

WSNA NEW HIRE ORIENTATION

WSNA is your voice in the workplace and at the bargaining table.

WHO IS WSNA?

- Your Union
 - We represent more than 19,000 Nurses in over 50 facilities across the state, providing assistance during contract negotiations, grievances and arbitrations.
 - We help RNs and LPNs bargain for better wages, hours and working conditions.
- Your State Professional Organization
 - We are available for consultation on practice issues, connecting you to legal and nursing practice experts.
 - We provide continuing education classes for nursing groups and local units.
- A Loud Voice for RN and LPN Rights in Washington State
 - We employ a lobbyist in Olympia to present nursing issues and concerns to state representatives.
 - We introduce, monitor and influence state and national healthcare related legislation.

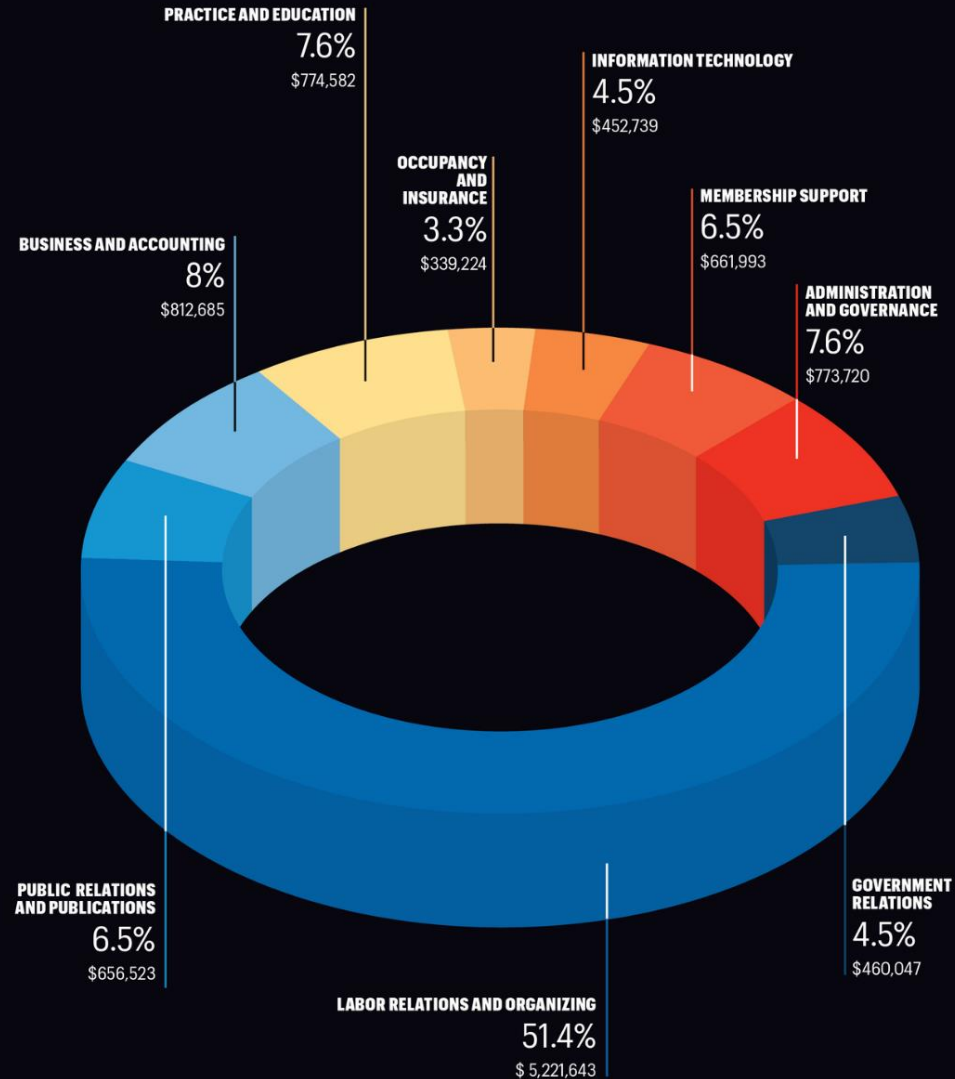
KNOW YOUR RIGHTS

- Our Collective Bargaining Agreement (CBA), aka our Contract
 - You can only know if the employer is following the language of the CBA if you know what is in the CBA. Take a look at it and reference it anytime you have questions. If you cannot find the information you are looking for, contact a WSNA officer or your WSNA nurse representative. You can find our contact info, contract and latest union news via <https://www.wsna.org/union/seattle-king-county-health-dept-staff>
- Representation Rights
 - When being asked to meet with your manager and you become concerned the meeting may lead to discipline, do not leave the meeting. You are not required to answer questions if it is a meeting that could lead to discipline without union representation. Rather, clearly notify your manager that you would like union representation. Then contact an officer or your Nurse Rep Tara Barnes tbarnes@wsna.org right away.

