

# Thank you, Let's Celebrate

According to Ecclesiastes 3:2 and folk singer Pete Seeger in "Turn, Turn, Turn", ...there is a time to be born, a time to die, a time to plant and a time to up root". This is my time to retire as President of Unit #47 and for Danbury Nurses' Union, Unit #47, AFT Local 5047, to move forward with new leadership.

I want to thank each of you for the support, over the last 41 years, and, in particular, over the last 16 years in which I served as president, in building a strong and resilient union. I offer a heart felt 'Thank You' as an expression of my gratitude and appreciation for all your contributions to Unit #47.

My decision to retire was not easy, but one that was necessary. This past month has been an emotional roller coaster for me as we made the transition to a new office and new leadership. I was filled with emotion at our last Executive Meeting and delighted to know Unit #47 is in good hands.

Trying to reflect on the past 16 years is a daunting task. There were so many individuals who came to mind for the impact they made on our union and contracts. Clearly, I did not take this journey alone. I will not mention anyone by name for fear of forgetting someone whose contribution I may overlook. I want to thank all the Unit #47 Officers past and present, along with past and present Unit Representatives and Activists who served with me over the years. You worked behind the scenes to carry out our mission, shared the responsibility to uphold the collective bargaining agreement and hold management accountable for their actions. Your efforts strengthened Unit #47. You all believed in our collective power and had trust in my leadership. For that I am forever grateful.

The passion and desire of each RN to be able to give the best care to your patients was evident in your willingness to respond to calls of action. This is why we fought for a union and continue to seek to have a voice in our work environment.

I was very proud and honored to be your spokesperson and deliver our message to the public for patient rights and human rights. I feel privileged to have been part of this great union family and to have the new members of our family come forward to carry on what was started by our forbearers. Change is not easy. There will be rocky roads ahead, but the incoming officers, union liaisons and activists are excited about their new roles and will make new traditions while moving Unit #47 forward.

**It is Time to Take a Look Back and to Celebrate our Future**

**Join with me on Friday, February 10, 2017**

**Come Celebrate, Celebrate, and Dance to the Music**



My Love and Best to All.  
In Solidarity,

*Marylorsali*

## **WELCOME TO OUR 2016 HIRES**

Rebekah Erhabor	Nicole Ottinger	Amanda Edwards
Navinder Kaur	Victoria Sinopoli	Juan Farfan
Nedel Merto	Jenna Van Dugteren	Mariza Borges
Donna Riggio	Tanya Raisi Bautista	Kelly Cuzzo
Amanda-Rose Sisco	Michale Holt	Pamela Dymond
Kimberly Zeno	Kathleen Nix	Amber Staffa
Andrea Davis Steele	Katherine Shah	Gelianna Valera
Deidre Elston	Zoe Hopkins	Grace Vargas
Pedro Carrasco	Megan Robbins	Jeana Boren
Caitlin Liner	Petra Vidmar	Daniel Gallagher
Lisa Paloian Prog care unit	Erin Begg	Julie McMahon
Jo-Ann Ciardullo-Rivera	Cecil Bonitto	Solveiga Probst
	Candice Corbett	

## **GOODBYE TO OUR RETIREES 2016**

Mary Kohler	Linda Roy	Donna Davis
Roberta Gwinner	Joan Mannion	Frances-Motyka-Kirk
Marilyn Platt	Deborah Smith	Louise Vangeersdaele
Selina Ocskasy	Carol Boland	



## **AFT ADVANTAGE**

[How this site works](#) | [What Is Member Pricing?](#)

HELPING MEMBERS SAVE ON EVERY PURCHASE

AFT Advantage is a virtual shopping mall where you can shop from hundreds of online merchants anytime you want. Offerings change daily, so visit often. You can save on shoes, clothing, dining, luggage, sporting goods, gift items and more. Collect Wow points with your purchases which can be used toward free merchandise.

Set up your account by going online to [aft.org](http://aft.org). Your member ID number is your AFT membership number, it is on your membership card or see attached label.



# COMMITTEE REPORTS LABOR MANAGEMENT



## Use of PRN CORE STAFFING

Janice Stauffer made a presentation on the staffing shortage and how the ratio's of the staffing plan does not address the acuity. She requested information on the use of PRNs, stating they are used for core staffing and not available when needed to fill in. Patients and their families were aware of the staffing crisis. She pointed out that if an RN is assigned 6 patients, that only allows 10 minutes per patient in an hour to provide assessments and medication administration. This cannot be done safely in this time frame. The hospital is not following the staffing ratios that were reported to the State. To date, we have not received the information requested.

