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- Mededcenter.com/lessons.asp 4 CEU (click on head to toe assessment, scroll down, click on “take test,” register to create a user name and password, take the test, print CEU certificate!)

American Nurses Credentialing Center (ANCC) Certification 800-284-2378 or [www.nursecredentialing.org](http://www.nursecredentialing.org)

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University of Cincinnati Medical Center  
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Registered Nurses Association

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March 2016

Strength Through Solidarity

Registered Nurses Association

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## Upcoming Meetings

### 2016 RNA General Membership Meetings

Save the Date:

- April 5
- July 5
- October 4

All meetings are held from 6-9pm at  
Mecklenburg Gardens  
from 6 p.m. to 9 p.m.

## AFT Convention 2016– Save the Date

AFT Convention will be held Monday July 18, 2016 at 9:00am to Thursday, July 21, 2016 at 12:00pm.

Minneapolis, MN

## E&GW RN Labor Institute 2016

September 12 & 13, 2016

Join ONA for the 4th Labor Institute for new programming and new activities at a new location-The Lodge at Geneva-on-the-Lake.

This year's Labor Institute topics include grievance handling, legal rights of union stewards, internal/external organizing, how to effectively talk union and more! We welcome AFT President, Randi Weingarten, as our keynote speaker at the Awards Dinner on September 12th.

## Text and Email Updates

It is important that you receive timely updates and important news. If you are not currently receiving emails from RNA, please send us an email from your home email account with “RNA e-list” in the subject line. Be sure to include your name in the body of the email so we know who you are! We do not send to “uhealth” email accounts, so we need your home email address. If you have moved, remember to send us your new mailing address too!

## Member Tip: Arbitration—The End of the Line

Though it's best to resolve workplace disputes at the lowest level possible—to save time and money, and to avoid uncertainty—quite often no resolution is possible by the last step of the grievance procedure. So you may find yourself at the end of the line: arbitration. While each of the meetings that takes place at the various steps of the grievance procedure is sort of a mini-“day in court,” an arbitration hearing is pretty much the real thing. An arbitrator is a neutral third party, usually an attorney, selected jointly by the employer and the union. Professional arbitrators function much as judges do in regular courts of law. Arbitrators swear in witnesses, rule on who can testify and on what evidence can be introduced. The payment for the arbitrator's services, and certain other costs associated with the process, usually are split fifty-fifty by the employer and the union.

—Adapted from The Union Member's Complete Guide, by Michael Mauer

## Facebook and Twitter

Please like us on Facebook and add us to Twitter. We have quick links located at the top of our website to easily add us. Contact us if you have any issues signing up.

Facebook: RegisteredNursesAssociation  
Twitter: @cincynurses

## Ohio Nurses Association—NDASH March 2, 2016

Ohio Nurses Day at the Statehouse (NDASH) is the only event in Ohio where over 400 nurses and nursing students come together to advocate for their profession, meet other nurses from across the state and share nursing's issues with legislators.

NDASH was a huge success we enjoyed the day's events, including Janet Haebler's keynote presentation, the Health Committee Legislator panel discussion, lunch with our legislators, the Nursing Issues panel presentation, and the “Harnessing the Nurses Political Power” continuing education presentation. ONA received positive feedback from many of the attendees and were thrilled that they exceeded expectations!

If you did not go to NDASH you could be an ONA advocate by joining the ONA Advocacy Network.

If you have not yet signed up for the ONA Advocacy Network, please-TEXT ONAADVOCATES to the number 52886 and click on the link in the text you receive back!

## Unit Organizers

RNA is in search of outgoing, friendly, and willingness to learn the contract, RN to help be a liaison between RNA officers and your home unit. We need empowered nurses on each unit to help make your union stronger. If you have any interest in helping out or just want to learn more please contact us.

## A Message From RNA

- UCMC is pleased to let you all know that they are going to be bringing our inpatient psychiatry program (currently at Deaconess) back to our main campus. By this fall, the inpatient unit will move to the 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> floors of Ridgeway Pavilion at our Burnet Avenue Business Center, with our Psychiatry Emergency Service (PES) located to the A level of Ridgeway. Please read the email regarding this information sent 3/17.
- We wanted to inform you that the most recent contribution into your 401K from UCMC was the SOAR contribution. SOAR is based on profit sharing from UCMC and ranges from 0% to 3% contribution annually.
- The 3% yearly contribution into your 401K from UCMC for 2015 should be occurring within the next month. Please keep an eye out for this.
- In a recent email from Clarence Pauley, Senior Vice President Chief Human Resources Officer; we think it's important to send periodic reminders about the things we can do to ensure that our patients' information is properly protected. Four things to keep in mind, which are spelled out in our UC Health policies:

**Don't access your own chart within Epic.**

**Don't access family members' charts within Epic.**

**Don't loan passwords or badges.**

**Don't leave signed-on computers unattended**

Assume the computer is watching everything you do and only access those records that you can defend being in. **Violations subject associates to the corrective action process up to and including termination of employment.**

- Epic Acuity Tool for staffing and Warp drive to keep EPIC login screen active all the time coming in August of 2016.
- The hospital is looking at Staffing vacancies and operational vacancies. Both vacancies are higher than the national average. UCMC is working to improve these numbers.
- The extra shift bonus is in effect until 4/10/2016, and will be reevaluated for renewal prior to 4/10/2016.
- They are hiring more RN's into the nurse residency program as new grads and holding RN recruitment receptions at UCMC quarterly.

## Member Tip: “Be a Set of Eyes and Ears”

Union stewards can't be everywhere at once, and they can't see or hear personally everything that goes on around the workplace. So part of your job as an individual union member is to be on the lookout for things that the union needs to know about, and to pass along the necessary information. If, for example, a change is made in working conditions but too long a period of time passes before a grievance is filed, it may be too late to challenge the employer's unilateral action. So it's part of your responsibility as an individual union member to be the union's "eyes and ears" in your workplace.

—Adapted from The Union Member's Complete Guide, by Michael Mauer