

Danbury Nurses' Union Local 5047

UPDATE 47

AFT Nurses' and Healthcare Professionals, AFTCT AFL-CIO

AUGUST/SEPTEMBER/OCTOBER 2018

Volume 18, Number 3

Message from the President

To the Unit 47 Nurses:

The Summer is quickly coming to an end, please enjoy your time off and savor the cooler nights with friends. Unit 47 Eboard has been at too many meetings to count this month and the persistence is paying off. Sharon Adams has agreed to do another Open Forum in Sept. The date is Sept 24th and the times will be 8 am, 2 pm and 5 pm. Please mark your calendars and attend these meetings. This is the perfect time to discuss things that are a concern. The Union can receive questions prior and present these questions anonymously to Sharon with no unique identifiers attached, and of course, no names attached. This is a great way to get the information directly to and from our COO/CNO.

Labor Management meeting was this afternoon and many staffing concerns were discussed. There have been in total 38 nurses hired these past 2 months. There is another outreach hiring forum that is going to occur by an outside agency and coordinating with our HR department. We discussed the many issues revolving around poor job postings with misinformation and Sharon stated that the managers need to review thoroughly before submitting to HR. We discussed the unsafe staffing forms and the nursing units that have been very challenged. Please know that your forms help prove our points when discussing nursing ability to provide safe care to our patients. Patient education is so important, and it is not able to be done properly when the high acuity and patient load prevents this from occurring. Please continue to fill out these forms with as much detail as possible and fax to the Union office.

Please come and march in the Labor Day Parade Sept 3rd. The first 50 nurses that sign up and actually show up will receive a shirt for our marching. The shirts are awesome, and we ordered multiple sizes. They are white with red lettering stating:

WE CARE: DANBURY NURSES UNION

I am so excited about this parade. We even will have a unique announcement made when we arrive at the bandstand. Please notify the Union office your commitment to attend as well as your shirt size.

Continue to be the best nurse you can be,

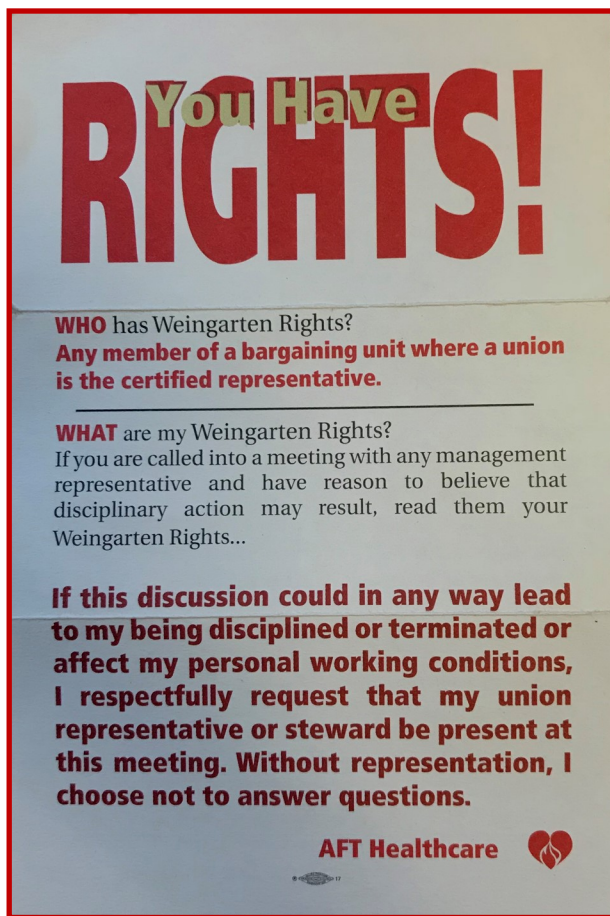
Janice Stauffer RN, BSN
President, Unit 47

Know Your Rights

We spend most of our waking hours at work, with sincere intentions of doing our very best. However, such is not always enough as we face many challenges every day, which could include heavy patient loads and not having enough staff. Even as we exercise due diligence, unintentional mistakes, errors and omissions could sometimes occur. When this happens, some forms of discipline may be imposed on some RNs.

