

# Sharp Professional Nurses Network



Lois Klepin, RN Editor

# To The Point

July-September 2012

## SPNN OFFICERS

### President

*Chris McGovern, RN  
Home Health*

### Vice President

*Deb Saia, RN  
Grossmont/L&D*

### Treasurer

*Larry Winkler, RN  
Memorial/ER*

### Secretary

*Lois Klepin, RN  
Coronado/ICU*

## SPNN CHAIRS/CO-CHAIRS

### Coronado

*Chair—Lois Klepin, RN/ICU  
Co-Chair—Kathy Banes, RN/MS  
TELE*

### Chula Vista

*Chair—Sandra Powers, RN/MS  
ONC  
Co-Chair—Gail Berhalter, RN/MS  
ONC*

### Grossmont

*Chair—Tiashira Gadlin, RN/MS  
2E  
Co-Chair—Christina Magnusen,  
RN/SICU*

### Home Health/Non-Hospital

*Chair—Karen Cubelo, RN/Home  
Health  
Co-Chair—Jan Hodgson,  
RN/Home Health*

### Mary Birch

*Co-Chair—Isa Contreras,  
RN/Perinatal PSCU*

### Metro Memorial/OPP

*Chair—Cate Albus, RN/SICU  
Co-Chair—Carole DeVito, RN/6W*

### Mesa Vista

*Chair—Shawn McCoy, RN/EWII  
Co-Chair—Julie Braatz, RN/SOP*



## The Biennial UNAC/UHCP Convention Is Important

The UNAC/UHCP Convention will be held this year in San Diego on October 22-24.

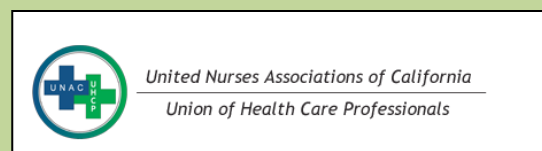
Convention delegates help plan UNAC/UHCP's future, attend training and continuing education courses, and receive updates on the state of the union to bring back to their affiliates. Delegates elect officers of the State Association, adopt the annual budget, and vote on resolutions. The convention has the power to adopt amendments to the UNAC/UHCP Constitution. It is at the biennial convention that the course of our union is set via democratic process.

Affiliates elect Convention delegates to do the union business described in the preceding paragraph. At this year's Convention we will be electing a State Secretary/Treasurer and three members to the Board of Directors.

The UNAC/UHCP Convention is also a time of celebration, camaraderie, and an opportunity to learn and grow.

SPNN convention delegate ballots will be mailed to dues-paying members in July. These members will be able to vote their choice of colleague representatives, including the choice of write-in candidates.

**Please vote—you may insert your own name as a write-in.**



"The strength of the team is in each individual member, the strength of each member is in the team."  
Coach Phil Jackson—Chicago Bulls

## Clarification of recent Sharp email regarding Merit increases

Full-time, Part-time and Per Diem RNs are members of the Sharp Professional Nurses Network Bargaining Unit, so are paid according to an experienced-based wage grid. The wage grid is the result of contract negotiations between The United Nurses Associations of California/Union of Health Care Professionals/Sharp Professional Nurses Network and Sharp Healthcare. Sharp RNs in management positions receive pay increases by a merit system.

**Union RNs** are placed on the wage grid according to their years of experience as RNs and are **guaranteed a 3%** salary increase annually on October 1 for the life of the contract, while Sharp **Management RNs** can receive **at most a 4%** salary increase.

## Did You Know?

Full time, Part time, and Per Diem RNs whose current positions require ACLS certification are eligible for **free classes** at Sharp's Cardiac Training Center or MBHWN.

If you take your BLS at the same time, you may charge for four hours at your base rate of pay for attending the class.

### Stay Informed—



**Attend the SPNN Executive Committee Meetings**

**Second Thursday of Every Month 1730-1930**

**At the UNAC/UHCP Office:**

5030 Camino de la Siesta  
Suite 306  
San Diego, CA 92108  
Office: 619-280-5401

*A light supper is provided*

### Need your Union Rep?

Sally Smith made a medication error which she self-disclosed through an eQVR.

The physician was notified, was not concerned, and there was no harm to the patient. Sally's manager has requested to meet with her to discuss the eQVR. Sally does not feel the need for a union rep since she self-disclosed and no harm came to the patient.

Sally is making a mistake by not invoking her Weingarten rights. Even though no harm came to the patient, Sally may be disciplined. She could even be terminated depending on the individual circumstances. Sally's union rep will make certain that Sally is treated fairly and that a thorough investigation has been done. The union rep will assist Sally in obtaining a just outcome *for Sally*. Many times the union rep is able to alter the course of an investigatory meeting and mitigate discipline through her knowledge, objectivity, and suggestions. **Don't give away your right to representation.**

