



THE INFORMER

April 2019
PRESIDENT'S MESSAGE
by Pat Mills, RN

Over the past thirty years of our organization's existence we've initiated changes and updates to our original Bylaws and Constitution. The Bylaws and Constitution of an organization are standing rules that govern the regulation of the organization's internal affairs. The membership has voted to change the length of our Board of Directors' terms of office, to change our dues and to add an initiation fee for new members. We've also clarified what being a member in good standing means: being current with your dues and meeting the yearly minimum requirement of attendance at union meetings which is two meetings for full and part time members and one for per diem members.

The changes I mentioned above have already been voted on and are addendums to our original Bylaws and Constitution. The Board has recently clarified some of the other articles and sections regarding the Board of Directors' obligations and succession which must be voted on by the membership before changes can be made. After the vote all changes will be incorporated into a new edition of our Bylaws and Constitution.

I ask you to please take the time to go online to our website, www.HHNANurses.org, and review these proposed Bylaws and Constitution changes so you can be prepared to vote at our April quarterly membership meetings.

Dates to Remember:

4/4	Council on Nursing Practice – noon*	6/6	Council on Nursing Practice – noon*
4/9	Quarterly meetings	6/11	Unit Rep dinner – location TBA
5/2	Council on Nursing Practice – noon*		

*** The Council on Nursing Practice will meet in Gillies 1 and 2.
Breakfast, lunch or dinner will be available at all meetings.**

FYI

Vacation Requests

Summer vacation - requests for time off between June 15 and September 15 should be submitted to your NM by April 15 and should be answered by May 1.

Under the new contract we're applying vacation request rules to other times during the year on the following units: ICU, CCU, both Stepdown units, OR, PACU. Requests for time off between September 16, 2019 and January 1, 2020 must be given to the NM by July 1 and will be answered by August 1.

Requests for vacation can be submitted after the deadline dates, however, vacation requests submitted before the deadline will be considered first. Vacation approvals will be honored.

Voting for Bylaws and Constitution

Voting will take place at all four membership meetings on April 9 in Gillies 1 and 2. In order to vote you must be a member in good standing which means your dues must be up to date and in the past year you must have attended two membership meetings (including these meetings), if you are a full or part time member, or one meeting, if you work per diem. If you haven't been a member for a full year, you can vote on April 9.

Please Note: Review changes to the Bylaws and Constitution on our website, www.HHNaNurses.org, so you can ask questions and cast an informed vote.

Unit Representatives

We have a few units that do not have a representative: Pediatrics, 1 North, 2 South, OR, 5 North, Dolan Health Center. We would appreciate it if someone in each area would volunteer for the position. It's not a difficult task and includes attending four dinner meetings a year at which union issues are discussed and representatives are encouraged to speak about matters particular to their units and distributing gifts for Nurse Recognition week once a year.

Newsletter

Anyone interested in writing an article on a topic you think would be of value to our members is welcome to do so. Just let a Board member know. Also, we'd like any suggestions you have for "The Informer".

Time Off Between Shifts in the Event of Mandatory Overtime by Jane Hubert, RN - Second VP

According to our contract, in the event the hospital is unable to cover unanticipated overtime on a voluntary basis and utilizes the mandatory overtime clause it will provide the necessary coverage to permit the member who did the mandatory OT to have at least 10 hours off between the end of the overtime shift and the beginning of the next regularly scheduled shift.

It has been brought to our attention that the hospital has been taking the time to allow for the 10 hours off out of the member's benefit time. This time should be paid for by the hospital and not the member. For example, if you are scheduled to work at 7am and are mandated to stay until 11pm that evening and were previously scheduled to return to work at 7am the next day, you are entitled to report to work at 9am the next day allowing for 10 hours off between shifts. The period from 7am to 9am should be paid for by the hospital and not taken from your benefit time.

If you have any questions, please contact us.

Negotiation Observations

by Donna Kull, RN - PACU

In September 2018 I volunteered to be a bystander at four union negotiation meetings because I had always wanted to know exactly what took place at these meetings. I was accustomed to getting vague updates and waiting until the end for the contract to be ratified

I attended the meetings and each time I headed home with uncertainty. I was shocked by how many things each side wanted to negotiate. Ultimately, it comes down to the top five or six items for both sides.

