

Danbury Nurses' Union Local 5047

UPDATE 47

AFT Nurses' and Healthcare Professionals, AFTCT AFL-CIO

JANUARY/FEBRUARY/MARCH

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Hello Nurses,

There is so much happening in WCHN I can hardly keep up. I want you all to know that sticking together is the best way to keep the positivity flowing. Please thank your coworkers and smile.

We all need to remain cohesive and professional. There have been many changes with the occurrence reporting and Risk-net in the Hospital. This is a way to safe guard patients and monitor trends. There have been many occurrence reports completed and discussions with the nurses. When the manager discusses things with you, this is not a written warning. Always ask if the discussion could lead to discipline. If the manager states "yes", then please bring another nurse in with you. This is the Weingarten Right. This is protection for Union members. Please be sure to use this.

The 68 nurses who had payroll issues revolving around clinical ladder and step mistakes have been addressed. These should all be resolved, and the retro pay should have been paid out by the Hospital. Union strong!!!

There are many classes coming up for CEU credits in Rocky Hill. Please look at the March 30th date and sign up per that flyer. This is in the newsletter.

Cynthia Ruvolo is going to do something for "Why I became A Nurse" and decorating something with unique paper and designs to display on our units when completed. Cynthia's though was to inspire nurses and be able to tell their stories. The Union will provide the paper and space, Cynthia may even have it at her newly purchased home. Be on the lookout for more information.

Please come to the Staffing Committee every second Thursday of each month from 2 pm to 3pm in 10 Tower conference room. This is the time to voice concerns over staffing issues and work with management to resolve these pressing issues. We were able to get this committee in our contract, let us now take full advantage of making it work for us.

There continues to be many issues with telemetry monitoring and the War Room calls. Did you know that it is expected of the nurse to put a provider notification in every time the War Room calls you?? This is something that has been monitored and discussed with the nurses in ICU recently. Please email our union office if you have been spoken to by management regarding the provider notification section.

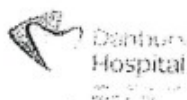
Cerner does remain an issue and I want to be sure nurses are not getting into difficulty for things beyond our control. Doctors need to be putting orders into the system. There has been issues of diet orders etc. and things that have been forgotten, however, nurses have been instructed by Sharon Adams NOT to put orders in. Dawn Martin is now altering that a bit. We will discuss more at Labor Management on Thursday.

I have previously invited the entire floor of 9 Tower nurses to come and join me in the union office. This is the time to discuss concerns, questions etc. Each floor will be given this opportunity. 8 Tower is next. Please email the Union office to let me know your floors preference of day and times. I am here to be your union President.

Thank you for all you do,

Sincerely,

Janice Stauffer RN, BSN



Monitor Technician Escalation Process for Tele Events

1. **Automated Alerts (as assigned in Orchestrator):** Notifications to the primary RN and PCT via ASCOM phone. (Buddy RN will only be notified if the primary RN or PCT do not answer).
2. **Send Text via Ascom phone:** To the primary RN and PCT.
3. **Call the Primary RN.** If no response after five minutes, ARCC up.
4. **Call the Charge RN.** If no response after five minutes, ARCC up.
5. **Call the Manager / AHM.**
6. **For Life Threatening Rhythms:** URGENT call using the RED phone to the Unit.

SPEAK UP ABOUT A SAFETY CONCERN: ARCC

Ask a question to prompt a potential safety issue.

Rquest a change to make the person fully aware.

Voice a **Concern**.

Use the **Chain of Command** if the concern is disregarded.