## BONUS FOR SHORT STAFFING

J. Stauffer stated that we need a policy for high census and not just bonus money. The bonus money is appreciated, but it is a Band-Aid. She stated that the PRN nurses need to be used for the flux in census not for core staffing. The consultants do not have a grasp for safety. They bottom line for consultants is how to save money. Working short staffed is not cost effective or safe. This is not a temporary problem. We were faced with this in December, 2014, when we were given gift cards. There was no resolution. Discussion ensued about the difficulty staffing with changing census.

Note: If you have not received your bonus for working extra during the staffing crisis, follow up with your manger and/or staffing office. If no results, contact your Union Liaison.

## CARRY OVER PTO

There was discussion about carrying over PTO. RNs do not want to lose any time. S. Adams said they were looking at all types of incentives, not just carry over. As a follow up, we agreed to carry over up to three weeks of PTO into 2017 to help during this staffing shortage.

## STAFFING IN OR AND PACU

S. Adams announced that DH was bringing in two teams of RNs and Surgical Technicians to help staff the OR. There is a critical shortage and we need these

travel teams to help while DH recruits and trains new staff. There are hiring incentives to bring in experienced, trained, qualified staff. Elaine Lane, the Union Liaison for the OR, said the shortage is the worst it has ever been. Staff are leaving due the general incivility to OR staff by management and doctors. This has been ongoing. It is not new. There is no incentive for staff to stay, no pensions no loyalty. The BRG consultant had attitude, if you do not like this, leave. The Union questioned the reason for bringing in the teams, is it in preparation for negotiations? S. Adams adamantly said there is no hidden agenda. It is to keep the OR open. This is how we make money. E. Lane requested a meeting with Adams for the OR to address their concerns. Adams agreed. A February date has been set. Unit #47 asked for information about the qualifications and contracts for these travelers. This information has not been received.

## MEETING DATES

J. Stauffer asked for LM meeting dates to be changed to Tuesday's. S. Adams is in Norwalk on Tuesday's. We will keep it to the third Thursday at 2:30 pm.

## LICENSE RENEWAL

Now, on line renewal is *mandatory* for all members. Failure to comply with State regulations will mean non-renewal of license and loss of job. Below is a summary copy of the notice you will receive electronically. If you have not received a notice three months before your renewal date, notify the CT Department of Public Health at email below. They may not have your correct email.

<https://www.elicense.ct.gov>

Pursuant to Connecticut General Statutes, it is mandatory that you renew your license online.

If your license is not renewed 90 days following the month of your renewal, your license will become void (CGS Sec. 19a-88(f)).

Please note that after you renew your license, you will receive an electronic copy via email within 2 to 3 business days.

The Department is always looking for volunteer consultants to review case reports regarding possible violations of standards of care. If you are interested in serving as a consultant, please email your interest along with your resume to [oplcdph@ct.gov](mailto:oplcdph@ct.gov).



**You Are Cordially Invited To The**

# **Retirement Party**

**For**

# **Mary Consoli**

**Friday February 10, 2017**

**6:00 – 10:00 PM**

**The Amber Room Colonnade**

**All Unit 47 Members, RN Retirees and Guests**

*Mary Consoli has been the Unit 47 President since 2000*

*Let us join together to give her a memorable celebration*

**\$45.00 per person / Make out checks to: Danbury Nurses' Union**

**Please mail responses and checks as soon as possible,**

**No later than January 20<sup>th</sup> to:**

Danbury Nurses' Union  
Danbury Executive Tower  
30 Main St. Suite 202  
Danbury, CT 06810-3006

# Negotiations Begin, Febraury 15th

## Contract Negotiations

Happy New Year to all the Professional Nurses at Danbury Hospital. As we prepare to enter into the tri annual contract negotiations, the team more than ever will need your feedback and support. It is no secret that they want us to pay more for our benefits and giving us less access to providers and take away even more of our rights and contract language.

Feedback.....in the form of completing surveys we send in a timely manner so we can use that information in our efforts to negotiate. And support.... in the form of bodies present at the actual negotiations. Nothing sends more of a message to management than having Professional Nurses present and showing our commitment to be fairly compensated for all the work that we do.

Support..... in the wearing of buttons and red scrubs/shirts, also continuing that support by informing the community, in which we serve and live, of our concerns . Having said that, do you realize that we are one of the largest stakeholders in the community who consumes healthcare in the area? Yes that's right, think about it we (Danbury Nurses' Union, Unit 47) have over 2000 consumers of healthcare alone, and that's a voice that needs to be listened to don't you think?

Our biggest goal is to make sure that those providing the care (Nurses) and paying the highest premiums for that care, have access to all the care we are providing in a cost effective manner. There should be a privilege for working in our healthcare institution and not a punishment as it is set up now. Remember, health benefits are part of your compensation for all of that time and effort away from home. Ask yourself this question, "Who provides the care when we're not there?". At home and at work, when you're giving your all at work, you're taking away from home.

