

Health Professionals and Allied Employees

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NJ State Senate Passes Bill to Track For-Profit Hospital Funds

Health care workers, consumer advocates and patients won the day with a NJ Senate vote of 24-

14 to require for-profit hospitals to publicly disclose their financial statements, including executive compensation, just as non-profits in NJ are required to do. The vote on S1468/A1523 (sponsored by Senators Weinberg, Cunningham and Gordon and Assembly members Wagner and O'Donnell) came shortly after the disclosure that Bayonne Medical Center, owned by the for-profit company ICKG, had donated \$25,000 to "Reform NJ Now", a group backing Governor Christie's initiatives. (See www.hpae.org for more stories on Senator Weinberg and Reform NJ Now donations.)

Since Bergen Regional Medical Center was released to a for-profit company in 1998, HPAE has been raising the question as to how public money designated for health care is being spent. The examples we found at Bayonne, Bergen Regional Medical Center and other for-profits of excessive fees and insider dealings were the incentive for legislators to finally act on this legislation. For-profit companies "turn around" hospitals, not with a magic bullet, but by cutting corners, services, and staff. These for-profit hospitals use the same increasingly scarce public sources of funding -- Medicare, Medicaid, Charity Care, and Family Care -- as our non-profit hospitals.

HPAE believes, as do the legislation's sponsors, that for-profits should be held to the same standards of financial transparency and accountability as our non-profit hospitals; and that the communities they serve should know how much is being spent on compensation for top executives and profit, as well as supplies and services provided by the owners' affiliates and subsidiaries.

There are now five for-profit hospitals in NJ, Bergen Regional Medical Center, Bayonne Medical Center, Meadowlands Hospital, Memorial Hospital of Salem County and Mountainside Hospital, NJ. The owners of Bayonne are involved in a bid to buy Hoboken Hospital, and Hackensack University Medical Center is jointly attempting to re-open Pascack Valley Hospital with a for-profit partner.

We've seen enough evidence that we need to hold all of our hospitals accountable for the scarce patient care funding available in our healthcare system. In the case of not-for-profit hospitals, the board of directors must answer to Internal Revenue Service and state Attorney General requirements that they act in the public interest remain true to their charitable mission, and provide documented community benefits. Not so of for-profit hospitals, where the board of directors is accountable first and foremost to the owners and investors, where the core objective is

increasing the wealth of investors, and public disclosure requirements are far more limited.

When a for-profit hospital claims a service is underutilized, or a bleak financial picture demands staff or service cuts, the community deserves the full picture. When the Governor and NJ Legislature cut health care funding, or when our communities look to a for-profit to 'save' their hospital, they deserve the full picture. When our state agencies are reviewing whether to allow one of our non-profit hospitals to be sold to a for-profit, they should have the full picture of who is involved.

Whether a hospital is for-profit or non-profit, when decisions about our health care are being made, our communities need to see what's behind the closed boardroom doors. These for-profit companies are taking over valuable community assets, built up over time with tax-exempt funds. It's really our money. It's certainly our health care. Here's what S1468/A1523 would do:

The bill requires for-profit hospitals to disclose:

- **Audited and quarterly unaudited financial statements for the hospital and related or affiliated entities doing business with or transferring funds to/from the hospital.**
- **Plans to cut or expand programs and services; launch construction projects; take on more debt; introduce new technologies or buy up/merge with other facilities;**
- **Board and executive self-dealing, including payments for goods, services, leases and rentals made to entities that are owned or managed by board members, owners or officers of the hospital or their relatives;**
- **Executive and board member compensation;**
- **An organizational chart;**
- **Business dealings with overseas entities;**
- **List of investors and any joint ventures with investors;**
- **Identity of any management company providing services to the hospital;**
- **Properties for which the hospital has claimed a tax abatement;**
- **Amount of surplus revenues spent on debt retirement, plant/facility expansion, and reserve for contingencies.**

What was unfortunate in the NJ Senate vote was the partisan split -- only one Republican voted for this legislation -- Senator Diane Allen of Burlington County. We applaud Senator Allen and the NJ Senate Democrats who stood up against the lobbying of the for-profit health industry. This should not be a partisan issue -- it is about transparency and accountability for taxpayer and public funding. Now the bill moves to the NJ Assembly. Join the effort, and let your NJ Assembly hear from you. Go to www.hpae.org/political to find out more about the legislation and to write to your Assembly member.

