

the Pulse



The PSNA Newsletter

February, 2007

General Meeting For All PSNA Members

Meet the Negotiations Team

PSNA has scheduled an informational meeting day, to bring the membership up to date on our plans for contract negotiations. The Negotiations Team will be available to answer questions and to hear your opinions. We've tried to arrange sessions around every shift. Please plan on attending one of the sessions.

DATE: Tuesday, March 6th **PLACE: Laborers Local Union 894**
TIMES: 0815 **720 Wolf Ledges Parkway**
1100 **Akron**
1330

1700
2015

We will have snacks, goodies, and prizes too!
Come early, stay late, bring a friend.

page 2

Can we AGREE on anything?

Several years ago a team comprised of equal numbers of Management, ONA/PSNA, USWA, and non-bargaining employees developed a program to address conflict resolution in the workplace. The program is called AGREE, which stands for Akron General Respects Each Employee. The AGREE program is now into its third year.

The AGREE Ombuds, Laurie Patterson, hears employee concerns and assists employees to find resolution to workplace conflicts. The conflict can be between employees, between employees and management, and so on. AGREE does not supercede any union contractual guidelines; in fact, the Ombuds works with the unions, referring contractual concerns to union leadership and accepting referrals from them. Laurie at all times adheres to the Ombudsman Association Standards of Practice: confidentiality, neutrality, independence and informality.

Laurie also functions as a channel for upward feedback. She reports to the Chief Operating Officer of the Health System, and to a Joint Operating Committee. The committee has equal representation, and at this time Ann Kaser, Joyce Powell, and Kathy Brown represent PSNA. Whether updating the COO or the JOC, personal confidentiality is maintained; only statistical information is provided.

In the two years of its work, AGREE had had more than a thousand contacts with AGHS employees through visits to the office, training, or receiving concerns. Employee feedback is resoundingly positive about the experience!

Although no conflict resolution system can guarantee an outcome, AGREE holds promise as one way to resolve workplace conflict, increase employee satisfaction, and improve patient safety.

If you have questions about the program, you may direct them to Ann, Joyce or Kathy through the PSNA office phone (330-374-1935). Of course you may also contact Laurie Patterson directly by calling 330-344-6101.



page 3

Election Results

Congratulations to Co-Chair **Ann Kaser** and Secretary **Amy Law**, and our newest Board members, **Nicole Werbeck** and **Russell Hobson**. We appreciate their generosity in volunteering their time and talents!

Thanks also to all those who stopped in to vote!

Barb's Blurbs

A collection of fine points and little known facts

by Barb Probert

Ø NO FREE LUNCH

Are you working thru your lunch? Are you grabbing a bite to eat here and there but not getting 30 min of away from it all down time? Then you need to sign up for NO LUNCH. Article 13, Section 2 guarantees you 30 minutes without pay to eat. If your presence is required on your unit during meal periods, then you are to be compensated for that time EVEN IF YOU ATE. Tell your supervisor and sign up for no lunch. Read the article.

No breaks? Article 13, Section 4, states that all nurses will be granted two 15 minute breaks. Breaks do not consist of doing paperwork or watching tele. They are 15 minutes away from it all. So if you didn't get any breaks and you aren't allowed to go home 30 minutes early, tell your supervisor and sign up for NO BREAKS.

Ø THE OTHER SIDE OF THE COIN

Incidental overtime is a problem, and has been abused. So here it is in a nutshell:

You may clock in 6 MINUTES before your shift.

You may clock out 6 MINUTES after your shift.

If you clock in 7 minutes early or after, you will be paid OVERTIME for that minute. If you are not getting or giving report or doing patient care than you have NOT EARNED that overtime. Of course there are times when it is impossible to leave work on time, and you need to stay over. The procedure is to *notify your supervisor* and sign up for it. So...pay attention to when you clock in and out. We want to get paid for what

we do work. It's only right that we don't get paid for what we don't work.

Ø **EIGHT HOURS PAID**

Are your mandatories up to date? Would you like to attend a seminar and get paid for it? Article 23, Section 3, Part C, permits you 8 hours of paid time off to attend a continuing education seminar EVERY year. With renewal coming up that may be just the thing. So, get those mandatories up to date, look for a seminar you want to attend, give plenty of notice and get paid for it. Who knew?

page 4

Getting to know you.....

This month, newly elected Board members Russell and Nicole.



Russell Hobson has been a familiar face at Akron General for 13 years. He started out on 42B, then spent 5 years in ICU and 1 year in PICU. For the last 6 years Russ as been happily caring for the babies in Special Care Nursery.

He and his wife Suzanne have 4 children.

Nicole Werbeck has been an RN for 7 years, and has been working on 2400 that entire time.

Nicole and her husband Darrin have 2 children.