It is fundamental that we are aware of the policies that apply to each of our patient care units. It is also imperative that all of us know and become familiar with our Collective Bargaining Agreement, also known as the “Nurses’ Union Contract”. This “Red Book” contains and describes our rights and benefits as unionized employees.

If anyone is called by Management to a meeting, and if you believe that the conversation could lead to discipline, please invoke your Weingarten Rights as shown below:


A poster with a red border. At the top, it says "You Have RIGHTS!" in large, bold, red letters. Below this, it asks "WHO has Weingarten Rights?" and answers "Any member of a bargaining unit where a union is the certified representative." It then asks "WHAT are my Weingarten Rights?" and explains that if called to a meeting with management and believe disciplinary action may result, you should read your rights. It includes a bold statement: "If this discussion could in any way lead to my being disciplined or terminated or affect my personal working conditions, I respectfully request that my union representative or steward be present at this meeting. Without representation, I choose not to answer questions." At the bottom, it says "AFT Healthcare" with a heart logo.

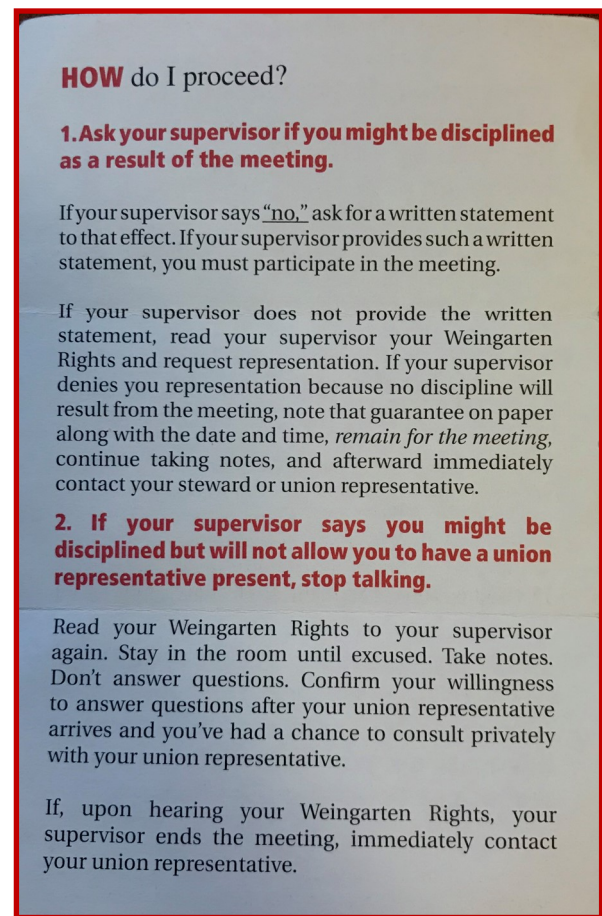
You Have RIGHTS!

WHO has Weingarten Rights?
Any member of a bargaining unit where a union is the certified representative.

WHAT are my Weingarten Rights?
If you are called into a meeting with any management representative and have reason to believe that disciplinary action may result, read them your Weingarten Rights...

If this discussion could in any way lead to my being disciplined or terminated or affect my personal working conditions, I respectfully request that my union representative or steward be present at this meeting. Without representation, I choose not to answer questions.

AFT Healthcare 

A poster with a red border. It starts with "HOW do I proceed?" followed by two numbered steps. Step 1: "Ask your supervisor if you might be disciplined as a result of the meeting." It explains that if the supervisor says "no," you should ask for a written statement. Step 2: "If your supervisor says you might be disciplined but will not allow you to have a union representative present, stop talking." It explains that you should read your rights to the supervisor, stay in the room, and not answer questions until your union representative arrives. It also states that if the supervisor ends the meeting, you should immediately contact your union representative.

HOW do I proceed?

1. Ask your supervisor if you might be disciplined as a result of the meeting.

If your supervisor says “no,” ask for a written statement to that effect. If your supervisor provides such a written statement, you must participate in the meeting.

If your supervisor does not provide the written statement, read your supervisor your Weingarten Rights and request representation. If your supervisor denies you representation because no discipline will result from the meeting, note that guarantee on paper along with the date and time, *remain for the meeting*, continue taking notes, and afterward immediately contact your steward or union representative.

