

August 2019

## Meet the 2019 WSNA negotiation team

MultiCare  
Tacoma  
General  
Hospital

**Co-Chairs**

Danielle O'Toole  
CJ Johnston

**Secretary**

Liz Leske

**Treasurer**

Shana Gardner

**Grievance Officers**

Danielle O'Toole  
CJ Johnston  
Liz Leske  
Charlene Sole



*CJ Johnston, RN – Emergency*

WSNA Co-Chair

Hello,

My name is Christopher Johnston; I go by CJ. I've worked at Tacoma General Hospital for 12 years, 11 as an RN. I have worked in CCU, CVICU, PACU, Med/Surg and the ED. I love working at TG, mostly because of the people I work alongside, while providing care to those in our community. I'm also one of your Local Unit Co-Chairs and a member of your negotiation team.

*Allyson Bure, RN, BSN – OR*

Ally Bure is an Operating Room nurse who has recently signed on with Tacoma General, and has some fresh insight into making it the best place to work! She was a traveler for two years after working at a Level I Trauma Center in her home of Buffalo, NY. Ally is excited to work with WSNA to help make Tacoma General into a place where everyone sees it as she does: an exceptional place to work!



*Brenda Bowhay, RN – Mother Baby/FBC*



I have worked at Tacoma General Hospital for 38 years, right from nursing school, and have worked on a medical/surgical floor, Day Surgery, PACU, Pre-Admit and now, for the past 21 years, on Mother Baby Unit/FBC. I have seen a lot of changes over the years, mostly good, thanks to WSNA negotiations and the progresses in healthcare. I have admired and benefited from the strong leadership of our bargaining unit in the past, and as many of them over the years have retired or left our hospital, I felt it was my time to represent and get more involved.

*Charlene Sole, RN – Emergency*  
WSNA Grievance Officer

Fellow TG RNs,

I have been a WSNA union member and RN at TG for 17 years, but with MHS for 22 years. I have worked in several departments including ICU, Mary Bridge ER and IR. I began my career with MHS as an Emergency Services Technician before becoming an RN. On my days off I enjoy being with family and friends, camping, running and gardening, basically being outdoors and enjoying our beautiful state.



As for WSNA, I have been active with the union since becoming an RN, including Grievance Officer, Negotiating Team Member and Unit Representative for several years. My reason for being active with the union is, in part, that a union is only as strong as its members, and we all need to work together to make TG the place to work. I wanted to be a negotiating team member again to help reach the goals of patient safety, competitive pay and safe staffing. Being part of the Negotiating Team is informative and rewarding. It is rewarding working to achieve a contract of mutual agreement that works for the entire bargaining unit. It is also an honor to be a voice of the entire bargaining unit. We all, as a negotiating team, will be your voice when at the table with MHS. Being an active member demonstrates strength and unity. Stand strong and together we will achieve our goals!



*Cherie Griffith, RN – Med/Surg*

Being a nurse was the only job I ever wanted. It is a privilege! I have spent my 31-year career caring for med/surg and short stay overnoc patients. I have been at Tacoma General for 30 years. It is my duty to give back to my coworkers and to those who have gone before me, by being part of the Contract Negotiation Team. Please be an active WSNA Member: Together we are *strong!*

*Danielle O'Toole, RN – Neuro/Trauma ICU*

WSNA Co-Chair

Danielle O'Toole is the Local Unit Chair for WSNA representing the RNs at Tacoma General Hospital. She has worked at TG since 2007, starting out on 6J (6Rainier) and now working a .9 FTE in the Neuro/Trauma ICU and on-call in Resource. Danielle is an engaged union activist, and a fierce advocate for patients while at the bedside and for nurses while in her role as the Local Unit Chair. One of Danielle's passions is fighting for nurses, not only at the bargaining table, but in her duties with the union and even in our state government. Danielle is a returning member to the Negotiations Team, and she looks forward to winning the registered nurses of Tacoma General a fair, respectful, and competitive contract that will attract and retain nurses at TG.





