average shifts per week. Allowances are now 'use it or lose it' and a reminder that you can request a further allowance if maternity uniforms are needed. Please contact HR for all uniform questions. Please refer to HealthStream for timecard, NRP/NMP punches and edit tutorials to properly get paid. There are several steps to follow to ensure payment.

Every staff meeting should allow time for your Q&A. Please reference your contract and ask for that time if not allotted for.

NCC Monthly Meeting Report

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 held January 16, 2020 from 1PM to 3PM.

Violence in the Workplace/Safety

As you know, 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 are expecting a response from the hospital addressing the questions that we submitted and have been informed that should take place soon. We repeated suggestions that could be immediately put into action, such as tighter security screening for all visitors entering the hospital. We also addressed areas of improvement that may take a little more planning but need immediate attention, such as securing the ED doors and protective glass in the ED intake area.

Quality/Safety, Throughput

We were told that we are in a 'refine as we go' period with regards to throughput and that the Leads are less tense about the process now. We were told that the collaborative huddles are more succinct, lasting only 15 minutes and more meaningful with doctors communicating well with nurses and that doctor/nurse rounds at the bedside were going well.

Care Partner Staff

We addressed that CP's are not being staffed to acuity, not to matrix and being pulled and used as sitters often. Administration explained that they are looking into a separate cost center for sitters.

CCD/SDU and Annex Staffing

After a brief description of the planned direction for staffing these areas and a reminder by SNA regarding bargaining unit information, Admin and HR were not ready to discuss the Voluntary On-Call proposal for CCD/SDU or further Annex staffing plans. We submitted questions December 8th, 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. The interim director spoke to us from a retreat where they were discussing this matter and that they felt the By-laws were sufficient in defining boundaries. SNA disagreed and the interim director agreed to adding clear bullet points for easy to read descriptions and boundaries for UBC members to follow.

Policy Changes/Location of Policies

We addressed the difficulty of finding policies. They seem to just disappear, change without notice, be hidden in other policies or difficult to locate. This is a subject we will continue to pursue and HR explained that policy and procedures are now separated. Policies are in PolicyStat, procedures are based on best practice and found in Lippincotts and HR policies are located through the Azure app.

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. You are a Union Member and that means something! We need your voice.

Here are a few accomplishments that have ONLY occurred because Union's formed and spoke up in our country;

Pregnancy & Parental LEAVE

Family & Medical Leave ACT

All Breaks at Work (including Lunch Breaks) Weekends & Paid Vacation

Sick Leave

Minimum Wage

Social Security

Overtime & Holiday Pay

Child Labor Laws

Privacy Rights

Civil Rights

Homeowners' Bill of Rights

40 Hour Work Week

Occupational Safety & Health Act (OSHA) 8-Hour Work Day

Military Leave

Protections for immigrant workers

Workers' Compensation

Unemployment Insurance

Wrongful Termination Laws

Sexual Harassment Laws

Americans With Disabilities Act (ADA) Employer Dental, Life, & Vision Insurance Equal Pay Acts of 1963 & 2011

The list goes on and on. Stand up, be heard and make a difference. One voice is easy to ignore but 781 is much more impactful. Your voice matters and we need it to overcome the tremendous powers that we are up against.

Thank you! Sincerely,

Your SNA Board