“If this discussion could in any way lead to my being disciplined or affect my personal working conditions, I request that my union representative be present at this meeting. Without representation present, I respectfully choose not to participate.”

WHERE DO YOUR DUES GO?

- Our dues go directly to supporting the labor relations, organizing, advocacy and educational work of WSNA.
- ***No campaign contributions come from dues***
- ***WSNA union membership includes ANA, KCNA and AFT healthcare as well!***
- ***4% of your dues go to your local unit funds so the officers can utilize for nurse events, swag, gifts etc for union members.***



NOW WHAT DO I DO?

Fill out the application form online by secure link. *Choose the UNION option.* Use a computer instead of a smart phone. Send membership questions to membership@wsna.org

Most nurses pay dues via payroll deduction. If you prefer to pay them in some other way, contact WSNA Member Services at membership@wsna.org or 206-575-7979 Monday through Friday.

Remember, you're not a member.... until you join! Check out ANA, KCNA and AFT healthcare benefits inclusive with WSNA membership. Upon receiving your completed application, you will receive a welcome with your union card in the mail. Here is the application online:

<https://www.wsna.org/membership/application>



TYLER BREIER, COMMUNITY HEALTH SERVICES(CHILD CARE HEALTH PROGRAM), CHAIR

- Hello WSNA members! My name is Tyler,. I 'm excited to serve as your Local Unit Chair. I became a nurse in 2017 and worked for SCCA/UWMCs blood and bone marrow transplant unit for a year before relocating to Denver, CO where I also worked as a BMT nurse. While I loved my time there, I quickly came to understand the value and importance of having nursing union representation, as there were none at the time in that state. After moving back to Seattle to start graduate work at the UW, I decided to finally move into the Public Health sector, where I knew I wanted to be eventually. Currently, I work for the Child Care Health Program in the CHS department. I am excited to be serving our community. I'm also a Doctor of Nursing graduate, with a focus on Population Health and Systems Leadership. I'm particularly interested in the intersection of public health and public health policy. I chose to run for this position because I believe I have the vision and drive to help move PHSKC forward in recognizing the value and importance of nursing. I also want to ensure that the nurses at PHSKC feel supported in all aspects of their jobs. The current COVID-19 pandemic has provided us with an opportunity to reevaluate our priorities and I hope that, together, we can push for the prioritization of the essential services that we all provide.



TAMI NELSER, JAIL HEALTH SERVICES (MRJC), GRIEVANCE OFFICER

Hello, My name is Tami Nesler. I am honored to be re-elected as a union representative, grievance officer. I am passionate that every nurse has a voice to bring their concerns and ideas to the forefront. I have been a nurse 27 years. The last 21+ years I have experienced first-hand the evolution of Jail Health, which gave me the confidence to participate in challenging contract negotiations.

I found the process very rewarding and hope to make positive contributions moving forward. At home, I have my 3 cats and a very large loving Rottweiler. My family is everything to me and I cherish every moment with them. I enjoy decorating my home, shopping for antiques, crafting, collecting recipes and of course TRAVELING.



TINA LAJOIE,
CHS NURSE
FAMILY
PARTNERSHIP,
VICE CHAIR

Hey WSNA members!

My name is Tina, and I'm a Public Health Nurse in Seattle-King County. I've been in healthcare since 2013, and I became a nurse in 2017 after getting my ADN. I currently hold a bachelor's in nursing and a bachelor's in health science.

I specialize in pediatric care and community health, and I love working with diverse populations and offering client-centered, holistic health education. I'm also passionate about mental wellness and therapeutic approaches to stress management and trauma.

Outside work, I love to spend time with my family and friends, do yoga, enjoy the outdoors, and watch Netflix soaps! I'm excited to join and represent our nurses as your Vice Chair!





