

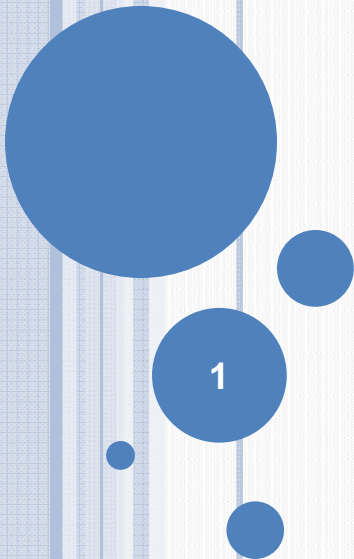


SFRNA

SFRNA

GENERAL MEETING

April 17th

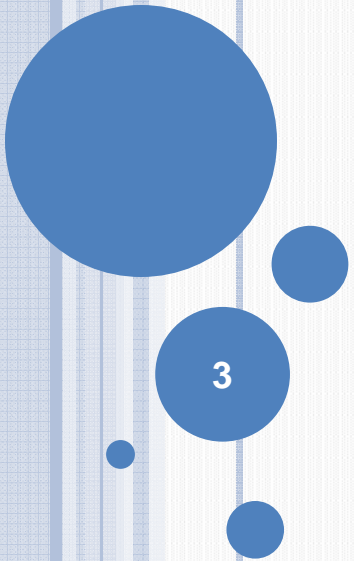


AGENDA



- Important FYIs
- Specialty 3: BSN
- Registry Grievances Update
- OR Grievances Update
- Floating Committee Update
- UNAC/UHCP 2012 Convention
- SFRNA Finance Update
- New Contract/LMA & Contract Questions
- Open Forum

SFRNA



FYI'S



BEHAVIOR

- Behavior with Co-workers
 - ❖ Must demonstrate professional conduct in compliance with SFMC values
 - ❖ Increase in discipline even when other associate instigates if **your** behavior was unprofessional or not in compliance with SFMC values
 - ❖ Bullying
- Behavior with Patients





POLICY AND PROCEDURES

- Please confirm that a “new” memo/competency correlates with a SFMC P&P
- If a practice differs from a P&P- **BE CAREFUL**- discipline can be issued for not following the SFMC P&P
- **“Everyone”** is doing the same thing- is not an acceptable excuse.
- Nursing Management is umbrelling expectations to the AACN standards in addition to BRN standard
- Ultimately the RN is held accountable to both standards and ethics



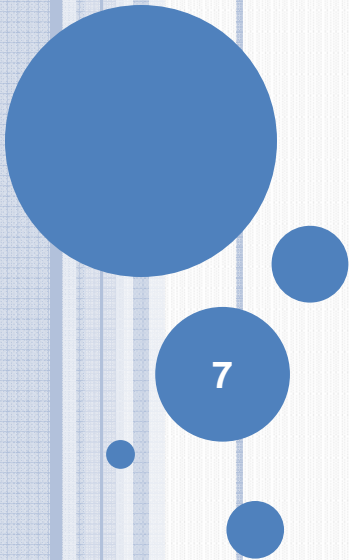
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VACATIONS

- Management vacation response was due on April 15th
- If you believe there was an error, contact an officer or representative immediately
- If you were denied all vacation request, management must meet with you to facilitate a vacation period
- If you received a vacation during a major holiday, that holiday is also considered your first choice for holiday requesting



SPECIALTY 3

BSN

Accreditation is a voluntary, self-regulatory process by which non-governmental associations recognize educational institutions or programs that have been found to meet or exceed standards and criteria for nursing educational quality.

RESEARCH ON FOREIGN BSN ACCREDITATION



1. NLNAC- National League for Nursing Accrediting Commission

- [404-975-5000](tel:404-975-5000)/[909-975-5000](tel:909-975-5000)/nlnac@nlnac.org
- Supports the interests of nursing education
- Accredits the school
- If interested in accreditation the school must apply to NLNAC and submit an application fee of \$5,0000
- Has accredited nursing schools in the United States, Guam, Virgin Islands, Scotland, and Puerto Rico.

