

Magnet Journey



Magnet Recognition is given by the American Nurses Credentialing Center to identify excellence in the delivery of nursing services to patients within an institution, promote professional nursing practice environments and disseminate "best practices" within nursing services. SCVHHS is embarking upon the Magnet journey with the hopes of receiving this award by the end of 2009.

Members of the RNPA Board attended the two day workshop, "Journey to Nursing Excellence and Magnet Recognition" in February sponsored by UC Irvine Medical Center. It was clear by the end of our sessions that philosophi-

cally, the Magnet Journey is all about improving patient outcomes and empowering the clinical nurse.

Other key take home points for us were:

This is an opportunity for nurses to transform their practice through shared decision making at the bedside level

The process will bring major changes to our delivery of patient care for all healthcare disciplines within our institution

It is going to take dedication and hard work by everyone in our institution to "Magnetize" our culture.

Force: EL

Recently, you may have attended one of the 3-hour Magnet introduction sessions sponsored by Nursing Administration. With some exceptions for day shift nurses, RNPA members were required to utilize educational leave or PTO to attend. The rationale, as explained to the RNPA Board by Nursing Administration, was that this was not a mandatory class.

RNPA is on the record objecting that nurses were not paid appropriately for this seminar. RNPA believed that this should have been a mandatory seminar and everyone should have been paid to attend. RNPA believes that this educational opportunity is an important step in the magnet journey and it is the obligation of nursing management to open communication to all staff, explain how the magnet process works, what are the expectations of staff, etc.

The success of the Magnet program depends on all nurses understanding the changes that are going to take place.

Know Your Rights...

The right to RNPA representation is triggered by the request of the nurse for representation. The employer has no duty to provide such union representation.

If a manager requests to meet with you, ask if the meeting could lead to discipline, if the answer is yes, ask to reschedule the meeting when an RNPA representative is available. Then contact RNPA.

What are the steps in progressive discipline?

1. Verbal counseling is usually a one-on-one conversation with your immediate supervisor regarding minor incidents or behavioral changes.
2. Written counseling is usually given by immediate supervisor for more serious incidents or a repeat offense. Both of the above steps are considered informal discipline and you are not entitled to RNPA representation, grievance process. Such counseling's do not go into your Personnel file.
3. Unfavorable report is considered the first stage of formal discipline. At the point, an employee is entitled to representation. The factual content of an unfavorable report can be grieved. If no other similar situation occur, it will be removed from your Personnel file after 2 years.

Election for Per Diem/Extra Help Nurses to Join RNPA

On March 13, 2007 RNPA met with County Labor Relations Representatives in reference to modify the RNPA bargaining unit to include the Per Diem/Extra Help nurses.

RNPA presented to the County 76% of the signatures of the eligible Per Diem/Extra Help who are interested in joining the union. The next step in the process is for the CA State Mediation and Conciliation Services to oversee an election.

The election is tentatively scheduled for late April. There will be five separate election sites. All Per Diem/Extra Help nurses are eligible to vote.



In order to be successful 50% of the voting Per Diem/Extra Help nurses must wish to be represented for purposes of meet and confer with regards to wages, hours of work, benefits and other conditions of employment.

RNPA and the County will meet again in early April to finalize the details of the election.

Per Diem/Extra Help nurses will be sent information at home.

Floating

Many members have contacted the RNPA office with questions regarding floating. The best point of reference to answer your questions is the MOU (contract), Section 8.13 Float Differential. According to Section 8.13 Float Differential (b), "If a float assignment outside like areas is necessary, Management shall attempt to send volunteers from the unit to be floated prior to making an involuntary assignment. If a nurse is required to float outside of one of the like areas, the nurse shall receive one dollar (\$1.00) per hour for such assignment.

Except in emergencies (emergency is defined as a situation when reasonable efforts to float from like areas fails), no nurse will be assigned to an area without having adequate orientation to the area. Adequate orientation will be determined by the Director of Nursing with input from the Nurse Manager, and Staff Developer.

Assignments shall include only those duties and responsibilities for which competency has been validated. A registered nurse with demonstrated competencies for the area shall be responsible for the nursing care, and shall be assigned as a resource to the RN who has been assigned to the unlike area and who has not completed competencies for that area."

If you are floated to an area in which you do not have competencies, talk to the Charge Nurse, request a resource, provide basic nursing care. If you believe that this assignment jeopardized your licensure, complete an Assignment Despite Objection (ADO). Forms should be available on your unit. A Float Survey is also available. This is found in the Department of Nursing Standards Volume I, AD-15. This is for quality improvement only. Leave completed form to the Nurse Manager. He/she will review the form.

County Budget FY08

Department directors have submitted their recommended budget cuts for FY 08 to the County Department of Budget Management and the County Executive. The budgets are now being reviewed and then will be presented to the County Board of Supervisors during budget workshops May 14, 15, 16, and 17th and then the Budget Hearings will be June 11, 12, 13, 14, and 15th.

Wage Increase



On May 7, 2007, RNPA members will receive a 2% wage increase. This is the last scheduled increase in our current MOU which expires November 4, 2007.

**RNPA Sponsored
Continuing Education Class
Cultural Diversity in
Nursing Practice
Thursday, May 24,
8:00 AM—3:30
Wyndam Hotel**