A Reaction to the Senseless Violence

On Saturday, January 8th, there was an assassination attempt on the life of Arizona CONGRESSWOMAN GABRIELLE GIFFORDS as she was meeting with constituents outside a local grocery store. A Democrat, Congresswoman Giffords, like many in Congress, has been the political target of some right wing political organizations and had received prior threats, particularly for her support of health care and immigration reform. She has survived and is now fighting to regain a full life, but has a long and very difficult road ahead. The attempted assassin shot twenty people that Saturday morning, killing six.

Some are saying that none but the gunman is responsible. But there is a difference between fault and responsibility. While only the gunman is at fault for the killing of six people, we all bear a responsibility. A responsibility to change the tone and tenor of our disagreements in this country. A responsibility to remember that we are all connected through family and neighborhood, work and some kind of faith. A responsibility to repudiate the spokespeople who use threatening rhetoric to score political points, as well as to look at our mental health system in this country, and our unwillingness to examine the effectiveness of gun control laws.

Our everyday lives are focused on our families, our work, our communities. We really don't live at the level of anger that the radio and TV hosts would like us to – thank goodness. We go about our lives, focused on the well-being of our children and families, on whether our paychecks will pay the bills, and where is the time to do the laundry and housecleaning. Most of the victims of Saturday's violence were these ordinary people - senior citizens and a child - in addition to a Congressional aide and a judge. They are also the ones who were working at democracy on that Saturday, and they deserve our thoughts today and our commitment to change tomorrow.

PHYLLIS SCHNECK, 79: When Phyllis Schneck and her husband retired, they spent their winters in Tucson and summers in their native Rutherford, N.J. "They didn't want to ever have to deal with the snow again," said Schneck's daughter, B.J. Offutt of Colorado Springs, Colo. Schneck, who continued to return to Tucson in the winters even after her husband died in 2007, was a homemaker who raised her two daughters and one son and had a talent for cooking. In retirement, Schneck kept herself occupied by volunteering at her church. Her home in Tucson was less than four miles from the supermarket where the shooting took place. Offutt said her mother's appearance at the store was surprising, because she normally shopped at a different store and wasn't very political. Schneck is survived by her three children, seven grandchildren and one great-grandchild.



CHRISTINA TAYLOR GREEN, 9: Christina Taylor Green was only 9, but the third-grader already was an aspiring politician. Her parents say Christina had just been elected to the student council at Mesa Verde Elementary School and had been interested in politics from a young age. She already had told her parents she wanted to attend Penn State and have a career that involved helping those less fortunate than her. The brown-eyed athletic girl loved to swim with her 11-year-old brother Dallas, her lone sibling. Her mother, Roxanna Green, said Christina also loved animals, singing, dancing and gymnastics. She also was the only girl on her Canyon del Oro Little League baseball team. Her grandfather, former major-league pitcher Dallas Green, managed the 1980 world champion Philadelphia Phillies. Christina's father, John Green, is a scout for the Los Angeles Dodgers. Christina was born on the tragic day of Sept. 11, 2001

JOHN ROLL, 63: Named Arizona's chief federal judge in 2006, U.S. District Judge John M. Roll won acclaim for a career as a respected jurist and leader who had pushed to beef up the court's strained bench to handle a growing number of border crime-related cases. Roll was appointed to the federal bench in 1991 by President George H.W. Bush. He previously served as a state trial judge and as a judge on the midlevel Arizona Court of appeals, and as a county and state prosecutor. Bishop Gerald Kicanas of the Roman Catholic Church's Tucson Diocese said Roll was an active parishioner. "He lived his faith as a servant of our nation for the cause of justice," Kicanas said. Roll was a Pennsylvania native who got his law degree from

"And if, as has been discussed in recent days, their deaths help usher in more civility in our public discourse, let's remember that it is not because a simple lack of civility caused this tragedy, but rather because only a more civil and honest public discourse can help us face up to our challenges as a nation, in a way that would make them proud".