I'm very proud to be a member of the Huntington Hospital Nurses' Association. I never realized how much work and dedication it takes for the union Board to protect and get the best for each and every HHNA nurse. It's definitely not as easy as I thought.

I'm hoping to get more actively involved in the union in the near future.

Employers and employees alike have learned that in union there is strength.

~ Franklin D. Roosevelt (1882 – 1945), U.S. President, 1933 - 1945

ON-CALL MINIMUM

by Lisa Quintero, RN – First VP

Those areas that are on-call units, unfortunately, have many issues regarding pay and management. We have recently been able to settle an outstanding issue.

In the past, if an on call nurse was called in to work immediately prior to the start of a regularly scheduled shift, that nurse was not getting paid the full four hour minimum as the contract states. For example, a member is on call overnight, gets called in at 0600 and starts a regularly scheduled shift at 0700; the hospital has been paying for one hour at the on-call rate instead of the four hour minimum outlined in our contract

We've been able to settle this issue so that management now complies with the contractual language. Now, if an on-call nurse gets called in prior to the start of the regularly scheduled shift, she/he will be compensated at the full four hour minimum on-call rate.

The union's Board appreciates members being vigilant and making us aware of situations you may deem inappropriate. The Board has no way of knowing about contract violations unless the members keep us informed. So, please keep the questions coming. Also, keep in mind that there is a 30 day maximum to file a grievance, if the need should arise. Therefore, we need to be informed as soon as possible

The MOLST Form

by Jo Ann Pirro, RN – Treasurer

New York State mandated the use of The MOLST (Medical Orders for Life Sustaining Treatment) form instead of the DNR/DNI form we have been using. The form is printed on bright pink stock paper so it is easily recognizable. It's the only form authorized for use in NYS for documenting end of life decision making including orders regarding resuscitation and intubation.

The signed original form leaves with the patient upon discharge from the hospital. Unit clerks have been instructed to place a patient sticker on each page and make a copy of the form so it can be scanned into the medical record since the original form is given to the patient.

If you have a patient going home with a MOLST form let them know that it should be placed in a spot they won't forget or one of prominence, perhaps their refrigerator, to aid in remembering to bring it to the hospital or any health care facility in the event of another admission.

You know you're a nurse if

you've used bio hazard bags to wrap a sandwich.

a post-op patient passes gas and it's music to your ears.

your nose doesn't itch until you're into unspeakable body fluids.

the amount of clean linen available is inversely proportionate to your needs.

a patient needs four pills and the Pyxis contains only three.

you know there's no such thing as a bad code, only one that didn't go as you would have liked.

you've never said, "I love my smooth hands and perfectly manicured nails."

you've come to the realization that you'll touch anything as long as you have gloves on.

your patient refuses to bathe and then complains to visitors that she hasn't been bathed since admission.



"Remember, only gravy in his drip. He's on Atkins."

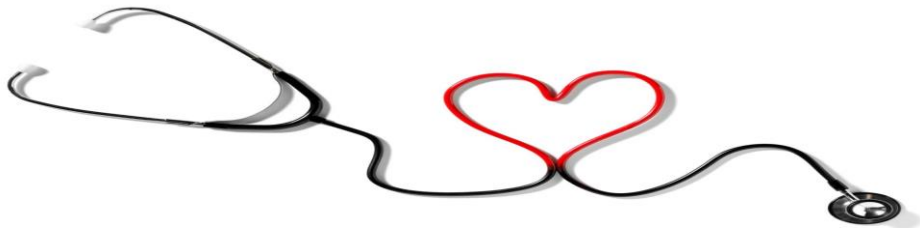
Check Your Check!

by Joan Aliperti, RN - Secretary

Every working American receives a paycheck, and you probably don't give it much thought before depositing it into your bank account. In fact, you might not even think about depositing it thanks to direct deposit. However, it's important to check your paycheck and make sure your employer is paying you correctly every pay period.

