



August 19, 2011

To: all VMMC Perioperative Services RNs

On July 15th 2011, WSNA filed a grievance for forced use of Annual Leave after RNs were instructed to use payment code "Vacation D or Vacation E" if July 4th 2011 was a regularly scheduled day. As you know, this holiday created a total unit closure for all elective Perioperative Services.

Nurses have always enjoyed the benefit of choosing whether they wanted to get paid for these closure days or bank these hours to be used later at their discretion as part of their accrued Annual Leave hours.

As a result of a Step I grievance meeting that took place on Tuesday, August 2nd that was attended by WSNA Grievance Officer Susan Dunn, RN and WSNA Nurse Representative Ed Zercher, VMMC has agreed to the following:

"When a holiday falls on an RN's normally scheduled work day, the RN can decide to use the following Kronos codes for coding their time

Vac-PTO (D,E,N)

L C Paid (D,E,N)

Low Census (Unpaid)

A part of this agreement, VMMC has also agreed that:

"If any RN who is forced to use accrued time wishes to change the hours recorded on July 4th, they may contact Cynthia Spurlock in HR and she will make the appropriate corrections."

The contact telephone number is 206-341-1207

Email for Cynthia Spurlock is Cynthia.spurlock@vmmc.org

I would like to send a big thanks to all of the RNs that agreed to speak up on behalf of this matter. WSNA is acutely aware of the importance of nurses advocating for the rights and benefits provided in your contract. If you are not a current member of WSNA, join today! Have a voice, make difference!! You can find a membership application by logging on to www.wsna.org and click on "Membership" (just above the SEARCH bar).

WSNA will continue to protect your rights and work with Virginia Mason to ensure that these rights and benefits are respected.

Congrats again to all Perioperative RNs on this victory. For questions or concerns, please contact me at ezercher@wsna.org or 206-575-7979, ext. 3022.

Respectfully in Unity,



Ed Zercher BSN, RN
WSNA Nurse Representative