President Obama at Tucson Memorial Service

the University of Virginia. He is survived by his wife, Maureen, three sons, and five grandchildren.

GABE ZIMMERMAN, 30: Gabe Zimmerman, the director of community outreach for U.S. Rep. Gabrielle Giffords, handled thousands of issues raised by constituents out of the congresswoman's offices in Tucson and Sierra Vista. Zimmerman was one of the Giffords staffers who organized many public events where voters could meet Giffords and talk to her about issues. Co-workers say Zimmerman, who had a master's degree in social work, cared passionately about helping people. Zimmerman's mother, Emily

Nottingham, said politics was a good fit for him because it combined policy and making a difference for others. "He had a real interest in helping people and had a real caring for social justice," Nottingham said. Zimmerman, who was engaged, had set a wedding date for 2012.

DORWIN STODDARD, 76: Everyone who knew Dorwin Stoddard thought he would die of complications from one of his 17 heart stents, or during one his numerous construction projects at Mountain Avenue Church of Christ. During his latest project, he fell 20 feet when a ladder buckled, said his pastor and friend Michael Nowak. When the shooting started Saturday, he dove to the ground, covering his wife Mavy, who was shot in the leg three times. The couple had been grade school sweethearts growing up in Tucson. After their respective spouses died, they independently moved back to retire, became reacquainted and fell in love all over again. Mavy Stoddard talked to her husband, who was shot in the head, for 10 minutes while he breathed heavily. Then he stopped breathing. He had two sons from his first marriage, and Mavy has three daughters.

DOROTHY MORRIS, 76: Dorothy Morris, known to her friends as "Dot," was a retired homemaker and secretary who lived north of Tucson in Oro Valley, Ariz. Dorothy died in the shooting. Her husband George, a former Marine and retired airline pilot, remains hospitalized after suffering two gunshot wounds. One of the couple's daughters said George Morris tried to protect his wife of 50 years by throwing her to the ground and trying to get on top of her to shield her. The couple both grew up in Reno, Nev., and were high school sweethearts. They settled in Oro Valley around 1995. Sue Blinman, who lives next door in a retirement community, said the couple traveled extensively and escaped Tucson's summer heat by heading up to their home in the eastern Arizona mountain community of Pinetop. "They were always good neighbors," Blinman said.

Good neighbor. Those are the words that really caught us today. While the current economy does frighten many, most of the anger and hatred is coming from right-wing groups and spokespeople, who encourage their audiences to hate Congress and the President, and hate those who advocate for health care reform, or for gun control, or for the rights of immigrants and labor.

The hatred is directed at leaders and groups who are forging solutions and at people who insist on standing up for their rights, and the rights of others. That includes labor. The hatred and bullying directed at unions and their members is a part of a national political climate we must all work to change. We must focus our energy on the issues and cease the anger toward people who express their views.

The need for change in this country goes on, as does our work. The House leadership has postponed legislative action and so were protests and actions against health care reform in the face of this tragic violence. We welcome that, and hope that it is lasting and is in the spirit of moving forward together, as a country, as good neighbors and stewards of each other.

Let's remember the tone that President Obama set at the Memorial when speaking of Christina, and of all of our children, ***"We place our hands over our heart," Mr. Obama said, promising to work to forge "a country that is forever worthy of her gentle happy spirit."***

Our union is, in fact, often the best example of building that kind of democracy and respect, as we look out for each other, care for our patients and communities through our collective action.

HPAE ORGANIZING VICTORIES

Temple/Episcopal Local Expands As Professionals Join



Pictured above (L to R): Charles Bowen, Billie Butler, Tiffany Shoup, David Kearney, Mike Wilson, Phuong Le, Bret Erney, Francois Feristin, Anne Luepkes, Gladys Martinez, Adam Clark, Sue Clements (Grievance Chair, Local 5106).