2. If your supervisor says you might be disciplined but will not allow you to have a union representative present, stop talking.

Read your Weingarten Rights to your supervisor again. Stay in the room until excused. Take notes. Don't answer questions. Confirm your willingness to answer questions after your union representative arrives and you've had a chance to consult privately with your union representative.

If, upon hearing your Weingarten Rights, your supervisor ends the meeting, immediately contact your union representative.

Behind the scenes, your Union Leadership is always hard at work advocating on everyone’s behalf. We are already very busy preparing for the upcoming contract negotiations in 2020. Please remember, *each of you is a vital link* in all the work that we do and your involvement in our efforts is crucial.

Sincerely,

Leodie A. Salazar RNC BSN
Unit 47 Vice President for Grievance



SAVE THE DATES



ROCKY HILL HEALTHCARE COUNCIL DATES

5:30 PM AFT - ROCKY HILL, CT

SEPTEMBER 17, OCTOBER 22, NOVEMBER 26, DECEMBER 17

DELEGATE ASSEMBLY

5PM AFT - ROCKY HILL, CT

SEPTEMBER 13, DECEMBER 13

WORKING CLASS BARBECUE- AUGUST 24TH, 3-7PM

COOKOUT AND KICKBALL GAME

JOIN US FOR THE WORKING FAMILIES ANNUAL PARTY

WICKHAM PARK – 1329 MIDDLE TURNPIKE WEST, MANCHESTER, CT 06040

HOST CONTACT INFO: kburgess@workingfamilies.org

LABOR DAY PARADE

SEPTEMBER 3

PARK BEHIND HAWLEY SCHOOL AT 8AM AND WALK TO START ON

ACADEMY LANE

THE FIRST 50 PARTICIPANTS WILL RECEIVE A T-SHIRT AT THE PARADE

EMAIL UNION OFFICE TO SIGN UP: aft5047unit47@gmail.com

GENERAL MEMBERSHIP MEETING

NOVEMBER 13 - UNION OFFICE

HOLIDAY PARTY – NOVEMBER 30, 6PM AMBER ROOM

Executive Board Elections

Elections for the Executive Board will be held at the November 13th General Membership Meeting. The positions of **President, 2nd Vice President and Treasurer** are up for election this year. If interested in running for a position, please email the office at aft5047unit47@gmail.com by November 1st with the subject **Attn: Nominating Committee**. Below is a brief overview of the responsibilities of the different Executive Board positions.

Duties of the President of Unit #47 shall be as follows:

- Preside over all regular and special meetings of Unit #47
- Act as primary spokesperson in communications with the hospital administration.
- Co-sign all checks with the treasurer
- Appoint new committees that are deemed necessary with approval of a majority of the Executive Committee
- Serve as ex-officio member of all committees
- Represent Unit #47 at the State and National level
- Serve as delegate to representational organizations
- Provide content for each union newsletter
- Serve on Labor/Management Committee

Duties of the 1st Vice-President of Unit #47 shall be as follow:

- Act as the Negotiating Committee chairperson
- Appoint Negotiating Committee members with approval of a majority of the Executive Committee
- Report results of negotiating activity to Unit #47
- Preside over any regular and special meetings of Unit #47 in the President's absence
- Maintain at least monthly communication with designated half of Union Liaisons,
- Along with 2nd Vice President, plan and conduct meetings/trainings for Union Liaisons
- Co-sign all checks with the treasurer in the President's absence
- Serve as delegate to representational organizations
- Provide content for each union newsletter
- Serve on Labor/Management Committee

Duties of the 2nd Vice-President of Unit #47 shall be as follows:

- Act as the Community and Political Engagement Committee chairperson
- Appoint members of the Community and Political Engagement Committee with approval of a majority of the Executive Committee
- Maintain at least monthly communication with designated half of Union Liaisons,
- Along with 1st Vice President, plan and conduct meetings/trainings for Union Liaisons
- Serve as delegate/representative to community organizations and Labor Council
- Provide content for each union newsletter.
- Serve as delegate to representational organizations
- Serve on Labor/Management Committee
- Co-sign all checks with the treasurer in the President's and/or 1st Vice-President's absence.
- Work closely with membership committee in keeping a current list of all Unit members.
- Attend new nurse orientation and present information about Union membership based on the Hospital's scheduled orientation dates.