PCU / SDU	Deb Bailor (PCM)	76190
	Shelby Newkirk (APCM)	78166
	Fatima Kolenovic (APCM)	76191
12T / 8BP / Rehab	Claire Rooney (PCM)	76059
	Lisa Hagedorn (APCM)	76372
	Regina Adducci (APCM)	76060
11 East	Jill Elliott (PCM)	76100
	Darlene Gillotti (PCM)	76196
10W	Christina Misenti (PCM)	76875
9T	Susan Hill (PCM)	76230
	Sherryl Noble (APCM)	76296
8T	Christine Vigilio (PCM)	76233
	Debra Zilinek (APCM)	77159
Multispecialist		76263
Admin House Manager		76274

The Little Red Book

Each nurse should have a copy of the contract. As no one expects it to be read cover to cover you should make yourself familiar with it. It contains a lot of useful information and may answer a question or two that you may have. Examples of topics covered are PTO, wages, and the discipline/grievance process. You can also view the contract online at http://unit47.ct.aft.org/sites/default/files/article_pdf_files/2017-09/unit47-2017contract.pdf

As you all know, our contract is negotiated every three years. The next negotiations will be March of 2020. Even though this is a year away, preparations have already begun. The negotiating team will be getting together on a regular basis to review the contract. There are adjustments that need to be made in certain areas and the team will outline these for negotiations. There is currently an opened binder at the union office titled Negotiations. This is a great time to stop by and write down anything that concerns you that is in the current contract.

There are 600+ nurses that belong to the union, and the union belongs to all of us. The best way to have your voices heard is to get involved. Get involved a little or get involved a lot. Any involvement is a positive step forward and increase the strength of the union.

Rosann Cremonini RN

NICU

VP Grievance

Violence in the Workplace

There is so much happening in the Hospital with patients' families becoming more aggressive to nurses. Danbury Nurses' Union has been meeting with Senior Hospital leadership to make these matters known. It is very important to notify the security dept immediately if you are feeling threatened or a patient or patients' family or anyone is making you feel afraid. Safety is to be at the forefront for all staff members.

A former Danbury Hospital employee sent this statement into the Union office:

"A patient's tight fist to my jaw knocked me to the floor shattering my leg bone at my hip. Excruciating pain, immediate surgery, months of rehab, residual pain, shock of being violated resulted. The fear and angst are always with me. Within eight years, two more violent assaults requiring major surgeries, lengthy rehabs, and trauma counseling, ended my nursing career. Feeling vulnerable and distressed emotionally, I could no longer face the dangers at my workplace. It was just too much."

These are the type of situations that have occurred at Danbury Hospital. Please protect yourself by notifying the security dept and then notify manager or nursing supervisor.

Thank you for all you do,
Janice Stauffer RN, BSN

Know Your Rights!

Injured at work? Do you know what to do ?

File an incident report, writing down what happened, include if unsafe staffing was filed, and make a copy for yourself prior to sending report.

Get checked in Employee Health or the Emergency Room.

Contact Me, Carol Grant at 860-354-8403 for additional paperwork concerning your rights

HEALTHCARE CONFERENCE



A Union of Professionals
**AFT Nurses and
Health Professionals** ♥

MARCH 30TH (SATURDAY) | 9am-3pm

@ AFT Connecticut

35 Marshall Road, Rocky Hill, CT 06067

9:00am-10:00am | Breakfast & Welcome

10:00am-12:00pm | Morning Sessions (CHOOSE ONE)

Legal Issues for Healthcare Workers

Fatigue (eligible for RN CEUs)

Hospital Financial Reporting (eligible for RN CEUs)

12:00pm-12:45pm | LUNCH

12:45pm-2:45pm | Afternoon Sessions (CHOOSE ONE)

Fatigue (eligible for RN CEUs)

Hospital Financial Reporting (eligible for RN CEUs)

2:45pm-3:00pm | Wrap Up

Register online at

<https://leadernet.aft.org/webform/healthcare-conference>

or call the office at 860-257-9782



From a 9 Tower Nurse:

As nurses we should all stick together. When we go to work, we all go with one common goal and that is to take care of patients. However, as my mother and family always told me, you cannot take care of others if you do not take care of yourself. So, for any nurses especially new nurses who are transitioning from student to professional real-world nursing self-care is key.

