

# PHSW Local Unit News & Committee Report

# WSNA

## Topics this month

- > Staff Safety
- > Editing Employee Timecards
- > Travel RNs
- > Getting Payroll Corrections
- > DNA/WSNA/AaNA/AFT coalition

## Staff Safety

Many RNs have concerns about safety at the medical center. They tell WSNA they do not feel supported by security staff during Code Grays or in other times of need. Several staff have had their cars broken into. We invited a nurse to conference committee to discuss the impact of theft and damage to her car. We have been awaiting for several months now the results of a security assessment for the medical center, Ray Hickey hospice, Memorial, and other properties. Management presented a plan that included significant upgrades to video surveillance, staff improvements, and a desire to transition to a PeaceHealth employed security department. Most of these changes are budgeted and will happen within the next year. We plan to hold the hospital accountable for making PHSW a safe place to work.



## Edited Time Cards

Several RNs have reported their timecards have been edited improperly. Examples include deleting a clocking or changing your in/out times improperly. We have several of these individual issues in grievance with PeaceHealth right now. We asked management to look at this as a system issue and they did not have anything to report. Kevin Kelly did request that if you have issues with your timecard being edited that you let him know so that they may work with you. We suggest you contact appropriate management and forward your issue to a grievance officer.

## Getting Payroll corrections

In the last two years changes in HR, payroll, and scheduling software have contributed to mistakes with paychecks. Make sure that you carefully audit your paystubs to catch mistakes right away. WSNA have recently discovered units that were not being paid correctly for call back and it is requiring extensive audits to solve. Other common mistakes are PTO or EIB accrual for callback, not paying differentials, not paying weekend bonus, and not paying short rest. The best and most immediate way to get issues fixed is before your paycheck is finalized. If you see a mistake in mytime make sure to communicate to your timekeeper and manager. If the mistake makes it on your paycheck its not too late to get it fixed, its your money after all! Fill out a payroll adjustment form ASAP, open a case in myHR, email your manager. To get paid before your next check this needs to happen within 5 days after a wrong check. If your request to correct your check are denied or ignored please contact a WSNA grievance officer.

## Travel RNs

PeaceHealth has contracted with staffing agencies to have a large number of travelling RNs for CareConnect go-live. Many RNs have expressed concern about potential forced low census, travel RN training, and the quality of work provided by travel RNs. WSNA mailed postcards to all RNs we have a current address for to contact WSNA if you believe you received mandatory low census out of turn. To learn about the LC procedure read article 10.5 in the contract. Please email Judy Marken at JMarken@wsna.org if you believe this has happened to you. So far we have only identified 8 RNs who may have been LC'd out of turn and have filed a cease and desist as well as a grievance with the hospital. We discussed Travel RN training and quality in conference committee. Management had no response about training for travel RNs but they did present a flow for dealing with travel RNs that staff do not feel are safe. They encouraged staff to report issues up their respective chain of management i.e. Admin manager, clinical manager, director etc. During certain hours the agency has their own management in house as well.

## Upcoming Committee Events

Conference Committee	7/28
MAT meeting	8/5
Executive team	8/18
MAT meeting	8/19
Conference Committee	8/25
Unit BBQ	TBD



**Who’s running PeaceHealth?**

**How can RNs have a stronger voice?**

**How can we improve staffing and quality patient care?**

These are a few central questions that brought together RN representatives from PeaceHealth facilities in Oregon (ONA), Washington (WSNA) and Alaska (AaNA) in early May. We learned that we face many common challenges and we’re working on similar issues across our states and hospitals. Some of the key takeaways that emerged from our discussion included:

**We have the power to make change.**

We learned that 98 percent of all the acute care nurses in the PeaceHealth system – across all three states – have united under the same national union, the American Federation of Teachers (AFT). We realize that we can be stronger if we’re united and working together.



**We all want to provide the quality care our patients deserve.**

PeaceHealth nurses in all three states have been fighting to address chronic staffing problems. While our contracts vary, even where we’ve won the best standards, understaffing remains pervasive and is only getting worse. *We want to be respected as professionals.* Almost every RN in the room shared a story about PeaceHealth failing to respect our voices. We want to have a mutually respectful relationship with PeaceHealth administration so that, when challenges arise, we can solve problems together.

**We want our hospitals to be community based.**

PeaceHealth RNs from the three states talked about how corporatized the system has become, and how that has negatively impacted nurses, patients and the community.

As advocates for our patients, we want to ensure that our hospitals truly serve and benefit the communities where we live and work.

**What’s Next?**

RNs at PeaceHealth St. Joseph in Bellingham, WA are gearing up for contract negotiations – their contract expires in December of 2015. We pledged to support their fight for improved standards. When all of us unite our voices and collective actions, we harness more power.

The PeaceHealth corporation is strong. In many ways, that is a good thing! However, we must not forget that the strength of the corporation must be a balanced one. We can influence that balance between financial stability, real and meaningful quality of patient care and healthy work life for the valued registered nurses that give so much to this work.

Stay tuned for more details in the coming months.

<p><b>Do you have questions or concerns? Want to know how you can help? Contact your local unit officers or nurse representative listed below.</b></p>	<p><b>We are on Facebook!</b>  <a href="https://www.facebook.com/VancouverRNsCareForUs" style="color: white;">https://www.facebook.com/VancouverRNsCareForUs</a></p>
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