Contract Negotiations

SO FAR...
WSNA and PHSW management met on March 28th for our fourth negotiation session. Both parties submitted virtually all proposals including those on wages and benefits. We are studying management’s proposal carefully and searching for areas of agreement. We are concerned about the direction negotiations are headed. While it is too early to be very specific, there are key pieces of your benefits package that are at issue.

Our next negotiation dates are April 4th and 29th.

It is going to be extremely important to stand together to obtain the best possible contract.

STAY IN THE LOOP
Email: All updates will be sent to the home e-mail address we have on file for you, so please update your current home e-mail address (if you haven’t already done this) by e-mailing your name and e-mail address to: wsna@wsna.org.

Voice Recorded Message: You can call in to listen to the latest updates about negotiations. The updates will be recorded by a member of your Negotiation Team after each negotiation session. Dial 1.888.622.WSNA (1-888.622.9762) to hear the latest scoop.

UP NEXT
Negotiation sessions are scheduled for April 4th & 29th

Help our hard-working officer group and our dedicated negotiations team lead the way—lend your vote of confidence by joining WSNA.

Meet Our Negotiations Team
From Left to Right: Didi Gray, Resource Team, Robin Larson, Emergency Department, Christie Riley, CVICU, Steve Hakwins, PCU, Marylyn Tollisen, 3 North; Annie Neil, ICU, Jonathan Chase, Tower 7
Meet Our Local Unit Officers...

Our Local Unit Officers are here to help in any way they can. Here is a complete list of those nurses who were elected or who have stepped up to represent you:

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<tr>
<th>Title</th>
<th>Name</th>
<th>E-mail</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Co-Chair</td>
<td>Christie Riley, RN, CVICU</td>
<td><a href="mailto:christieriley@comcast.net">christieriley@comcast.net</a></td>
<td>360.430.5185</td>
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<tr>
<td>Co-Chair</td>
<td>Annie Neil, RN, ICU</td>
<td><a href="mailto:annienurse@comcast.net">annienurse@comcast.net</a></td>
<td>206.660.6565</td>
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<tr>
<td>Vice-Chair</td>
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<td><a href="mailto:sumbug883@gmail.com">sumbug883@gmail.com</a></td>
<td>360.909.3379</td>
</tr>
<tr>
<td>Secretary</td>
<td>Mariah Niemi, RN, Care Mgt</td>
<td><a href="mailto:niemifam@live.com">niemifam@live.com</a></td>
<td>360.837.3513</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Renee Richardson, RN, NICU</td>
<td><a href="mailto:mommamatic@yahoo.com">mommamatic@yahoo.com</a></td>
<td>360.687.7740</td>
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<tr>
<td>Grievance Officer</td>
<td>Christie Riley, RN, CVICU</td>
<td><a href="mailto:chrstieriley@comcast.net">chrstieriley@comcast.net</a></td>
<td>360.430.5185</td>
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<tr>
<td>Grievance Officer</td>
<td>Annie Neil, RN, ICU</td>
<td><a href="mailto:annienurse@comcast.net">annienurse@comcast.net</a></td>
<td>206.660.6565</td>
</tr>
<tr>
<td>Grievance Officer</td>
<td>Jonathan Chase, RN, 7th floor Tower</td>
<td>jonathan <a href="mailto:chase88@gmail.com">chase88@gmail.com</a></td>
<td>360.909.7050</td>
</tr>
<tr>
<td>Grievance Officer</td>
<td>Ruth Williams, RN, Home Health</td>
<td><a href="mailto:ruthitleston@hotmail.com">ruthitleston@hotmail.com</a></td>
<td>360.713.7497</td>
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<tr>
<td>Member at Large</td>
<td>Robin Larson, RN, ED</td>
<td><a href="mailto:southwestedrep@gmail.com">southwestedrep@gmail.com</a></td>
<td>360.921.5337</td>
</tr>
<tr>
<td>Member at Large</td>
<td>Mary Oster, RN, Endoscopy</td>
<td><a href="mailto:mkoster3@comcast.net">mkoster3@comcast.net</a></td>
<td>360.260.9908</td>
</tr>
<tr>
<td>Member at Large</td>
<td>DiDi (Dianne) Gray, RN, Resource Team</td>
<td><a href="mailto:didiwashburn@gmail.com">didiwashburn@gmail.com</a></td>
<td>360.608.9715</td>
</tr>
<tr>
<td>Member at Large</td>
<td>Mary Tollisen, RN, 3 N</td>
<td><a href="mailto:marylynt@yahoo.com">marylynt@yahoo.com</a></td>
<td>360.604.8765</td>
</tr>
<tr>
<td>Member at Large</td>
<td>Danielle Coates, RN, PCU</td>
<td><a href="mailto:daniellecoates59@yahoo.com">daniellecoates59@yahoo.com</a></td>
<td>360.609.4902</td>
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Your Nurse Representative is Mara Kieval, RN, and she is also available to answer your contract questions and address your concerns. Call her at 206.575.7979, ext. 3051.