CAROLYN CLARK, JAIL HEALTH SERVICES (KCCF), GRIEVANCE OFFICER

- My name is Carolyn Clark . I am grateful to be serving at the Grievance Officer at King County Correctional Facility (KCCF). I have been a nurse for a little over 12 years, coming to nursing after other careers such as social work, restaurant and apartment management. When I'm not working, I enjoy spending time with my husband Brad (and our kitty Doris) and other family and friends. Some of my passions are reading, hiking, traveling, and all social justice issues, but especially those having to do with animals and the environment.
- I was first introduced to the power of unions during my childhood when my maternal grandparents were part of one at the furniture factory they worked at in our Midwestern city. Through their experiences, I noticed that their union gave them a voice in a profession where workers often did not get listened to. Up until I became a nurse, I wasn't part of a union at other jobs or careers because it wasn't offered. I have lived all over the country, working many jobs and looking back, the jobs where I was paid the worse and did not have great (or sometimes any!) medical insurance or retirement benefits was in the states that were not union-friendly. When I became a nurse, I instinctively knew that I wanted to be part of the union because I was going to part of something bigger than just myself and my story.
- Since becoming a member of WSNA, I have seen my voice and the voices of other nurses in action; this has become extremely apparent during the COVID pandemic. In late 2019 to early 2020, when my colleague Brenda who was the former Grievance Officer at KCCF resigned to actually go work for WSNA, I saw this as my opportunity to continue my life-long passion for service and volunteering and to expand my service with the union. I requested to volunteer to be the Grievance Officer at KCCF and was definitely appreciative when the other WSNA officers appointed me to this role.
- Beginning my role at Grievance Officer in 2020, I have witnessed the power of a shared voice and collective bargaining. Much about the process is frustrating because it can be so slow and tedious at times, but it's also very empowering and exciting to see the cooperative effort of many coming together for the greater good.

ELENA SCHENSTED NURSE FAMILY PARTNERSHIP COLUMBIA CITY SECRETARY/TREASURER



My name is Elena Schensted and I am ecstatic to serve as Secretary/Treasurer for our WSNA local unit. I have been a public health nurse for nearly 7 years, graduating from Seattle University's College of Nursing in 2016. I began my career as a Nurse-Family Partnership (NFP) nurse at the non-profit ChildStrive in Snohomish County, where I did home visits with first time mothers and their children. After an amazing 5 years as a NFP nurse, I was ready to both reduce my commute and serve the community that I am privileged to live in. So, in 2021 I made the transition to PHSKC and joined the First Steps team at the Columbia City clinic! Since then, I have been working with families in the First Steps program, mostly doing home visits with new immigrant and refugee families and have also begun a role as the Community Service Office (CSO) nurse for the Eastside, providing family planning services. I am also currently working towards becoming an IBCLC (lactation consultant) and sat for the exam in March of 2023!

In my spare time, I enjoy hiking (working on doing 52 hikes in 2023!), cooking anything and everything, traveling as much as I can (pre-COVID), reading (I am a huge Harry Potter fan and re-read the series every summer), doing yoga, exploring Seattle's parks and bakeries with my partner Holt, and playing with our kitten KiKi!

While unions have always been important to me, joining the contract bargaining team this last year amplified just how vital, empowering, and impactful unions can be. I recognize and appreciate the immense power of a collective force for good, and I believe that nurses' voices are SO important to change our systems, policies, and country for the better! I'm excited for the opportunity to dive deeper into union work and serve my profession in a way that I am immensely passionate about.

In addition to union work, both professionally and personally, I am passionate about social justice, anti-racism work, trauma informed care, ACEs, reproductive justice, responsive/gentle parenting techniques, and lactation support!

I look forward to working with you all and will do all I can to empower PHSKC nurses, helping to make our voices heard!" As admin for our WSNA Instagram page @phskc_staffnurses, I invite you to follow us as a community of professional union nurses.

QUESTIONS?

- Feel free to contact us!
- Officer contact info, recent communications, WSNA Nurse Rep for staff nurses, Tara Barnes,
- tbarnes@wsna.org 206-713-2241. Your current union contract is always found at
- <https://www.wsna.org/union/seattle-king-county-health-dept-staff>
- If you use social media, follow us on Instagram @phskc_staffnurses