Nursing burnout is real and has no name on it. It does not matter what kind of personality you have or how long you have been a nurse, it can happen to the best of us. Staffing issues, high acuity, changes in administration and management etc. can all be reasons that lead to a nurse being burnout. Therefore, nurses must take care of themselves mentally, spiritually, and physically.

Some tips for nurses to remember that are simple but have a great impact are as follows: 1. During work hours always stay hydrated and keep snacks on your person in case the shift is so busy that you do not have the chance to take an official break. 2. Enjoy yourself outside of work on off days doing things you enjoy giving yourself that rest and relaxation before going back for next scheduled shift. 3. Find resources and committees within your work organization to aid in addressing work concerns and find support.

So, in closing, we have to remember we all chose to be a nurse and we all want to be successful and the way to do that is to stick together as nurses and take care of ourselves so we can be our best for our patients.

Shamia Moffett RN, BSN 9 tower

Call for Safe Staffing: Help Needed

Hello,

I am again serving as AFT Connecticut Legislative Liaison for the 24th Senate District. In this role I am helping Unit #47 to get members to write to the Department of Public Health on why Hospitals should post their staffing plans. We are asking to have ratio's in the bill and to show transparency.

This is a patient safety issue, it is a nursing issue. It is not a Republican or a Democrat issue. Now is the time to be actively engaged in the business of being a union member.

We know for certain we have a challenge ahead. Everyone's help will be needed, but I am starting with you as Liaisons. I will help you with process. We need to start this week writing your letter so it is ready to email when needed. We only get a few days' notice for hearing.

All you have to do is tell your story of issues with staffing. No patient names or identifying factors. Just reality!

Please RSVP to mmconsoli1948@gmail.com or send an email to the union office with the subject heading, testimony. We do not need testimony now, only your " Yes I will help". I will be in touch as I get your RSVP.

During this pivotal time your support is needed, your patients depend on it.

Thank you,
Mary Consoli

WHAT DOES THE UNION DO FOR ME?

Frequently, I get asked this question, and I am totally dumbfounded that people don't know! First and foremost, you are the Union! Yes, there are elected officers and liaisons, but each and every member makes up the Union. All too often, Janice Stauffer (your President if you don't know), gets blamed for "not doing something", or "not getting it (a situation) fixed". The reality of it is, you're the Union, and in many instances, you can take the initiative to deal with something and make a difference. Of course, the officers and liaisons are there to assist you, back you up or handle an issue beyond your control. Additionally, do you realize the size of the hospital, the number of nurses and the enormity of the issues the officers do handle, especially at the management level? I bet not. I surmise that many of you are not aware of what goes on. Do you read your newsletter and emails? Do you attend General Membership meetings? Are you involved in Union activities? Again, I bet not for many. By doing these things you certainly will know what your Union does for you! But most importantly have you ever read your contract? Each and every word in it is what your Union does; benefits, grievance procedure, premiums, wages to name a few. So take a look, attend meetings, get involved and then you will know what the Union does. After all, do you think for a minute you could get all you have without the Union? I think not!

Marie Athans, RN

General Membership Meeting

April 16th, 2019 8am –6pm

General Meeting

Voting for Position of 1st Vice President

If interested in 1st Vice President Position, please email the office at aft5047unit47@gmail.com by March 15th.

Requirements for the position can be viewed in the Constitution at <http://unit47.ct.aft.org/unit-47-constitution-and-bylaws-proposed-changes>

Upcoming Events:

Healthcare Conference: March 30th

General Membership Meeting: April 16th 8am-6pm

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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PresidentJanice Stauffer 203-417-7293

1st V. P.

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

Treasurer..... Kristin McKay

V.P. Grievance..... Rosann Cremonini

V.P. Communications & Technology

Danielle Paravati 203-343-6344

Chair Worker's Comp. Carol Grant 860-354-8403

TOGETHER WE BUILD AND GROW