Just to Say ‘Thank You’

Thanks to everyone who filled out their Negotiation Survey, and thanks to all who attended our local unit meeting on February 20th. Your input is of utmost importance—never forget that you are the face and voice of WSNA at PHSW. Your collective strength is showing and growing.

You Made a Difference, Nurse Leaders...

Positive changes are in the works in the Emergency Department. Nurses joined together and voiced their concerns in the WSNA conference committee; working groups were created to address specific areas of concern; and members actively participated in making their voices heard. Now ED RNs have made a difference! Details are still being worked out and remain in the planning phase, but additional resources, housekeeping, and better patient flow through the ED are a few of the changes that will soon be implemented. Not one of these progressive changes would have happened without the active, organized, unified, and collectively LOUD voices of the nurses who are WSNA!

Mara Kieval, RN — WSNA Nurse Representative

An Important Reminder....

Hospital equipment (including fax machines, phones, and e-mail) belongs to your employer. Please do not use hospital equipment to communicate with WSNA. If anyone has faxed or e-mailed us any information with hospital equipment in the last several months, please bring the hard-copy of the information over to the WSNA house, mail it in to the main WSNA office, or e-mail/scan it to us from your home e-mail.

Come and visit—we are right across the street!
On a lighter note....

**NURSE LEGISLATIVE DAY WAS AWESOME!**

We gathered over 600 nursing students and RNs on February 24, 2014, in the beautiful conference space at the Great Wolf Lodge. We heard about issues of vital importance to the nursing profession. This year the agenda and presentations covered much regarding concerns you have expressed. We are here to tell you that nurses around the State have the same concerns. These are some of the priorities and issues we heard mentioned by speakers, students, and nurses:

- Health Care Reform—what it means and how it will affect us
- Public Health Nursing—it is in a funding crisis, and public health nurses are making their voices heard
- School Nurses—how Washington State legislation is impacting school nurses and their ability to care for students
- Nursing Care and Quality—in the balance due to short staffing
- Environmental Health and Safety—we must eliminate toxic toys, be able to identify bioengineered foods, and dispose of medications safely

The speakers were eloquent and knowledgeable; if you have never come to a Legislative Day before, you must put it on your to-do list! If you are a member of WSNA, you can request that local unit funds pay for your trip. Several of your local unit leaders were there including Christie Riley, Annie Neil, and Steven Hawkins.

WSNA provides an easy process to help you make your voices heard on Legislative Day. You fill out an information card with your contact information on it, and attend an appointment in Olympia with your district representative(s). (WSNA staff will be at your side to help you coordinate this.) You go to talk to your legislators about important nursing issues, as they relate to you, from your personal experiences as a nurse. We hope to see many of you at Nurse Legislative Day next year!