While you might be thinking, "Nothing ever changes and my paycheck stays the same, so I don't need to check it," you should think about all the changes that could potentially alter your check. Are you receiving the correct shift differential, overtime, holiday rate, preceptor and charge nurse amounts? Take the time to become familiar with your paystub so you notice errors and can report them in a timely fashion. Fill out a payroll correction slip and keep a copy for your records so you can refer to it, if needed.

It has also been brought to the union's attention that the amount of benefit time listed on your paystub is not the actual time you have accrued. Everybody's benefit time is short one pay period of accrued benefit time. That amount differs for each employee depending on your length of time at the hospital and the amount of benefit days you accrue.



MEDICAL DICTIONARY FOR HEALTH CARE

ADMINISTRIVIA	pointless emails and notices that clog up real medical work
CLIP AND STRIP	removal of staples and adhesive sutures
EXPENSIVE CARE	intensive care
EXPENSIVE SCARE	intensive care
HEPATOLOGY CONFERENCE	doctors meeting at a club or bar
LIPSTICK SIGN	if a female patient is well enough to put it on, she is well enough for discharge
VERY CLOSE VEINS	varicose veins

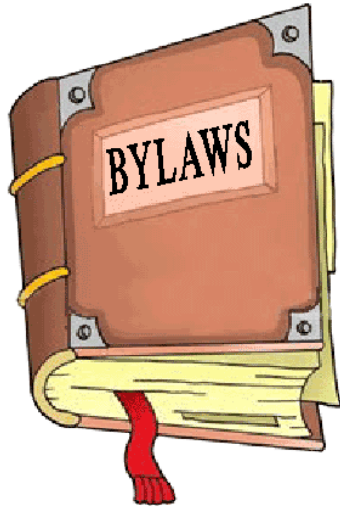
Editorial by Marion Catanzaro, RN

An article appeared in the October 2018 newsletter highlighting improvements in experience and longevity compensation negotiated with management during the negotiation of the union's new contract. The changes state there will be no limit on the number of years of full or part time RN experience and the setting in which the experience was obtained. The only limitation is that per diem experience does not qualify for this payment which was always the case.

Right before the newsletter went to the printer some members were denied the right to apply for this new benefit when they spoke with employees in Human Resources because their experience was not in an acute care setting. We added this information in an FYI at the end of the article with the assurance the matter would be addressed. The matter has been settled to the satisfaction of the union: there is no limit on the number of years of full time or part time RN experience and the setting in which the experience was obtained.

If you're this far into this newsletter, you've seen the article from a member who sat in on four negotiation sessions. It was a positive experience to learn what negotiations entail and what has to be done to make improvements for HHNA members. The possibility of attending a negotiation sessions only comes about every three years, however, members can participate in union business year round by attending quarterly meetings , becoming unit representatives and/or attending union-management meetings, such as, the Council on Nursing Practice that meets monthly September through June. Meals are provided at all of these meetings and quarterly meetings and Nursing Practice meetings are scheduled so on duty members can attend during their meal period. Why not attend? I've heard somewhere that, "There's no such thing as a free lunch", but there is; breakfast and dinner, too. You can sit quietly and listen to the proceedings or participate actively. It's your choice. Check at the bottom of the first page of this newsletter for the dates, times and locations of these meetings. If you're interested in becoming a unit representative let a Board member know. If you're interested in attending a Council on Nursing Practice meeting, let Pat Mills or Janet Milanese know for the purpose of making an accurate order for lunch.





HHNA Quarterly Meeting and Bylaw Vote Tuesday, April 9, 2019

Meetings will be held at the following Times:

- 7:30 am - Gillies 1 & 2
- 12 noon - Gillies 1 & 2
- 1:00 pm - Gillies 1 & 2
- 7:30 pm - Gillies 1 & 2

Breakfast, Lunch and Dinner will be available.

Please remember: in order to be a member in good standing FT/PT employees must attend 2 quarterly meetings a year; Per Diems must attend 1 quarterly meeting a year.

Visit the HHNA website at HHNANurses.org