*Jess Oyler, RN – OR*

Hi my name is Jess and I'm excited and honored to work with the bargaining team to help get us what we need! I have been with Multicare for the past 9.5 years. I have worked in the PCU and currently in the Operating Room. I'll try my best to advocate for all of us! Thanks.

*Kayla Dougherty, RN, BSN – NICU*

Hello everyone! My name is Kayla Dougherty and I'll be participating on the 2019 negotiations team. I've been an RN for 7 years and have been working for Multicare the last 4 years. I've had the opportunity to work on a few different units and am currently working in the NICU with an amazing team. I look forward to working with everyone and learning the negotiation process.



*Michelle Stevenson, RN, BSN – PCU*

I have been in the workforce over 30 years, both union and non-union shops. I understand the importance of contract negotiations and plan to take a common-sense approach to negotiating a fair contract for Tacoma General RNs. I have worked at Tacoma General 5 years in PCU and I plan to be there many years in the future. I have been married 28 years and have 3 grown adult children along with 2 grandchildren.

*Shana Gardner, RN, BSN – Resource/Transport*

WSNA Treasurer

I have been a RN at Tacoma General Hospital since 2015, starting as a med/surg nurse in the Rainier tower. Over 3 years ago I transferred into the neuro-trauma ICU and recently accepted a new position in the resource/transport department. It's exciting to be able to get out over the hospital and assist my old co-workers and get to know the many new ones. I represented TG nurses at the last negotiations and look forward to doing it again.





Liz Leske, RN – Peri-Anesthesia Baker Day Surgery

WSNA Secretary and Grievance Officer

This will be my second go-round as a negotiator. It was so much fun last time that I couldn't pass up the opportunity. Just kidding! I am joining the negotiating team again because I strongly believe in the Union. We have a voice in our working conditions. Our contract gives us protection from inappropriate disciplinary action and firing. It provides us patient ratios and safe, equitable working conditions. Through bargaining last time, we got an excellent benefits package. While the conditions under which we work should be afforded to all, they are not. RNs in right-to-work states (right to work for nothing) report huge patient loads, mandatory overtime and low-level wages. Our Union ensures that we will not have to suffer any of those situations.

As a bargaining unit, we have a voice. When we stand united, we can and do make a difference in our own lives. We have a strong contract now and I am dedicated to ensuring that it remains strong. Please support our team as we negotiate the next few

years of our working conditions. Thanks!

Angie Hatcher, RN, BSN – CVICU

Sydne James, RN, BSN – WSNA Nurse Representative

David Campbell – WSNA Special Counsel

Every Tacoma General RN

Some of you might know what occurred very recently just a few miles down the road at St. Joe's Medical Center. The active engagement of the nurses there led to victories at the table and a great contract. That is the power of solidarity and unity.

Let's start off these negotiations with every nurse active and involved.

We have a plan to win, and there is a role for every nurse to play, because we are all better together.

We are better when we stand in solidarity with one another and with our contract bargaining team, and we are better when we work with, not against, management.

Join members of the bargaining team and hear the nursing priorities and subsequent proposals that are based on recent survey input. *This is our last chance to speak up* before our proposals are presented to TG on Sept. 5. The team wants to be sure we got it right and that your priorities are heard!



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Wednesday, Sept 4 in MMC3 (near the atrium giftshop)

Times: 4-5 p.m. / 5:30-6:30 p.m. / 7:45-8:45 p.m.

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This is your opportunity to learn about the plan to win and decide what role you will play. Do not miss this!

## **Grievance Corner – current grievances**

WSNA nurses currently have seven open grievances against Tacoma General for contract violations. Read about some of them to understand why the grievance procedure is such a valuable contract provision.

Discipline without just cause. This is a big deal. It means that management must act fairly in disciplining employees, and the discipline must pass the “seven tests of just cause.”

