

SNA NEWSLETTER

January 24, 2022

Hello SNA Nurses,

Well, here we go. We have all hit the road in 2022 exhausted, frustrated and just wondering when it will get better. Surely, we have crossed some mountain crest and can see some green valley in the distance, or we will reach some sunny shore with beach towels and mimosas. But until then, we will continue to weather this storm together. Happy New Year!!!

NEW BOARD MEMBER

The SNA Board would like to introduce a new member appointed to fill the open vacancy left by Sue Gadbois. We are so happy to have Patty Carlson from 1 Center NOC shift join the SNA as our newest board member. She has been put to task in her new position from January 1st, 2022. Her excitement and new perspectives are much appreciated.

MEMBERSHIP MEETINGS

Our first Membership meetings for 2022 will be held via zoom this coming Wednesday January 26, 2022, at 0830, 1530, and 2030. There are three meetings held in our efforts to make this meeting accessible to all our membership. It is an open forum for discussion and questions. The Board generally has some updated information to share, but we are mindful to keep it dedicated as your meeting and your opportunity to address concerns and to address the SNA Board Directly.

Peter Brackner President SNA is inviting you to a scheduled Zoom meeting.

Topic: Quarterly Membership Meeting

Time: Jan 26, 2022 08:30 AM, 3:30 PM and 8:30 PM Pacific Time

Join Zoom Meeting

<https://us02web.zoom.us/j/2514678097?pwd=WFZ0S21DZ244UGdBa0VMWUNHQkljZz09>

Meeting ID: 251 467 8097

Passcode: 9344

SNA NEWS SNIPPETS

You may have notice that towards the end of last year, that we changed from our usual monthly letter to sending out SNA news snippets. We thought that the quick, shorter news snippets on current topics may fit in and better respect our busy lifestyles and current ways of digesting information. Possibly more often, but a quick easy read.

CES PAY MOU

At the end of 2021, the SNA won an issue dealing with our CES pay. The SNA Secretary Kery Poteracke discovered that the hospital was paying CES at 33% instead of the correct rate of 33.333%. It was corrected in Kronos last September, but SNA would not sign the Memorandum of Understanding (MOU)

until the end of the year because we could not agree with the calculations of the hospital on the amounts of the retro pay. Once they agreed that the SNA calculations were correct, then the MOU was signed. All affected Nurses were paid retro from September back to December 1, 2020.

INCENTIVE PAY WIN

At the end of the incentive pay debacle, Providence sent out announcements to approximately 16 of our nurses that they had overpaid them incentive pay and would immediately start withholding monies from their checks. We immediately sent them a cease-and-desist letter to stop this illegal withholding of monies from our nurses. Then the hospital sent out letters directly to the nurses to sign and give them permission to withhold the monies. Our nurse's followed the advice of SNA and did not sign the letters, which ultimately pushed the hospital to meet with SNA to negotiate the issue. Long story short, all money reduced from the nurses' checks was returned to the nurse's accounts and the nurses do not have to pay back any monies. Solidarity is power.

FLOAT PAY

Currently for this year, the SNA has met with the Hospital over the denial of float pay to nurses within the ENDO, ENDO ASC, Surgical Services, Surgical Services ASC, PACU/Pre-Op etc. The Hospital has made a move to say that these nurses do not get float pay if they are going to a department in which they perform the same skills. E.g. ENDO to ENDO ASC etc. A manager wrote to her staff, "Reminder to everyone that the Float Pay Code in Kronos is only to be used when a nurse is given an assignment that requires a skill set outside of his or her normal job, and for which he/she has not been cross-trained. As a pre-op/PACU nurse, providing that specific care to patients, regardless of physical location, does not fall into that category". It is obvious that this manager has not read the SNA contract lately... this is 100% wrong. The only thing that determines float pay is when you leave your home department (location) and go work in a location other than your home department. There is no mention of skill set associated with getting float pay. We are waiting for their response from our meeting that took place January 13th, 2022. We have demanded retro pay for denied float pay for these nurses.

CATH LAB HOLDING PROCEDUAL PAY

At the January 13th meeting, we also made a case that Cath Lab holding nurses be added to the procedural pay scale based on the Cath Lab departments change in practice, that now has mandatory on call for Cath Lab Holding nurses. The title Procedural Pay is confusing because it is not so much about departments that do procedures, but for procedural departments that require on-call and call back pay. We have asked for retro pay for these nurses as well, back to the point we can prove that the manager started requiring on-call shifts for these nurses.

SEVEN DAY LANGUAGE ENFORCMENT

The SNA has warned the Hospital that we will be filing grievance if they do not correct their pay system. In last negotiations we got the 7-day language to correct pay issues. We have worked diligently and patiently with the Providence system, as they have promised improvement and change. The clock has run out on our warnings and patience. We are prepared to take next steps.

IN CONCLUSION

The SNA Board has many irons in the fire right now. We will use our News Snippets to keep you updated. We can never express the importance of our membership keeping us in the loop of what is going on in your departments. It is only through member reporting that we became aware of the float pay issue in ENDO. To our new nurses, just because a manager or director tells you that something is so, but your gut tells you otherwise, please ask questions of other experienced nurses or reach out to the SNA at snanews@sonic.net. Ask a co-worker to invite you to join our private SNA Facebook page. Check out the SNA Website, snanews.com to find helpful links to state agencies, SNA history, information on the individual board members, plus the very valuable access to an electronic copy of the SNA 2020 to 2023 contract.

In your service,

Peter Brackner President

The SNA Board