On January 27, 2011, the social workers and behavioral health therapists who work in the behavioral health units at Temple Episcopal Hospital voted by an overwhelming majority to join with the RNs and Techs of HPAE Local 5106. The Pros lacked input into their working conditions and suffered the consequences of being passed over for pay increases for several years, having additional duties added to their job responsibilities, and being treated unprofessionally by doctors and managers, these professionals contacted HPAE for representation last year.

The Local Executive Board of President Elizabeth Nulty, Vice President for the Technical Unit Gary Peoples, Grievance Chair Sue Clements, and Secretary-Treasurer Carol Henderson actively embraced the professionals organizing drive from the beginning by attending meetings, demanding recognition from the employer, and gathering 95% of the members' signatures on a support petition ahead of the vote.

The Pennsylvania Labor Relations Board concluded the single professional bargaining unit was appropriate. Congratulations to all the HPAE members of Local 5106. Welcome to our Union!!

"This is such an exciting victory for all of us here at Episcopal. To have every voter come out following a snowstorm that has debilitated our city really sends a strong message to the hospital that we stand committed to having a voice in our hospital along with the RNs and techs. This has been a group effort by all of us every step of the way, and from day one we have been impressed by HPAE's officers and staff. Thanks in particular to all the HPAE members here at Episcopal for all their support."

Charles Bowen



Salem RNs Win Election Victory, More Struggles Ahead

On December 20th, 2010, nearly four months after the original election, the RNs of the Memorial Hospital of Salem County tasted victory when their votes were counted at the National Labor Relations Board (NLRB) office in Philadelphia. The final tally was 73-48 in favor of union representation. The nurses cast their votes on September 1st and 2nd, but the NLRB regional office impounded the ballots due to the employer's appeal to the NLRB in Washington, D.C. The NLRB denied the appeal.

Yet the employer continues to mount a legal fight with substantial assistance from for-profit parent company, CHS of Franklin, Tennessee. The NLRB must wait to certify the bargaining unit until the employer's objections to the election procedures is decided. A hearing on these objections is scheduled to begin February 23rd, and a trial on unfair labor practices committed by the employer's attorney in a previous hearing also lies ahead. The outstanding legal work of HPAE's own Lisa Leshinski and

Sam Lieberman of the AFT paved the way for this victory, and they continue to work diligently in the face of continued legal maneuvering by the employer.

As the nurses begin preparing for their negotiations, it underscores the need for one set of rules for hospitals in New Jersey. As a for-profit hospital, Memorial Hospital of Salem County is not required to be financially transparent. The state Senate's approval of a bill to require the same transparency from for-profit hospital operators as non-profit hospitals is a first step, but more work lies ahead of us.



Bayonne Local Negotiates Agreement for Respiratory Therapists

HPAE Local 5185 and Bayonne Medical Center recently negotiated a comprehensive agreement concerning emergency intubations by Respiratory Therapists (RTs). Although intubation is covered under the Respiratory Therapist scope of practice, the RTs at Bayonne Medical Center have never been required to do it as part of their job descriptions. The Union was successful in negotiating a pay increase for the additional job responsibilities, a training schedule to ensure that all RTs are fully competent to perform this additional job duty, protection of existing work schedules, and a back-up system in the event that the RT is unable to do the intubation. Local Vice President Nanette Rivera and Mobilization Coordinator Susan Sienkewitz-Maczuga (who is a Respiratory Therapist), took the lead in negotiations with management.

New Local VPs at Palisades Medical Center

The officers of Local 5030 recently appointed two new Vice presidents when the positions became vacant due to retirements. John McCausland, an RN in the Emergency Department, was appointed as the new VP for the RN/Professional unit. Jorge Diaz, a Senior Radiology Tech, was appointed as the VP for the LPN/Tech and Service/Maintenance Bargaining units. "We are thrilled to have John and Jorge as members of our Local Executive Board," said Local 5030 President Michele Burlington. "John and Jorge bring a wealth of experience to our local and we look forward to their ideas and energy during contract negotiations – and beyond."

