

Sharp Professional Nurses Network



To The Point

Editor, Lois Klepin, RN

April-June 2012



The Sharp RNs who established SPNN in the 1990s realized that, as working nurses, they required help organizing, and would later need assistance fulfilling the responsibilities of union representation.

The SPNN founders chose to affiliate with UNAC-UHCP because of the expertise in organizing and negotiation they offered. But even more importantly, UNAC-UHCP was chosen because of their commitment to represent members after the contract was in place.

For these services SPNN members pay UNAC-UHCP dues of 1.25% the average SPNN member's hourly rate--approximately one hour's pay per pay period.



United Nurses Associations of California
Union of Health Care Professionals

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Social Media and the Nurse

By Sandi Powers, RN
Society as a whole has changed. There are countless ways for information, communication, and social interaction to occur with almost instantaneous feedback. Issues may arise when information spills over into, or from, the workplace and is not filtered or thought through. A nurse may find himself/herself in harm's way over something he/she

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New Contractual Language Took Effect April 1, 2012

RNs working twelve hour shifts that are not offered a meal break by the eighth hour of their shift are now entitled to claim a meal break penalty of one hour's wages.

However, if an RN is offered relief for a meal period before the eighth

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STAY CONNECTED---

ATTEND

SPNN Executive Committee Meetings

Second Thursday of the Month 1730-1930

At the UNAC-UHCP Office



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Social Media and the Nurse

perceived as an innocent, normal everyday occurrence of social interaction.

There are two major issues to consider. The first is the professional reputation of the nurse. The nurse's professional reputation may suffer due to what has been posted on a social networking site; even postings that have been removed may not be really gone and can live on in Cyberspace thus affecting the nurse's career many years into the future.

The second issue concerns HIPAA. The Healthcare Information Portability and Accountability Act changed the rules of patient privacy from ethical responsibility to law. Most hospitals, including Sharp Healthcare, have a social media policy to protect the organization from online actions of employees; any employee can face severe discipline by violating Sharp's social media policy. Additional civil and criminal penalties, including fines and jail time, can occur for true HIPAA violations.

White Paper: A Nurse's Guide to the Use of Social Media, released by the NCSBN (National Council on State Board's of Nursing)

Principles for Social Networking and the Nurse: Guidance for the Registered Nurse, released by the ANA (American Nurses Association)

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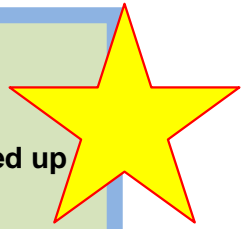
Principles for Social Networking and the Nurse: Guidance for the Registered Nurse, released by the ANA (American Nurses Association)

Social Media and Nurses: Promising or Perilous?, Laura A Stokowski, RN, MS, Posted on www.medscape.com 11/17/2011

American Nurses Association website, <http://www.nursingworld.org>

The American Nurses Association tips regarding social networking:

1. Nurses must not transmit or place online individually identifiable patient information.
2. Nurses must observe ethically prescribed professional patient/nurse boundaries
3. Nurses should understand patients, colleagues, institutions, and employers may view postings.
4. Nurses should take advantage of privacy settings and seek to separate personal and professional information online.
5. Nurses should bring content that could harm a patient's privacy, rights, or welfare to the attention of appropriate authorities.
6. Nurses should participate in developing institutional policies governing online conduct.



Did you know?

RNs can now be reimbursed up to \$400 per year for obtaining or renewing National Certification in Specialty Areas.

Once you have passed the exam, complete an expense report via Lawson Web for the cost of the exam with proof of cost, payment and completion.

The expense is charged to your home cost center, subaccount 6870 (outside training registration).

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New Contractual Language

hour of the shift and declines, no missed meal penalty can be claimed.

Sharp will monitor declined meal periods via a tracking form that the RN and the meal relief provider will date and initial.

Refer to Section 1413 of your Collective Bargaining Agreement for more information.

Congratulations

Sandy Oleson, UNAC- UHCP
Representative for Kaiser San Diego
and Balboa, named Volunteer of the
Year by the San Diego and Imperial
Counties Labor Council.

And

The San Diego and Imperial Counties
Labor Council honored UNAC-
UHCP as

Local Union of the Year.

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 SCU

Metro Memorial/OPP

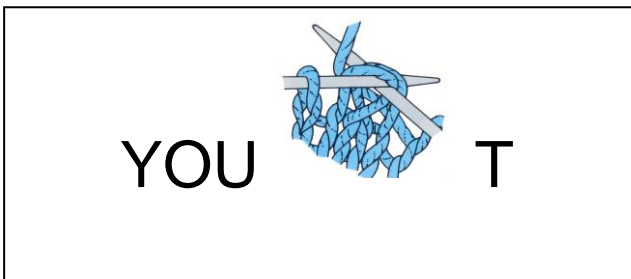
Chair—Cate Albus, RN/SICU
Co-Chair—Carole DeVito, RN/6W

Mesa Vista

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

Thinking outside the box puzzle

Union



Puzzle Solution on page 3

By Lois Klepin, RN

WANTED

Columnist and Article Contributors wanted for
To the Point.

You will have your name credited in print.

Contact Sandi Powers, RN at

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Basic Labor Management Class

May 22nd

at the San Diego

UNAC-UHCP Office

Call 619 280-5401 to register