Duties of the Vice President for Communications and Technology shall be as follows:

- Serve as Secretary of Unit 47
- Work with staff for purposes of data management and technology issues, including maintenance of web presence and list of bargaining unit members and membership status
- Record minutes of meetings. Minutes shall remain in the union office.
- Shall be responsible for the preparation and distribution of the newsletter
- Maintains an active role with the membership committee
- Notify all Unit members of the time and place of regular and special Unit meetings
- Send to AFT, AFT CT, Connecticut State Labor Council and the Danbury Labor Council the name of all officers and delegates following their election
- Keep on file for one year all ballots for all elections. They shall be available in the union office.
- Serve as delegate to representational organizations
- Serve on Labor/Management Committee

Executive Board Elections (cont.)

Duties of the Treasurer of Unit #47 shall be as follows:

- Maintain a record of monies and financial transactions of Unit #47. They shall be maintained at the union office.
- Present a treasurer's report to the Unit membership at each regular or special Unit meeting
- Preside as chairperson of the finance committee
- Shall co-sign all checks with the President and/or 1st Vice-President, 2nd Vice-President
- Shall make herself/himself and all required materials available to the Audit Committee
- Shall serve as delegate to representational organizations
- Serve on Labor/Management Committee

Duties of the Vice President for Grievances

- Shall be responsible for assisting individual members through the grievance/arbitration process as dictated by the current contract
- Shall act as advocate for the grievant, when appropriate, and for Unit #47
- Shall act as chairperson for the Grievance Committee.
- Shall serve as delegate to representational organizations
- Serve on Labor/Management Committee
- Shall be an active member of the Negotiating Committee

Danielle Paravati BSN, RN

VP Communications & Technology

How Things Have Changed

This year I am celebrating 20 years of nursing so I thought I would talk about the days of nursing that are long gone. With all the new technology in nursing these days lets look back and remember it Old School. I have talked to a group of not old but seasoned nurses, here are somethings we can look back on and remember. I know some of the newer nurses will be surprised about what we actually had to go through but hope you find some funny as well. Having a log book to count narcs, if you were in charge you had to count each bag and record it on paper with the off going charge nurse. On paper in a book!! We also had narc keys we used to get those meds, we carried then on a lanyard around our neck and would yell out into the hall KEYS and whoever was the lucky one to have them would pop out the room and slide the keys to you on the floor. It was normal to see keys floating down the hall to a nurse in need. Way before the pixis or diebold, pharmacy would deliver you a box or bag of meds for each patient. Imagine how long it took if you had a new order or change in an order!! Talking about orders, remember those carbon copy hand written orders, barely legible. One copy to pharmacy one in the chart. If you were lucky enough to work nights you had to check each of your patients' chart at the end of your shift, then stamp it with an all orders checked. Patients would be on bed rest for 3 to 4 days after an MI. Some nurses remember having to give up their seats because the doctor was in need of that seat. It was expected of nurses to get up and let the doctor work. Also smoking at the nurse's station with those doctors. Times are changing quickly. I know I feel overwhelmed with the new process we are going through these days, but change is hard and well at least for me uncomfortable at times. Remember we are all in this together and we will get through it together like we always do!! We are all a bunch of smart, caring and compassionate bad ass nurses and we need to all stick together and push on!!

Stacey Kinsley RN

A COMMITTEE

Do you need to join a committee for your clinical ladder? Well, I have the suggested one for you; The Workplace Violence Prevention Committee of which I am a member! Okay, so you think by the old book, oh just a meeting nothing happens at. Not this one sister/brother! At our meetings there is an informational presentation about initiatives WCHN is taking to decrease workplace violence and prevent staff assaults. Run by Michael Dimeglio, Manager of Security and Michael Kopchik, Network Director of Safety and Security, both highly invested, it is interesting and well organized. Too, it is applicable to your job and you personally, and it allows for discussion, questions and recommendations with feedback/follow up. We just had our last meeting on June 28th and we meet quarterly so expect the next date in September. Time is accommodating to most as we meet early afternoon in the 5 West conference room and you are notified of date by email. So let your nurse manager know this is the committee for you, join us, get involved and work towards your safer work place?

