

DATE: July 20, 2009

TO: All CWA Local 1168 Members at Buffalo General Hospital

FROM: Linda Sheehan, BGH RN Area Vice President
Mary Janice Keller, BGH RN Area Vice President

RE: **BGH UPDATE**

DISCIPLINES

We have been dealing with an increased number of disciplines stemming from narcotic handling. The managers and pharmacy are tracking anyone who comes up with an excessive number of pyxis access occurrences. This can be as simple as an RN who works 5 days a week on a surgical post op floor. Certainly that RN could be flagged for an excessive number of pyxis access occurrences just in the course of doing your job for that day. Follow up is done by the nurse manager on the floor and it is up to her discretion whether to further investigate a particular RNs pyxis usage.

In order to protect your license, please be diligent about following hospital policy on narcotic handling and med charting. Even if there has been a practice going on in your department for a long time, and “everyone does it”, please be sure that you are all following policy. The simplest rule of thumb is that if you take the narcotic out of the pyxis, you are responsible for any/all wasting, returning or charting of that med.

We have also seen a large number of disciplines related to restraints. Management is tracking all aspects of restraints including a valid daily order, following of the restraint policy, and inadequate charting in relation to any restrained patient. Most of these disciplines are being given as written warnings.

Although the belief is that the managers are indicted to follow progressive discipline, we have seen long term nurses disciplined at the level of a written warning with no previous discipline in their file. Based on the above, no one should be going in to a meeting with their manager without a Union representative. We have filed grievances for anyone receiving, what we perceive to be, punishment that does not fit the crime. Protect yourself. Do not assume because you feel you have a good relationship with your manager, that you will never be disciplined.

PARKING

The Unions have been meeting with management on the parking committee every 2 weeks in order to address all the hot button parking issues as they happen. When the 100 spots were carved out for the resident parking in the Goodrich lot and the staff parking was moved back down to the High St. lot, we lost approximately 185 spots to residents, family, patients and valet. Initially Kaleida agreed to open a section of the Main St. lot for late start employees. The Goodrich St. Entrance was opened at 9:30. So far, it seems that the lot is being underutilized. In our last meeting of July 16th, Kaleida agreed to open that entrance at 8:30 for any 9am starts. The committee will now reevaluate whether that helps the day shift parking situation. Also, they agreed to move the **7pm** start employees back to the Main St. lot (Goodrich entrance) to leave more spots in the High St. lot for the day shift. Anyone starting at 11pm should continue to park in the High St. lot as building access will be difficult once the Goodrich St. employee entrance is closed. The committee will continue to address and evaluate parking on a biweekly basis or as needed. Please continue to direct your concerns to Kaleida/BGH Administration.