So, over the coming months, we will be calling on all of you, our Professional Nurses, to use that influence of caring and medical knowledge and more importantly, the legacy that comes as being one of the most Trusted Professions in the country. To do this, we must stop looking at ourselves individually as just being a nurse. We're more than that, in fact, we are Subject Matter Expert's in each and every department in which we work. We are the boots on the ground and we know where all the efficiency and more importantly inefficiencies are that are in our work environment. Knowing that, "WE" need to educate management to that fact because, as one manager admitted to me sometime ago, "we don't know everything". I agree they don't ...but we do. Right! And we, all of US...Union Nurses in Unit 47, as Professionals, need to help educate management in the provision of quality healthcare that benefits patients and staff that enables all to help carry out the hospitals mission.

As you all are aware, we have a new Executive structure at Unit 47. All Officers are full-time nurses working part time for Union matters. That being said, all Professional Nurses working in the Hospital are in the union and you will be asked to do your part in one form or another. Individually we cannot do it all, but together our accomplishments will be endless. And that's what it means to be a member of a Professional Union.

Going forward we will be focusing on more educational opportunities for our members and developing regular social events so we can connect with other Unit 47 Professional Nurses working all over the hospital.

Thank you for your time,  
Roger V. Woods, RN, First Vice President Unit 47

# Are you Ready? 2017 Negotiating Team

**Roger Woods - Chair**

**Janice Stauffer**

**Rosanne Cremonini**

**Melissa DeJoseph**

**Carol Grant**

**Tiina Hawley**

**Susan Hill**

**MaryAnne Milleville**

**Linda Najam**

**Danielle Paravoti**

**Leodie Salazar**

**Michalan Sheehan**

**Ben Wenograd, AFT  
Field Rep**



## Action Team

There are many ways to help with negotiations. Being on the team that sits at the table is only one. A most important job is an Action Team & Mobilization Team. These are necessary to engage the membership and keep everyone informed. This, along with staff presence during negotiation sessions, secures the best contract we can negotiate.

**Baby sitters Needed    Volunteers needed to sign in members**

**JOIN A TEAM TO GET A FAIR CONTRACT**

# Legislative Committee

Why Politics? Because it influences you everyday. The decisions made in Hartford affect everyone who lives or works in CT. If you are a taxpayer, have kids in school, are a healthcare consumer, if you own a home, a business. It is about the laws that govern you. Come learn about the system and how you can have an impact. Yes you! It was Unit #47 that stopped mandatory Flu shots in CT.

*Do not miss this workshop. If you can go, send an email to union office: [aft5047unit47@gmail.com](mailto:aft5047unit47@gmail.com) to join with Mary Consoli, our Legislative Liaison to car pool.*

## 2017 Legislative Issues Conference

**NEW DATE:**

**Saturday - February 25, 2017**

8:30am Registration

9:00am - 2:00pm Conference

Legislative Office Building

300 Capitol Avenue, Hartford

Save  
the Date



To register go to our website at:

<https://leadernet.aft.org/webform/2017-legislative-conference-020417-830a-registration-9a-2p-conference>

or call 860-257-9782 or email [tmerisotis@aftct.org](mailto:tmerisotis@aftct.org)







# ***Mark your Calendars 2017***

## ***Negotiating Dates***

**Wednesday, Feb. 15, 2017**

9 am to 3pm

**Wednesday, February 22, 2017**

9am to 3pm

**Wednesday, March 1, 2107**

9am to 3pm

**Monday, March 6, 2017**

9am to 3pm

**Tuesday, March 14, 2017**

3pm to 8pm

**Tuesday, March 21, 2017**

3pm to 8pm

**Tuesday, March 28, 2017**

Time is Open

**Wednesday, March 29, 2017**

Time is Open

**Contract expires at  
midnight March 31, 2017**

**Where taking place to be determined**



presents to all our members...

# Legislative 101 Workshop

THURSDAY, JANUARY 19<sup>TH</sup>  
5:00-7:00PM  
SCHIFFER ROOM @ AFT CT

**Presenter:** Teri Merisotis, *Legislative Advocate @AFT CT*

Being a Union member means advocating beyond just within the walls of your workplace. In fact, many decisions effecting our work and lives are decided in Hartford at the Capital. Many of our members don't volunteer to become engaged in the political and legislative process because they have no idea what it is about. They are intimidated, scared, and don't think they know the answers. This workshop will provide the foundation for both new and old volunteers to learn about political messaging, writing and giving testimony to support legislation and how to mobilize members, friends and family to support the issues most important to our Union.

Topics covered include:  
Supporting Legislation  
Writing & Giving Testimony  
Effective Labor Phone Banks  
Member Mobilization  
Local Union Mail



Light dinner will be served.

