

Confluence Health at Central and Mares Campus

The Survey Is Still Open!

Thank you to everyone for your kind patience as we worked out kinks with the survey last week! And thank you to all the nurses who took the quick 5 minute survey to share your viewpoint on these important issues.

We want to know what nurses think about the memorandum of understanding covering how joining the Mares and Central campuses would work. *Given the employer agrees to it*, the MOU would include two kinds of proposed changes: terms that apply to all nurses at both campuses and terms that address the issues that are specific to just Mares Campus nurses.

SURVEY DETAILS:

Please complete this important and BRIEF survey to share your feedback about 3 key areas:

- How should seniority be handled
- Your thoughts on Central and Mares Campus joining under a single contract
- The terms and benefits of the MOU

The link to the survey was posted on Facebook and is on the WSNA website.

Here's a shortcut: <https://tinyurl.com/yaj5r4yn>

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Nurses Colleagues from Mares Campus Share Their Thoughts This Holiday

"I have worked for Confluence Health at Mares in the GI department for seven years, though I have been a nurse for much longer. Unionizing was very important to me because nurses in the Mares building, particularly in GI, had been treated unfairly with regard to wages for many years. We raised these concerns with management repeatedly and made no progress. As a result, we lost out on excellent nurses from Central who were interested in joining our team that would have had to take a significant pay cut.

I believe this long standing separation has contributed to unnecessary animosity. My hope, shared by many of us at Mares, is that this will fade and that we can move forward together toward a positive and productive future."

-Megan Baute, GI RN at Mares Campus

(Down the hall from Oncology Infusion, Central Campus at Mares Campus)



Megan Baute (GI)
Marshall Snoddy (OR)

"My name is Marshall Snoddy and I currently work in the Operating Room at the Mares Campus for Confluence Health. I have been at Mares for 8 plus years working as Circulator and Relief Charge. I also worked at Central Washington Hospital, beginning in 1990 with the majority of my 17 years in the O.R. as well. One of the other hats I have been wearing for the last two years is Co-Chair for WSNA Mares negotiations.

We felt the need to organize once we were "informed" we would be accreted in to Central's contract and our questions and concerns went unanswered by administration. I look forward to the day when all nurses working for Confluence are working together to create a work environment that is supportive, safe for patients and staff and with compensation that is fair and equitable for everyone. My goal is to have administration recognize the nurses are vital to their organization being a success and insure they treat us as such."

-Marshall Snoddy (OR Mares Campus)

Report Back from Info Sessions at Central and Mares Campus

At last week's info session, we had nurses come through from both campuses. What was great was that nurses from Mares Campus attended the session at Central and vice versa. A lot of important questions got answered. We thought we'd take a moment to share some of those Q&As here.

So is this a done deal? No it's not. Remember that this is still something that we have to negotiate with and come to agreement on with Confluence Health. Right now we are taking the time to clearly inform everyone about the terms and benefits of the MOU on the table at the moment.

What's the story with Endo/GI? At the info session, 4 Endo nurses asked how and why the contract distinguishes their unit and GI at Mares.

WSNA's attorney Kelly Skahan helped walk them through the answer: NO, they will not be required to float or flex between campuses. The reason we need to list both departments in our Flex RN contract is actually pretty simple: these are the only two potential "Flex RN" units that aren't called the same thing at both facilities. Article 4.17 in Central's contract lists four "like departments" that exist at both campuses: E.D., Med/Surg, Endo, and Perioperative services like PACU and OR. We need to update that language to read "Endo/GI" because Mares has a GI unit, not an Endo unit, and though their work and their units' processes are similar, they're not identical. If someone decides to take a flex nurse position at Endo Central Campus because they want to flex between campuses, then they would have an opportunity to orient to GI before floating there, just like an E.D., Med/Surg, or Periop nurse would have the chance to orient in their unit at Mares. The same would be true if a GI nurse at Mares took a Flex RN position. By listing both units specifically, our MOU would make it clear that we see these units as similar but distinct, and management cannot treat them as if they're interchangeable.

What about call for Endo/GI? Staff Nurses in GI at the Mares Campus don't currently work call shifts because Confluence only schedules providers for after-hours Endo/GI procedures at Central. If Confluence ever schedules providers for after-hours procedures at Mares, we would bargain over how that would impact GI nurses' call requirements. The specific rules for flex RNs can't be negotiated until Mares either (1) agrees to add Flex RNs to their own contract or (2) joins Central's unit, which has already ratified Flex RN language.



WSNA Info Session – Central Campus : Cori Godbey (ED Mares), Paul Molenaar (ED Central), Katie Sund (ED Mares) L-R



A call back to how we have needed and supported each other: Mares Campus nurses at an early bargaining session in 2024 (L). Right Central WSNA officers standing in solidarity with Mares officers at WSNA's leadership conference last spring (R).