WSNA is working hard in the political arena, and here are some of the issues we are actively working on:

- Safe Staffing Standards / Levels / Ratios
- Eliminating Mandatory Overtime by closing the on-call loophole / Rest Breaks
- Health & Safety Issues: Violence in the Workplace / Fatigue / Safe Patient Handling
- Protection of the Quality and Integrity of Nursing Practice

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**Some Frequently Asked Questions (and Answers)**

**Q:** I have questions about my rights, I want to hear more about what WSNA can do for me, and I want to know what our contract really says. I think something my manager tells me about (issue) might be inaccurate. **Who should I call?**

**A:** Call one of your Local Unit Officers or the WSNA Nurse Representative to learn more about your rights, about WSNA, or to find out what certain articles in the contract mean. Get the whole picture before you decide to take any action.

**Q:** How does the union (WSNA) work?

**A:** WSNA is a democratic organization of nurses, for nurses, by nurses. Our members vote on issues that impact our members. When you join WSNA, you become an important part of the organization, and joining represents your vote of confidence that nurses can collectively make a greater impact on their own future by speaking with one voice. Members of WSNA elect staff nurse leaders from various boards, cabinets, councils and committees to ensure we are a MEMBER driven organization. When nurses at PHSW join WSNA and support their colleagues, their collective voice gains more and more strength.

**Q:** Why would management oppose a union?

**A:** Without a union, all decisions about wages, benefits, and working conditions can be made by the employer, and without a contract, the employer can decide to change things arbitrarily. Employers want to maintain the power to decide about everything, and rarely use the democratic process in the decisions they make.

**Q:** Why do we have dues, and what are they used for?

**A:** Union dues fund the many services the union provides its members, such as contract negotiations, legal services related to grievances, communication services to inform its members about legislation and nursing-related concerns, and events with attached CEs, to name just a few.

**Q:** Can the union (WSNA) guarantee me anything?

**A:** We can guarantee this—if nurses stick together, they will have more bargaining power than they have individually, and a much louder voice. Nurses want to give their patients quality care; they want their staffing levels to be safe. Collectively, we have a much greater ability to promote our goals of quality patient care. If the union is weak due to a lack of active members, we have less chance of making the changes you want to see.
What We’ve Been Doing Lately...

**Coffee Cart**
Have you seen our friendly little cart moving down the hall yet? We want our nurses to be refreshed and alert, and in the process we want to hear from you and answer your questions. Is anyone interested in participating on one of our coffee cart runs, and treating their co-workers to coffee and a cookie? Call Judy Marken, RN at 206.454.9982 if you would like to help.

**Connect-up Calls**
We have Connect-up calls every Tuesday, at either 11am or 5pm. Nurses call in to hear the latest news. Find out what is going on, and let us know about any issues on your unit. Call WSNA house at 360.952.8022, to find out when the next Connect-up call will be, and which number to call.

**Membership Engagement Team**
Meetings are held every Wednesday at 4:30 pm—come one; come all. They are held at the WSNA House—8925 E Mill Plain Blvd. Join your Core Membership Team and find out how you can make a big difference at PHSW during the coming negotiations.

JOIN NOW AND....

Gain the right to vote on your contract... Gather free CE’s to ensure your RN license... Demonstrate your commitment to the profession by supporting nursing issues at the State and National levels.

Annie Neil, RN
Local Unit Co-Chair

By joining WSNA, nurses are standing together to get better pay, better benefits, safer working conditions and fair treatment from management. The more members we have, the better chance we have of accomplishing our goals.

Steve Hawkins, RN
Membership Engagement Team

NEW NURSING NEWS BLOG!
WSNA has a new nursing news blog, called Nursing Update. Check it out for the latest news for nurses in Washington State.

For the safety of your patients, TAKE YOUR BREAKS!
If you don’t get your WSNA contractually negotiated (and State law required) rest or meal breaks, DOCUMENT IT!
Use your missed break form and an ADO form to document ALL MISSED BREAKS!

Annie Neil and Didi Gray on their rounding with the WSNA coffee cart