2. CCNE- The Commission on Collegiate Nursing Education

- [202-463-6930](tel:202-463-6930)/ccrowell@aacn.nche.edu
- Division of American Association of Colleges of Nursing (AACN)
- Officially recognized by the United States Secretary of Education as an *autonomous credentialing agency*.
- Ensures the quality and integrity of baccalaureate, graduate, and residency programs in nursing in The United States, Virgin Islands, Guam, and Puerto Rico.

Schools accredited by CCNE: <http://www.aacn.nche.edu/research-data/RNBSN.pdf>

3. **CGFNS- The Commission on Graduates of Foreign Nursing Schools**

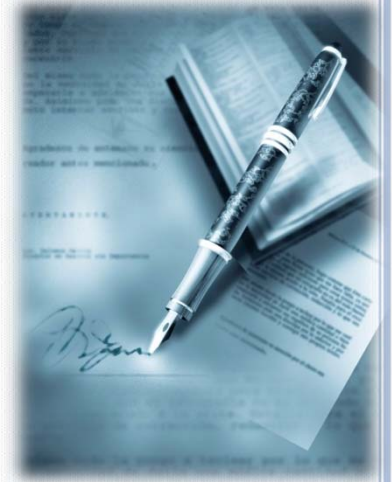
- <http://www.cgfns.org/sections/about/215-222-8454>
- Globally recognized as an authority on credentials evaluation of the education, registration, and licensure of nurses, health care, and other professionals.
- Protects the public by ensuring that *nurses and other health care professionals educated in countries other than the United States are eligible and qualified to meet licensure, immigration and other practice requirements in the United States.*
- The CGFNS does NOT accredit nursing schools or degrees.

4. **Commission on Higher Education (CHED)**

- <http://www.ched.gov.ph/chedwww/ndex.php>
- Created on May 18, 1994 through the passage of Republic Act No. 7772/Higher Education Act of 1994
- *Accredits schools but not individual programs of study in the Philippines.*

5. Career Consulting International

- [800-771-4723](tel:800-771-4723)/www.TheDegreePeople.com
- Evaluates foreign credentials
- Evaluates foreign secondary level credentials to establish United States high school diploma comparability
- Evaluations from CCN are accepted by State Boards of Nursing for Registered Nurse licensure purposes, employers, private state universities, community colleges, United States Department of Homeland Security, the Federal Government, and the United States Citizenship and Immigration Services that the education attained is from a regionally accredited college or university and establishes United States comparability
- Reviews and evaluates if applicant country is a party to and has adopted UNESCO treaties and standards of Good Practices
- Does not accredit the degree equivalency

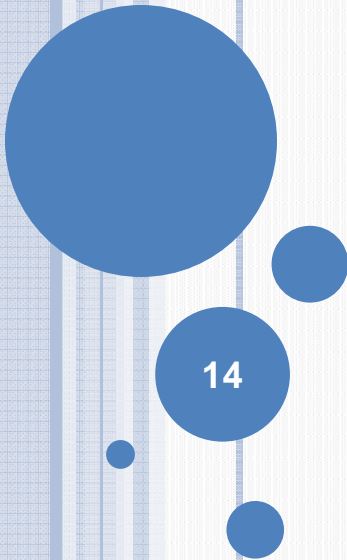


SFRNA

REGISTRY GRIEVANCES Update

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- SFRNA not in agreement with the use of registry or mastered registry before XD SFRNA RN
- Side Letter Agreement
- Currently have an association grievance and multiple individual grievances
- If you are canceled and a registry or mastered registry RN is used: fax information to 714-970-5133. Include your name, unit, date of occurrence and the name of the registry RN (if you know)
- Travelers, registry and mastered registry should always be canceled BEFORE a regular day RN
- Travelers, registry and mastered registry should always be floated BEFORE a regular day RN



OR GRIEVANCES

Update

MANAGEMENT PROPOSALS

Proposals by management for changes to work conditions within OR services:

1. PARR

- Propose Sundays as regular days (Sundays are currently assigned as call days)
- Propose change of start time of 1 RN from 0700 to 1000 (affects high seniority RN/SFRNA proposed 0900, which was agreeable to RN, management rejected).

