



Making Western work for us and for our patients

The assault benefits process should not add insult to injury

When we are injured while caring for patients, we need to know we will receive our full pay if we have to stay home due to injury. Our co-workers are participating in a workgroup addressing several aspects of assault benefits, from ease of navigating the system to who qualifies. We will be addressing the issues with a goal to make the system functional and hold management accountable for awarding assault benefits when appropriate.

Consider coming to our lobby day on **January 23** so you can share your story and tell your lawmaker in person what those changes should be. Speak with your delegate or leader if you are interested, or email sandrav@seiu1199nw.org. More information about lobby day can be found on the back.

Vacation scheduling and respect for RN3s

Our co-workers on the UMCC brought our questions to management about the new vacation scheduling office. The recommendation that we gave, and that management agreed to, was that if the scheduling office is truly a backstop to make sure we haven't overlooked something, then they should go back to the RN3s who made the vacation schedule and discuss, rather than go around them.



"RN3s are the ones doing the vacation schedule in the first place. If the vacation scheduling office finds a problem they need to discuss the solutions with us, rather than going around us. We are professionals and expect to be treated with respect."

Barb Shelman, RN3, CFS admissions

We need to overhaul the scheduling office protocols

Our message is strong, unified, and consistent: the wheel is broken. As a result, wards are working short. Our co-workers are coming up with solutions together as a union, and with our unified message we will see to it that our recommendations are implemented. Other hospitals use text alerts and prescheduling of overtime to ensure units and wards are staffed; we should too.



"I didn't get called and I know my ward worked short. This is the complaint over and over again. The wheel isn't functioning the way it was designed. We are coming together as nurses to fix the process."

Becky Bailey, RN3 F6

Prescheduling overtime will make our hospital run better

Having the ability to preschedule overtime will be a game changer for us. Our co-workers are devising a memorandum of understanding to present to management on this important change. We want to make sure it is done in a way that is fair and promotes safety.



"Our overtime system is not transparent. There are many things about the way the staffing office works that leaves us wondering if we are getting correct information. This is stressful and needs to change. We came together and made recommendations for a new overtime system so we know what is going to happen and can verify it. We expect to be able to work with

management to ensure the safety of ourselves and our patients."

Shirley Corbett, RN3, Day with Nancy Phelps, Becky Bailey, and Sophia Brownie Jarvis

Roles of RNs

As we take a deep look at the roles of the RNs, we may find that we can learn from how things are done elsewhere. But if management tries to implement anything without us, or misrepresents that we are on board when we are not, we will stand together to see that they reverse themselves until a plan is made that is acceptable to us.



"Management needs to know they cannot just run us over. We are a union and we have the power to make sure management bargains with us. They can't do anything without us."

Paula Manalo, RN3, Nights

Committees help get the job done

Our contract provides for discussions between our union and management so that we can head off issues as fast as possible. Two of the committees fought for and won by our co-workers in our union are Union Management Communication Committee and Joint Nurse Staffing Committee.

Our members on the UMCC create an agenda based on what they are hearing from their co-workers. We have won on many issues this way.

Our UMCC members are:

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|------------------------|------------------|
| Barb Shelman, Co-chair | Paula Manalo |
| Becky Bailey | Ogechi Okoroafor |
| Sharon Bethard | Nancy Phelps |
| Sabrina Dade | Willie Saw |
| Pauline Dural | Paul Singh |
| Debbie Hawkins | |

When we wish to see an issue addressed at this level we can let a committee member know so they can add it to the agenda.

Joint Nurse Staffing Committee is moving forward

Last month our staffing committee discussed what we are doing as a committee and why. We used a method called “POP” which stands for purpose, outcome and process. Here’s what we came up with when we discussed what we want to accomplish as a staffing committee:

PURPOSE

- Develop a staffing plan that provides for staffing that is safe for staff and patients
- Turn in an annual staffing plan
- Look at trouble spots and address issues
- Make recommendations for new models and guidelines

OUTCOME

Safety, sustainability, reliability, retention, professional growth, WSH becomes a place where people want to work, we’ll have a staffing plan that allows nurses to be nurses and work at top of scope, people will come to the JNSC when they identify a problem because they know we will help find a solution; we’ll have stable nursing teams.

PROCESS

- Establish trust among team and staff by standing by our word.
- Address 1:1 issue. With a reduced number of 1:1s more staff will be available for patient care.
- Continue to review staffing plan and discuss appropriate changes.
- Do an in-depth review of the staffing plan 2x/year or as needed.
- Follow through.
- Make recommendations.
- Analyze where our biggest challenges are; move resources to where they are most urgently needed.
- Look at new ways to recruit; e.g., job fair.
- Longer and better onboarding of new staff; precepting.
- Re-vamp the short staffing form so it contains information and we can use it to make improvements.

Our members on the union side of the staffing committee are looking at more ways to strengthen the work we do and are excited to find new ways to make sure management uses resources appropriately.