WSNA has open grievances for three nurses for discipline without just cause. In one case the nurse was unjustly given a PG2, or progressive guidance step 2. In another case the nurse was unjustly given a PG3, or progressive guidance step 3, and a week’s suspension without pay. In the other case, a nurse was given a PG1 when she should have received a verbal warning.

Another grievance WSNA has filed is in regards to extra shifts. It was filed on behalf of all nurses affected after TG posted extra shifts and then, after WSNA nurses put in for these shifts, most of the shifts were given to travelers. This is a violation of article 8.9.1 of the contract.

WSNA has filed a grievance on behalf of a nurse who is in pay in lieu of benefits status who was denied bereavement leave. They have paid other nurses for bereavement leave who were in PIB status and the contract supports this pay.

Two grievances are Association grievances and concern charge nurse duties and EXLO pay. It is the position of WSNA that it should not be a planned duty of the charge nurse to cover rest and meal breaks. Separate from that, if a charge nurse does take over a patient assignment in order to cover rest and meal breaks, that charge nurse should receive EXLO pay for the entire shift. Read the last paragraph of article 16.5 of your collective bargaining agreement for reference.

## **Shhh... it’s a secret – a secret Facebook group!**

The WSNA TG Nurses have a secret Facebook group and we want you to be a member. This can be an important communication tool during negotiations. To receive an invitation to this group, please contact WSNA Nurse Representative Sydne James at [SJames@wsna.org](mailto:SJames@wsna.org). Email your name and the email that is associated with your Facebook account.

## **Rest break implementation update**

Four WSNA officers, along with the WSNA Nurse Representative, WSNA attorney and WSNA Senior Director of Labor, sit on a steering committee working with TG administration to implement full rest and meal break relief throughout the hospital. This has been a thoughtful and planned process that includes input from the staff nurses.

WSNA has recently learned that management in NICU has begun using break relief RNs. We understand that this was a sudden change and that staff may be confused because RNs may have had no input.

NICU was specifically targeted as the last unit to implement break relief. This is because we have great respect for you all and have heard your concerns about any such changes to how you currently get your breaks. As such, WSNA has not yet had those meetings with management and with NICU staff RNs but we are in the process of scheduling the meeting.

We really look forward to having full participation in the process. We have had success with rest break relief in other units and we anticipate likewise success in NICU.

## Online Staffing Complaint form – Use it!

This online staffing complaint/ADO form was developed by a coalition that included WSNA, SEIU, UFCW and WSHA representatives. Completing the form serves many purposes, including data tracking, bring issues to light, supportive documentation, and discussion tool to make things better. It is not punitive.

This form is to be completed for issues including but not limited to:

- The unit is not staffed according to its staffing plan or if mid-shift staffing adjustments are inadequate. (In order to know if your unit is not staffed according to its staffing plan, you must first know what is the staffing plan for your unit. Staffing plans, including nursing and unlicensed staff, are required to be posted on every unit.)
- Missed breaks or earned time denied
- In the event of equipment issues or system failure

If you have reason to complete this form, you first should speak with your manager or charge nurse for that shift in order to try to resolve the concern as quickly as possible. When you complete the online form, you are encouraged to include your manager's name and email.

After you complete the form a copy of the submitted form immediately goes to you, the WSNA chair and co-chair, WSNA Rep, staffing committee co-chairs, and your manager, provided you have entered his or her email. The Nurse Staffing Committee will review the complaint at their next meeting if it is a staffing concern. The Nurse Conference Committee will review the complaint at their next meeting if it is of other concern.

Find the staffing complaint form at [wsna.org/ado](https://wsna.org/ado).

*Do you have ideas for the WSNA Tacoma General newsletter or want to contribute something? Contact your WSNA Nurse Rep Sydne James, [sjames@wsna.org](mailto:sjames@wsna.org).*