2. Surgery Center

- Propose Saturdays as regular days (Currently Saturdays are assigned as call days/stats indicate that the number of patients seen supports a 9 hour day maximum).
- If working on Saturday management will mandate Monday off due to staffing (does not allow personal choice)

3. GI Lab

- Propose change in start time from 0700 to (1) FT RN @ 0800, (1) PT RN @ 0700, and (1) FT RN @ 11am. Currently have 2 FT RNs with start time @ 0700 and 1 PT RN with start time @ 0700
- Proposal to remove weekend call- on hold due to increase in the number of weekend calls and managements failure to appropriately orient the OR nurses to GI lab procedures.

4. OR

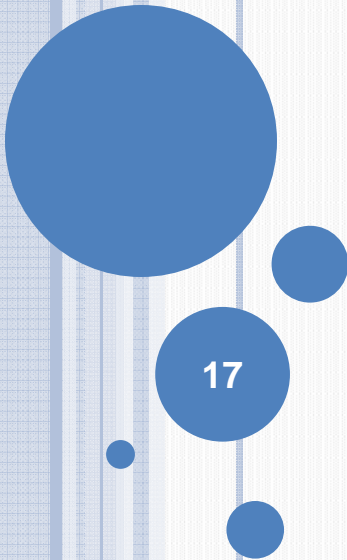
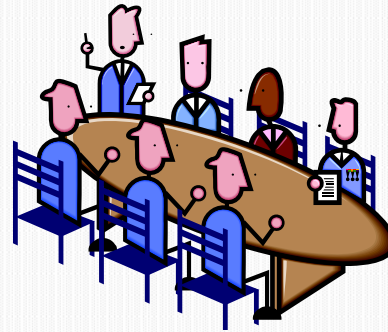
- Had proposed conversion of one 12 hour shift to an 8 hour shift- at last meeting not repropoed

5. PD

- Currently practice is not to mandate any weekend availability from PD RNs although FT and PT RNs are required to work weekends
- SFRNA believes this is not in compliance with hospital policy and is not equal

STATUS OF PROPOSALS

- Meeting with SFRNA RNs and Management cancelled due to increasing establishment of an environment that is not conducive to a productive, collaborative solution resolution process by OR management.
- Per new LMA language SFMC management must engage in effects bargaining.
- Grievances Filed
- Presently at first step of the grievance process



FLOATING COMMITTEE

Update

COMMITTEE MEMBERS

SFRNA:

- ❖ Janice Fraser(ICU)
- ❖ Marilen Canstanon (ICU)
- ❖ Edwin Guardado (Telemetry)
- ❖ Jennie (Telemetry)
- ❖ Lola (7th Floor)

Advisory:

- Sandi Marques
- Scott Byington

Management:

- ❖ Jim Blankenship, Director ICU/Tele
- ❖ Christine Tran, Manager Tele
- ❖ AnaMarie, Manager 7th Floor

Advisory:

- Laura Kato, VP Human Resource Services
- Ceonne Houston-Raasikh, VP Patient Care Services



SFRNA

UNAC/UHCP 2012 CONVENTION

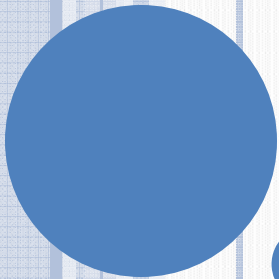
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- **October 20-24, 2012**
- San Diego Hilton
- SFNRA pays for hotel (double occupancy), registration convention fees, travel (limits apply), 1 days lost wages, transportation (millage or airfare)cost (limits apply), transportation cost to and from the hotel (limits apply), parking fees (limits apply), and delegates dinner.
- Opportunity to experience how UNAC/UHCP functions
- Opportunity to network with other affiliates: Kaisers, Garden Grove, Sharp, Beverly, Lakewood
- SFRNA RNs nominate themselves to be delegates and SFRNA RNs vote and select attendees.



