

From: Staff Nurses Association snanews@sonic.net
Subject: NCC Monthly Meeting Report for May
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To: undisclosed-recipients;



May 2020

NCC Monthly Meeting Report

We wanted to report to our membership about our most recent NCC meeting between SNA and Hospital Management. This is generally a monthly meeting between the Hospital Management and the Union to discuss our concerns and current issues. With the COVID 19 crisis, we have had frequent meetings with Administration over the past few weeks. Our NCC Meeting was held this week on Thursday May 21, 2020 from 11:30 AM to 1 PM.

Save the date: **June 3rd, 2020 11:30 AM to 4:30 PM**. NUHW (representing ancillary staff) will be holding an informational picket in front of Memorial Hospital. Their negotiations have been ongoing for over a year. They have been fighting for fair Wages, Affordable Health Care, PTO and Safe Working Conditions. The SNA Board fully supports NUHW and we encourage our membership to come stand side by side with our Coworkers. We expect to be facing these same issues when we start our negotiations this coming August. So step up and start showing your support and resolve now.

Violence in the Workplace/Safety

The Hospital provided SNA with the Safety/Risk Evaluation Report that we have requested. We will be reviewing it and agreed that it will be on the June agenda next NCC meeting. We requested that Justin, Lead Security Officer be present to address our concerns.

Shared Governance

Shawna Sewell reported that the language has been corrected in the by-laws that were suggested by our President Sue Gadbois. It will not be formally approved until the Shared Governance Committee meets again and can vote on it. At that time, it will be brought back to SNA for final approval.

Update: Increased Procedures/Surgeries/Census

Elective Surgeries resumed April 28th. They have opened 6 of their 7 surgical rooms. As of last Monday, they are running at 72% of their normal volume. Elective Endoscopy procedures have also resumed. The Cath Lab is open and running at 70% of their normal volume. Interventional radiology is also increasing. All patients for elective procedures are being pre-tested for COVID 19. The plan is to re-evaluate the first of June for returning to full services in all these departments.

Staffing: Reductions/Scheduling Relief/Furloughs

The SNA Board has concerns about the mechanism that the Hospital is using to MROH nurses in Med-Surg departments. Reports from Med-Surg nurses indicate that seniority alone is being used to determine which nurses are MROH'd for a shift. This has resulted in

alone is being used to determine which nurses are MROH'd for a shift. This has resulted in some nurses losing an entire week of work. Both the Contract and the ROH policy contain provisions for departments to choose a rotational system for identifying the nurse to be MROH'd. In fact, most Med-Surg departments have chosen that method. We expressed those concerns at NCC and have continued an ongoing email exchange with members of Administration to rectify this issue.

At the NCC meeting, Sue Gadbois, SNA President reviewed the Contractual language as well as Hospital Policy related to Mandatory Reduction of Hours. She specifically spoke to the proper rotation of MROH when units are closed. Sue also reviewed cases of Relief Nurses not being scheduled at all, while we know that Travel Nurses were working in the Labor Pool. We will continue to insist that the hospital follows the contract and challenge any process that does not follow a consistent fair rotational process. Please notify us if you know or feel that you have been MROH'd incorrectly. The contract calls for your compensation for missed wages due to incorrect MROH. Vicki White, CNO stated that she has asked for a weekly report of who is being MROH'd and how the staffing office is following the Collective Bargaining Agreement. She also stated that they have started the Virtual Clinical Academy for the new hires that allows these nurses to get paid during these times of low census. The voluntary Furlough program has been utilized by some of our nurses. We also want you to know that there has been **no indication** that the hospital is looking at layoffs or a reduction of staff.

Planning for future impact of COVID

Scientific modeling does indicate that we will see increases in COVID 19. They believe we will certainly see some blips and surges related to COVID. Current planning is taking place for a Flu/COVID surg this Fall. They feel that they have a more robust Surg Plan in place due to our experience with COVID 19 as it relates to placement of patients, PPE etc.

Emergency Department Night Staffing

We addressed multiple AUP's filed by the ED concerning Leads taking patients, ratios not being maintained or followed, nights cut from 9 nurses to 6, and not always having a Dedicated Triage Nurse. Leah Gerhi addressed our concerns. She acknowledged that there have been challenges. She states that the ED is good at preparing for up surges in census, but not so prepared for the unprecedented low census that they experienced in the ED the last several weeks. As patients start to return to the ED, they are having surges at unpredictable times. Currently, they see no predictable trends. She and her team are studying the data daily in efforts to know how to have the proper staffing when needed. She is looking at options of possible voluntary re-assignment of shift hours. We suggested that they look at a "on call" system.

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.

We would like to thank our members for working so closely with the SNA Board. Many of your reports. AUP's and documentation shared with us has guided us in our strategies to

best support you during this crisis. We are amazed at your strength in facing the many challenges of the past several weeks. We are always stronger together. In solidarity.

Thank you,

Peter Brackner, on behalf of the SNA Board