Local 5138 Negotiates Case Manager Issues

In 2010, Southern Ocean Medical Center (SOMC) became an affiliate of Meridian Health, Jersey Shore Medical Center. With the change in ownership, Local 5138 has been negotiating and discussing a variety of issues with the new management. The local officers recently worked with the nurse case managers at SOMC (who are members of the local) to clarify and resolve several issues concerning changes in staffing, rotating assignments and flexing. The case managers came together, with the union's support, and offered a detailed proposal to management that they all agreed upon. Management initially rejected their plan, but the team presented a strong argument emphasizing Meridian's goal of ensuring an outstanding patient experience. The team's proposal was accepted and adopted by management.

South Jersey Healthcare, HPAE Local 5131, Wins Arbitration!

An RN at the Regional Medical Center received a 2 day suspension for allegedly making an inappropriate comment concerning a patient. Led by Grievance Chair Karen Bailey, a thorough investigation by the union revealed that there was a lack of evidence to support the discipline. With strong support from the nurse's coworkers, the case was filed for arbitration.

HPAE Staff Rep Lisa Leshinski, presented the case. The arbitrator concluded that the hospital did not conduct a proper investigation and noted the credibility of the nurse with an excellent record and 7 years of service. The arbitrator ordered that the discipline be completely removed from the nurses file and that full back pay be awarded.

Joint Violence Prevention Training At Temple/Episcopal

On Thursday, December 9, 2010 history was made on the Episcopal campus of Temple University Hospital when the first ever CEUs were awarded for an on-site training. Conducted by Cecelia Gilligan, a staff person of the New Jersey Work Environment Council (WEC) and sponsored by HPAE Local 5106, the training on preventing workplace violence was an educational landmark and a great success.

Our Local leadership has been leading the charge for a safer workplace since our contract was signed in February, 2010. The training was the perfect opportunity to involve thirteen of our members in a discussion with management representatives (DON, Director of Security, Risk Manager, Director of Regulatory Readiness and several nurse managers) about the increase in violence in our predominantly behavioral health facility.

During the workshop, Cecelia guided us as we worked in small groups. Each group presented a description of a violent incident that had occurred in the hospital and why they believed the incident occurred. The group at large also had an opportunity to offer their opinions. Later in the training the same incidents were used to identify flaws in the system. The flaws most frequently identified in our examples were problems with communications, staffing and shift schedules, lack of a workplace violence policy, training, and personal decision making and actions.

As the four hour training drew too quickly to a close, we identified where we plan to go from here. Briefly our goals include developing a "flag" for previously assaultive patients, developing a policy that includes when to call the police, establishing a joint labor-management safety committee and encouraging a commitment to improved communication and a culture of safety.

Harborage Holiday Event With Palisades Local

Local 5097 (Harborage Nursing Home) held a joint holiday social with Local 5030 (Palisades Medical Center) in December. "The members of the both locals work in the same building even if they have different employers," said Local 5097 President Jennifer Charles Thompson. "It was wonderful to see all of our HPAE members together and I hope it leads to more collaboration between the two locals in the future."

Meadowlands Local Officer Expresses Appreciation For HPAE's Support



Pictured L-R: Norma Busacco, Dr. Richard Lipsky, Joanne Dudsak, Andre Savaille, Juan Sequinot and Curtis Jeter, watch as signs the agreement

Andre Savaille is the Treasurer of HPAE Local 5147 and works at Meadowlands Hospital and Medical Center. Last September, after a long struggle, HPAE successfully negotiated a 5 year contract agreement with the new owners of the hospital. The agreement maintained almost all the provisions of the old contract, ensured job security, and provided for salary increases. Along

with Joann Dudsak, Local 5147 President, and other Meadowlands union activists, Andre played a key role in keeping the union strong through those difficult times. In this article Andre expresses his appreciation for the support and solidarity his local received from HPAE.

It has been a reality throughout life that the way to know who to count on or depend on is when you are in need. We can have a positive or a negative attitude towards any obstacles. We can focus on the good or on the bad outcome. Nevertheless in order to keep a positive mental attitude and stay focused, you must have the right tools and the right people by your side, which are the keys to overcome such obstacles.

From the beginning of 2010, when we learned the hospital would have new owners, my mind was wondering and stressed out just to the fact that I did not know if I would still have a job at the end of the year. Being an Executive Board member, I wanted to be an exemplar to my followers, I wanted them to know that having HPAE on our side, by our side, we should not be troubled.