Register online at  
<https://leadernet.aft.org/webform/legislative-101>  
or call the office at 860-257-9782

# Shared Governance

## Education Council Update

Nursing Grand Rounds have now been rescheduled for March, the date will be forthcoming. Starting in February, nursing councils will meet concurrently to better share information. The Education Council and Quality Council will meet the second Wednesday of every month from 8:30am to 11am. The Practice Council, Retention and Recruiting Council, and the Staffing Council will also be meeting together. These changes are all in an effort to keep us better informed. **Reminder:** The Nursing Education Fund is available to all union members. Up to \$350 reimbursement for education costs is available. Forms should be available on the floors, you must first submit them to your manager. The amount not covered should then be submitted to the fund with proof of attendance to Maureen Burnett's office.

**Reminder:** Free CEU's are available through Med News Plus for nurses on the intranet.

By Kathy Lechner, 8 BP

# Petition Sent

Thank you for all who signed the Petition to Dr. John Murphy, WCHN President and CEO, WCHN.

239 people have signed the Petition on Action Network telling WCHN to include Danbury Orthopedics in our PHO. Here is the petition they signed:

Dr. Murphy,

As of January 1, Danbury Orthopedic Associates is no longer on the orthopedic preferred list. They are the largest orthopedic specialist group, with many fellowship specialties in this area, including the only hand fellowship surgeon in Connecticut. Our membership should have the best care, including affordable access to the largest available network. We are requesting the Danbury Orthopedic Associates be included in our PHO program. I want the best possible care for myself and my family. You can view each petition signer and the comments they left you below.

Thank you

# Calendar of Events

## LABOR MANAGEMENT

January 26, 2017 2:30 p.m.

February 23, 2017 2:30 p.m.  
Personnel Office

## VISITATION

January 17, 2017 2:00-5:00 p.m.

February 21, 2017  
Cafe' Conf Rm 2-5 p.m.

## DANBURY CENTRAL LABOR COUNCIL

Third Tuesday of each month. @7:30 p.m.

Danbury Nurses Union  
30 Main Street, Suite 202  
Danbury, CT

## AFTCT HEALTHCARE COUNCIL

Monday, March 23, 2017

AFT CT Office  
Rocky Hill, CT

## AFTCT DELEGATE MEETING

March 17, 2017 @ 5:00 p.m.

AFTCT Office  
Rocky Hill, CT

**This is our final hard copy edition of Update 47**

**\*\*\*\* All future editions will be on line \*\*\*\***

**To keep up to date, send your e-mail address to**

**[aft5047unit47@gmail.com](mailto:aft5047unit47@gmail.com)**

Danbury Nurses' Union Unit #47

Update 47

Update 47 is the official publication of Unit #47

AFT Local 5047 AFT-CT, AFL-CIO

TEL:203-748-4774 FAX 203-748-2988

E-mail : [aft5047unit47@gmail.com](mailto:aft5047unit47@gmail.com)

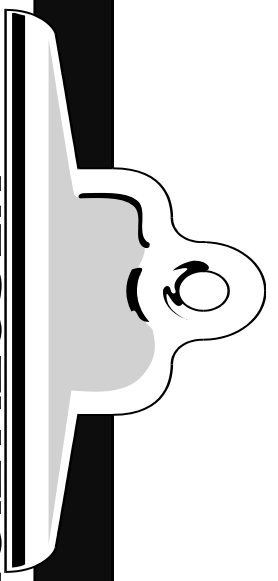
Web site [unit47.ct.aft.org](http://unit47.ct.aft.org)

- President .....Janice Stauffer 203-417-7293
- 1st V. P. ....Roger Woods 203-788-5488
- 2nd V. P.....Tiina Hawley 203-731-7371
- Treasurer.....Susan Hill 203-460-4227
- V.P. Grievance.....Leodie Salazar 203-775-1550
- V.P. Communications & Technology  
Danielle Paravati 203-343-6344
- Chair Worker's Comp..Carol Grant 860-354-8403

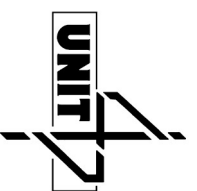
TOGETHER WE BUILD AND GROW

Danbury Nurses Union, Unit #47  
AFT Connecticut, AFT #5047  
\*\*\*\*\*  
18 Great Plain Rd  
Danbury, Ct 06810

ADDRESS SERVICE REQUESTED



# **NEGOTIATION MEETINGS**



**OPEN TO ALL  
DUES MEMBERS**

- Wednesday, February 15**
- Wednesday, February 22**
- Wednesday, March 1**
- Monday, March 6**
- Tuesday, March 14**
- Tuesday, March 21**
- Tuesday, March 28**
- Wednesday, March 29**

Watch emails and  
Bulletin Boards for  
times and places