Marie Athans, R.N. B.C.
(34 years Behavioral Health)
Liaison 6/7 West

We Love, We Care, We Make a Difference

The Danbury Nurses Union is proudly marching in the Newtown Labor Day Parade on September 3, 2018. The theme of this year's parade will be "Serving the Community" and will be led by Grand Marshal Ms. Eunice Laverty. The first 50 members to meet us at Hawley School (located at 29 Church Hill Road) between 7 and 8 am will receive a tee shirt. The shirts have the words We Care across the front and support our message of walking in unity in the regards of safe staffing in all Connecticut Hospitals. The lineup for the parade starts at 8am and kicks off at 10 am. If you have questions, feel free to reach out to us in the union office. Hoping to see you there!

Megan O'Toole RN

Hi everyone, my name is Sarah Whalen and I'm an RN on 10W. A couple weeks ago I became the new treasurer of the union and attended my first EBoard meeting this past week. There is much to learn but I am very excited to have this new role and do the best that I can to represent our nurses!

Sarah Whalen RN
Treasurer

Looking to the Future

I have been employed at Danbury Hospital for more than 30 years. It is amazing as to how many changes have occurred through the years; some good, some bad. This year has been very challenging with Kronos and Cerner. The imminent Merger is sure to bring on more changes! Change can be very uneasy and worrisome.

As I reflect, I realize that the one consistency throughout the years is our Union and its support. We are a Union of approximate 650 RN's. We together make a very strong Union! We need to be proactive. Take the time to show your solidarity. We need to support one another. It is a critical time to be an active member.

Please plan to attend the Open Forum with Sharon Adams on September 24, 2018 at 8:00 am, 2:00pm and 5:00 pm, bring your concerns forward. Join us for the Labor Day parade in Newtown on September 3, 2018. This is our election year for officers. Please come vote at the November General Membership Meeting.

In Solidarity,
Tiina Hawley

Thank You Unit 47 Union Leadership!

I would like to take the time to thank you for your endless dedication to our Union Membership.

Thank You ...for monitoring all the needs of Unit 47 RN's.

Thank You ...for your support during all the changes we have endured this year.

Thank You ...for holding Danbury Hospital accountable for the many errors that occur.

Thank You ...for not only being our Union Leadership, but for being our coworker.

Thank You ... for being our voice, when we find ourselves at a loss for words.

Thank You ... for the knowledge you have in order to protect our rights.

Thank You ... for caring about the caregiver.

Thank You ... for letting me be part of such a dedicated group of Nurse's .

In Solidarity,
Tiina Hawley RN

Who are we?

Locked away in the antiquated, 1939 West building; poor electric, plumbing, heating, and design, a flat, leaky roof, two floors and periodic bugs, we always hope the need/benefit of safety, cost and quality of care get noticed and we move to a new, one floor unit. Some people refer to us as “odd” or “crazy” and who’s to say, maybe we are, but bestowed with these qualities for good reason, we wear our hat proudly! Have you guessed who we are? We are the professional, behavioral health nurses of 6/7 West (Psychiatry). Although sometimes dubbed “different” than medicine, we do have medical skills and treat our patients both psychiatrically and medically. However, Psych is our expertise, and we are superb in caring for patients who may challenge medicine and society might reject. Give us any schizophrenic, bipolar or borderline patient and watch our magic work as we have an understanding of how these illnesses effect people and can provide care and comfort and offer some peace. Haven’t there been patients you had to care for on medicine that you wish you had our skill? So, remember, if you hear us referred to as “one of those nurses”, think of those times you would have begged to have us at the bedside as your “special”, guardian angel nurse!

Marie Athans, R.N., B.C.

(34 years Behavioral Health)

Liaison 6/7 West

Danbury Nurses’ Union Unit #47

Update 47 is the official publication of Unit #47

AFT Local 5047 AFT-CT, AFL-CIO

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2nd V. P.Tiina Hawley 203-731-7371

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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

Upcoming Events

Labor Day Parade—September 3rd

Open Forum with Sharon Adams—September 24th

General Membership Meeting—November 13th