At times, some of my fellow members lost hope and faith in the fight, but I always found a way to reassure them that HPAE is a strong union and a great fighter. When I saw the effort that the HPAE state officers put into our cause, it showed clearly that they were concerned about our fight, why should we give up? Our local did not win the fight alone; although many of our members were active, we have had support from other HPAE locals as well. We would not have won without their support and their tremendous efforts. As we all know, it takes effort and beliefs to persevere and stay dedicated to achieve your objective.

My fellow brothers and sisters, I am proud to be a member of HPAE and I feel so at ease to state that when you are a HPAE member it is indeed true that your fight becomes their fight. HPAE State officers and many other locals were there for us throughout our struggle; that we are a big family. That is what a Union stands for. Until then take care of yourself and one another,

Andre Savaille
HPAE Local 5147 Treasurer

2011 NEGOTIATIONS

This will be a busy year for negotiations. Ten HPAE local unions are or will be bargaining successor contracts with eight employers in the first half of the year. On May 31, 2011, contracts at five hospitals – Cooper University, Christ Hospital, Palisades Medical Center, Southern Ocean Medical Center, and Virtua – will expire.

Below is an update from some of the local unions on the status of bargaining or their preparation for upcoming negotiations.



Local 5103 Members Unite for Contract Negotiations

Members of HPAE local 5103 at the American Red Cross have been preparing for upcoming contract negotiations. The contract expires May 22, 2011.

The local is part of a nation-wide coalition of labor unions – the “Red Cross Coalition” – which is standing united to fight for decent working conditions and an adequate salary and benefit package. In recent years, the national leaders of the American Red Cross have taken an increasingly anti-union stance.

Elections were held late last year to form the local negotiating team, which is comprised of the local officers, as well as 4 elected members and 2 alternates. The membership was well represented with a large and diverse contingent of nominees. After a vote in which many members participated, to the following members: Geri D’Alonzo, Sabrina Handy-King, Lynnly Glynn, Rob Groves; and alternates Nadine Jones and Dean Gaudio.

UMDNJ Locals Negotiate Public Sector Contracts

HPAE has three local unions at the University of Medicine and Dentistry of New Jersey (UMDNJ): Local 5089, which represents Registered Nurses; Local 5094, which represents all non-nursing professional staff; and Local 5135, which represents the RNs who provide medical services in state prisons and the juvenile justice system. All together, HPAE represents almost 1/3 of all UMDNJ staff, close to 4,000 employees.

Each local is negotiating a contract under difficult conditions. Cuts in state funding to UMDNJ, as well as the administration’s hard-line approach to bargaining, has made progress very slow. Yet, with support from the membership, the locals are determined to achieve decent contract settlements.

Local 5135 is closest to a resolution of their contract battle. The local is bargaining their first contract with UMDNJ. Although it is modeled on the existing Local 5089 contract, some contract provisions will be different, including staffing and layoff language, and the wage scales. As of this writing, almost all issues had been resolved except for salary.

Contracts for Locals 5089 and 5094 expired on June 30, 2010; however, under public sector labor law, expired contracts remain in effect until a new contract is negotiated. UMDNJ was forced back to the bargaining table in September, after each local filed complaints against UMDNJ for “bad faith” bargaining with the New Jersey Public Employment Relations Commission (PERC). Since then, each local has had several bargaining sessions with UMDNJ. No progress has been made on economic issues, given the University’s claim that they have no money for wage increases. Instead, the 5089 and 5094 Negotiations Committees have focused on strengthening job security, promotional opportunity, and staffing provisions in their contracts.

A state mediator is currently assigned to both negotiations.

Cooper Local Prepares for Negotiations

The officers of HPAE Local 5118 expect very difficult negotiations for their two bargaining units – staff nurses and case managers. Management of Cooper University Hospital is strongly opposed to a key goal of the local: staffing ratios. The local will be proposing to improve ratios in the Med-Surg areas and PCU, as well as add ratios to other areas. Improving our staffing language is a top priority for the local. The local is also seeking to limit some areas of management rights.

