

UNION UPDATE

A Publication of Backus Federation of Nurses

May 2014



Professional Issues Conference

Backus Union Nurses serving and protecting our patients and families in our community hospital

- Backus Union members attended the AFT HEALTHCARE PROFESSIONAL ISSUES CONFERENCE & NFN ANNUAL LABOR ACADEMY in Baltimore, MD on May 7-10, 2014. It was four days of intensive educational seminars attended by nurses from all over the United States including Alaska, Montana, and Oregon. Labor issues and professional nursing topics were covered.
- Noted speakers included (partial list):
Marla Weston, Chief Executive Officer, American Nurses Association
Steve Rooney, AFT Vice President and President, National Federation of Nurses
Randi Weingarten, AFT President
Sean Clarke, PHD CRNP, FAAN, Department Chair, Nursing Research and Innovative Practice, McGill University
Gordon Lafer, Associate Professor, Labor Education and Research, University of Oregon
Edie Brous, Attorney and Registered Nurse
- Professor Clarke discussed the effect of nurse staffing on patient outcomes. He discussed the research of Kane et al.(2007) “Nursing staffing and the quality of patient care”. This large and widely accepted study showed outcomes associated with RN-to-patient ratios effect: hospital related mortality, failure to rescue, medical complications, unplanned extubation, pulmonary failure, hospital acquired pneumonia, bloodstream infections, cardiopulmonary resuscitation, and extended length of stay.
- Backus nurse’s hard work is reflected in the outstanding financial strength of our hospital. The William W. Backus Hospital’s annual operating margin has more than doubled since 2010, with revenue over expenses equaling \$25.4 million in fiscal year 2013. A workshop at the conference focused on understanding the hospitals finances including reviewing the financial statements.
- Professor Lafer spoke about the negative impact Right to Work (RTW) laws have which weaken unions. States with strong unions have higher wages by \$1,500 per year for both union and nonunion workers alike, have higher odds of having health insurance and pension plans through jobs for both union and nonunion workers, and RTW has no impact on improving job growth. These and other effects of unions lead to a better quality of life for the workers and their families. The myth that union workers are greedy and lazy should shadow a nurse for a day.
- Attorney Brous gave a workshop on nursing licensure and safeguarding your livelihood. She spoke about the importance of malpractice insurance and keeping high standards in our professional and private behavior.



A Union of Professionals

An affiliate of the AFT, AFL-CIO

Current Events

- Nursing management has stated they are encouraging managers to resolve issues before the grievance process. This can happen during the ten day grace period.
- The union is planning to show the film "Citizen Koch" at a local theater. Date and time to be determined. This movie investigates big business and the effect on the middle class
- All nurses please send suggestions or concerns to Melissa Hunter before the 1st of the month so she can present them at the monthly labor meeting (the earlier the better).
- The contract negotiations will start by the end of the year. All input is important to help us and hospital management get the best contract for us.
- L&M union leadership Lisa, Stephanie, and Harry were recognized by the AFT with a national award for their courage and work during their lockout, which was a news story all over the country. Governor Malloy, Senators Blumenthal and Murphy, and other congress members supported the union so this award was well deserved on the national level. Congratulations to them.

When making schedule requests that are for mandatory education or hospital approved educational opportunities, please put "mandatory education" on the request so the schedulers know to not count these toward the two requests you are allowed per month for personal reasons. Educational requests do not count toward the two personal requests. This does not mean you will be granted all requests, it simply lets the schedulers know they can grant more than two requests if it is for hospital needs.

UPCOMING EVENTS

Delegate and Executive Committee Meetings: First Wednesday of the Month at Union Office, 24 Sachem Street 4:30pm

Delegates

Mary Anne Jodiatis Endo/A2 Rep
Kara Giroux D2 1st shift
Cynthia Ezzell CCU 1st shift
Marji Foxon A4 3rd shift
Ruth Sandberg A4 1st shift
Nancy Deady PACU 1st shift
Gail Passarello O.R. 1st shift
Robin Coleman D1 1st shift
Jessica Harris E.D 1st shift
John Brady E.D. 1st shift
Melissa Hunter PACU 1st shift
Michelle Hayes D2 3rd shift
Donna Callicutt A3 2nd shift
Donna Grabarek Endo 1st shift
Brandy Donahue E4
Dee Arndt LDRP
Dave Misiaszek CCU 1st shift

The Backus Nurse Federation

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Vice President: Melissa Hunter
Treasurer: Donna Callicutt
Secretary: Marji Foxon