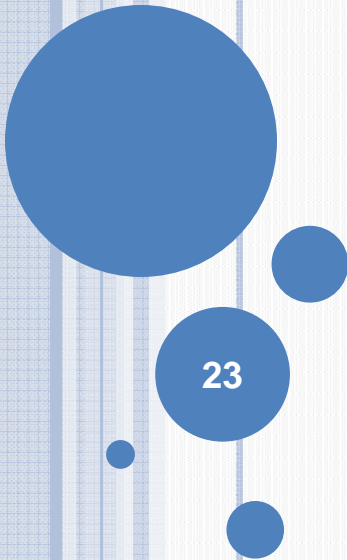
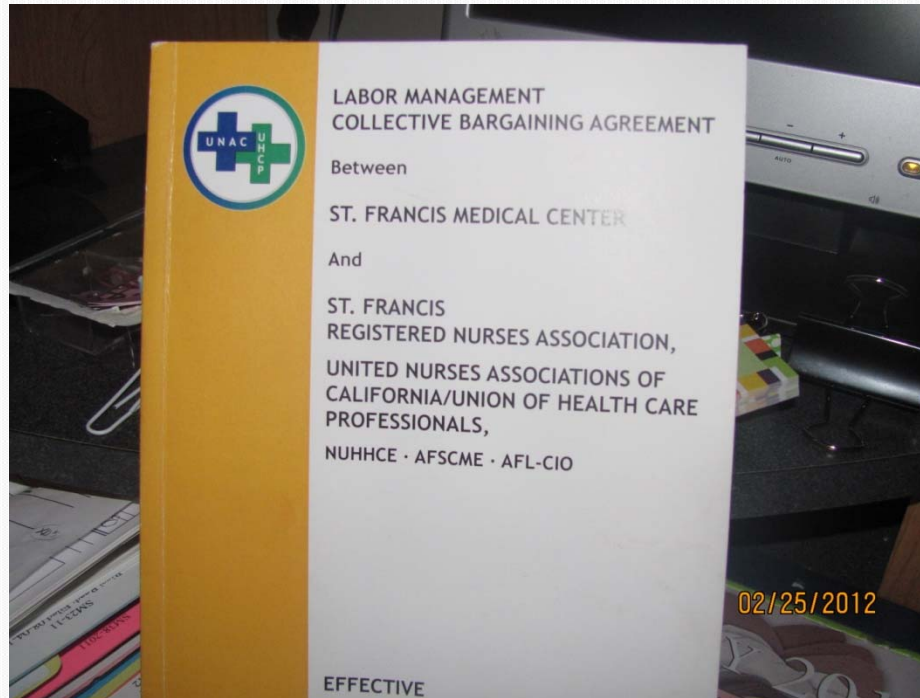
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SFRNA FINANCE UPDATE

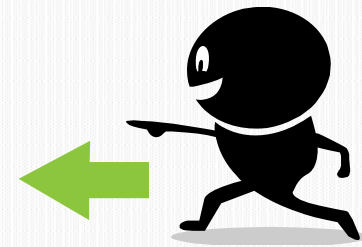


- Checking: \$24,350.32
- Savings: \$28,014.96] Total: \$115,778.71
- CD: \$63,413.00
- Loan 7/16/11 (to cover cost of negotiations)=
\$63,000.00
- Current balance on loan: \$54,000.00
- Approximate cost of negotiations: \$**165,000.00**
- Estimated cost of 2012 convention: \$70-85,000.00



NEW CONTRACT/LMA Update and Questions

- New language is underlined
- Wage grid starts on page 71
- March 2014 go to blended rate (page 75)
- Specialty 2, 3, and 4 project implementation guidelines begin on page 67- Article 26: Clinical ladder implementation
- Notification sent to directors and administration by Laura Kato, VP Human Resources Services clarifying project implementation for specialty 3 vs specialty 4
- Unit requirements for each level (staff, specialty 1, specialty 2, specialty 3, and specialty 4) begin on page 83



OPEN FORUM