The Local 5118 bargaining team will have negotiations training the beginning of February, and the first bargaining session is April 6. Bargaining sessions have been scheduled until the expiration date of May 31.

Local 5118 represents over 1000 RNs at the hospital, a Level 1 Trauma Center in Camden, NJ.

Membership Involvement at Christ Hospital

In anticipation of their contract expiration on May 31, 2011, the Local 5186 Executive Board has been working vigorously to internally organize the membership in preparation for what will most likely be the hardest negotiations since the local was established. The hospital is experiencing serious financial problems and has refused to implement a modified pension plan, as per the contract. In response, the local is taking appropriate legal action and is currently in discussions with hospital management regarding the pension issue.

Led by new President Nicole Mankowski, the Local Executive Board has recruited over 40 Unit Captains for the contract campaign. One or two new Reps will be on the Negotiations Committee. At the Labor Management and Staffing Committee meetings, the leadership has been taking management to task over chronic, unsafe staffing, malfunctioning equipment and the mistreatment of the nurses by managers.

A two days training for the Bargaining Committee will take place on February 9th and 10th. HPAE Public Policy staff members Jeanne Otersen and Harriet Rubenstein will be joining the group on the first day to go over research needs and public strategy. The second day will be devoted to drafting proposals. Bargaining should begin in March.

Three Bargaining Units at Palisades

Local 5030 represents three bargaining units at the Palisades Medical Center: RN/Professionals, LPN/Tech and Service/ Maintenance. The local officers have appointed a 10 member negotiating committee that includes members from all three bargaining units and covers all of the diverse areas of the hospital. In November, contract surveys were passed out by new unit captains and activists who have pledged to help during the contract campaign.

The Local 5030 officers are busy working on a set of preliminary proposals that will be refined at a negotiating training session in March. Local president Michele Burlington is confident that with the increase in membership participation a fair contract can be won – even in these hard economic times.

Welcome New Staff Member




Sandra Lane, Staff Rep

Sandra Lane recently moved from San Francisco, California where she was a Political Organizer for IFPTE Local 21 during the California November Election. Previously she worked as a researcher with IFPTE Local 20 and organized with AFSCME Local 3299 on her college campus at the University of California in Santa Cruz. She is excited to join HPAE members and staff working with locals in South Jersey and Philadelphia!

HPAE

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HPAE Education Days

MARCH 8, 2011

Quality Inn and Conference Center
531 Route 38 West
Maple Shade, NJ 08052

Register now for the HPAE Education Days

Cost: members \$25 (refunded after you attend the training)

Non-members \$40 non-refundable

MARCH 10, 2011

Kenilworth Inn
60 South Street
Kenilworth, NJ 07033

AGENDA

8:30 – 9:00 am - Continental Breakfast, Registration

9:00 – 11:00 am - “CHEMICAL HAZARDS IN THE HOME, COMMUNITY, AND WORKPLACE”

As health care workers, we work around a variety of toxic chemicals, including disinfectants, pesticides, and cleaning agents. And we are exposed to other hazardous chemicals in our homes and our communities. Learn how these chemicals affect your health and the health of your patients and families, and what can be done to protect our patients, our workplaces and our environment.

2.0 contact hours will be awarded

11:15 am – 4:45 pm – “DOMESTIC VIOLENCE 101”

Did you know that one in four women and one in three teens are victims of domestic/dating violence? This workshop will provide participants with an understanding of the dynamics of domestic violence and those interventions which are safe and effective for the victims and their families. In addition, participants will learn how to develop a safety plan and to identify resources for information and support.

This presentation is approved for Social Work and Nursing Credits. 5.5 contact hours for nurses and 5.5 non-clinical credits for social workers will be awarded. Attendance for the entire class time is required for Social Work and Nursing credits. Credits are authorized by the NJ State Nurses Association and National association of Social Workers-NJ Chapter.

Lunch will be provided during this workshop.

Health Professionals and Allied Employees is an approved provider of continuing nursing education by the New Jersey State Nurses Association, an accredited approver by the American Nurses Credentialing Center's COA. Provider Number P94-2/11-14.

HPAE - 110 Kinderkamack Road, Emerson, NJ 07630.

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