



Champion

February 2007

Vol. 21, No. 1

We Win! NLRB Upholds Nurses Union Vote

On January 31, 2007 HPAE was notified by the National Labor Relations Board, a majority of the RNs at South Jersey Healthcare (SJH) voted Yes for HPAE. The NLRB determination arrived not a moment too soon as the 800 RNs at SJH have awaited a final decision since their July 26, 2006 election.

“Our victory is a step in the right direction for RNs and our patients” said Shana Weisgerber, RN. “Now as we take a seat at the negotiating table we will speak up for the safety and security of all RNs and our patients. Despite months of delays and stalling tactics, we are excited to put all of that behind us and look forward to negotiating a first contract for all RNs at SJH.”

The decision by the NLRB was a unanimous rejection of SJH’s objections to the election. In addition, the NLRB decision upheld the Administrative Law Judge’s recommendation that only 14 of the remaining uncounted ballots were valid. Those remaining ballots would not affect the outcome of the election and therefore would remain unopened, leaving the final vote count at 303-287 in favor of HPAE.

With this decision, SJH RNs are working together in preparing to negotiate a first contract. The Survey Committee is receiving input from RNs throughout the hospital; the survey responses will help the RN Negotiations Committee put together their initial contract proposals.

“We wholeheartedly thank our elected officials and community members who stood beside us in our efforts to unionize”, said Michelle Sivio, RN. We look forward to



From left to right: Deb Marghilano, Deb Murphy, Marianne Robinson, Joann Foster, Maria Papale, Carol Fuentes, Assemblyman Doug Fisher, Karen Bailey, Senator Stephen Sweeney, Stephanie Shustock, Kelly Hobbs, Don Norcross, Fran Smith, Freeholder Bruce Peterson, and Assemblyman Nelson Albano.

continuing to work with all of you to ensure improvements

not just for our working conditions but to raise the community’s concerns with SJH management to make this the best hospital it can be for everyone.”

As nurses at SJH are filling out contract surveys, they are also reaching out to the community, asking to hear the concerns of patients, community leaders, family members and concerned citizens (see ad). The RNs see this victory as an achievement for RNs and the patients they care for on a daily basis.

Community members can share their concerns by visiting www.hpae.org or send your comments to HPAE 3641 Haddonfield Rd. Pennsauken, NJ 08091.

The Registered Nurses at South Jersey:
We won our voice
and that’s good news.



The support of our neighbors and elected officials helped us, the Registered Nurses at South Jersey Healthcare, to win our union – and our voice for our patients and our profession.

As your bedside nurses, we can now have a greater say in improving your health care and our working conditions. That’s good news for all of us.

By joining the Health Professionals and Allied Employees, the state’s leading voice for quality patient care, we have increased our ability to speak up for our patients, by the bedside in state-wide policy.

When our voice gets heard, your care comes first. That means working for safe staffing levels, increased training, and policies which help SJH recruit and retain the best and most experienced nurses.

As we begin to negotiate a contract with SJH we want you to know that our patients are our priority.

So as we raise our voice – we want to hear from you too. Take a moment to let us know your concerns – and we will keep you updated on our progress.

Thank you to these elected officials who spoke out for our rights and your health care:

Assemblyman Nelson Albano, 1st Legislative District
Senator Nicholas Asselta, 1st Legislative District
Assemblyman John I. Burzichelli, 3rd Legislative District
Freeholder Jane Y. Christy, Cumberland County
Assemblyman Douglas H. Fisher, 3rd Legislative District
Freeholder Mary Guccio, Cumberland County
Freeholder Louis N. Magazou, Cumberland County
Freeholder Deputy Director Bruce Peterson, Cumberland County
Freeholder Director Douglas Rainear, Cumberland County
Freeholder Dr. Joseph Riley, Cumberland County
Freeholder James Rocco, Cumberland County
Senator Stephen M. Sweeney, 3rd Legislative District
Freeholder Jeff Trout, Cumberland County
Assemblyman Jeff Van Drew, 1st Legislative District

We’re fighting to make our voices heard so that we can speak for you. Tell us what matters to you:

- Making sure that there are enough nurses by the bedside
- Giving nurses access to the best training and professional development
- Making conditions safer for nurses and patients
- Making sure nurses have a voice in key health care decisions that protect their patients.

Your name _____

Your address _____

Return to: HPAE, 3641 Haddonfield Rd., Pennsauken, NJ 08091 or contact us at www.hpae.org

Health Professionals and Allied Employees





Why We Support the Employee Free Choice Act

Our newest HPAE members, the 800 Registered Nurses from South Jersey Healthcare (SJH), spent nearly two years fighting for the right to have a voice in their working conditions. They understood that without the right to collectively bargain, all decisions concerning patient care and their profession, such as proper staffing, scheduling, pay, seniority and education, would continue to be unilaterally determined by the management of their three hospitals. Instead of welcoming their input, the SJH management spent hundreds of thousands of patient care dollars to block their effort. When the nurses won the election, management challenged the results. When the Regional Director of the Labor Board upheld the election, management unsuccessfully tried to delay the result through an appeal to Labor Board's national office in Washington, DC.

The RNs prevailed with the assistance of other HPAE members, who shared their first-hand experiences of the improvements in salary, benefits, staffing, and other working conditions that they have made as HPAE members. In addition, politicians and labor/community supporters in the area strongly backed the RNs. As a result, they will soon begin bargaining for their first contract. We are so very proud of these strong, determined nurses.

Theirs is a victory story. But so many other workers – as deserving of this basic right to have a say in their jobs as the SJH RNs – fall victim to an employer's fierce campaign to stifle input and prevent democracy in the workplace. Employers routinely harass and intimidate workers when they try to exercise their legal right to form a labor union.

There is a bill pending in Washington DC, the Employee Free Choice Act (H.R. 800), that has the support of a bipartisan coalition in Congress. This bill would restore the freedom of workers to choose whether to join a union by expediting the process, as well as establishing stronger penalties against employers for violations of employee rights. In addition, the bill would provide for mediation and arbitration of first-contract disputes.

Here's how it would work. Should the majority of workers sign authorization cards choosing collective bargaining representation by a particular union, a claim for recognition from the employer could be made. If the employer questions the validity of these cards, the validity would be determined through procedures established by the Labor Board. Once verified, the employer would be obligated to recognize the choice of the workers and begin to bargain.

Is this impossible? Not at all. In fact, we already have such a law in New Jersey. Acting Governor Cody signed "card check" recognition for public sector workers back in 2005. This is a commonly utilized procedure in other countries, such as Canada.

New Jersey Senators Frank Lautenberg and Bob Menendez have signed on to support the bill. All of the Democratic Congress members are supporting HR 800, along with Republican Congressmen Frank LoBiondo and Chris Smith. The national AFL-CIO has launched a major campaign with newspaper and television promotional ads.

We have a real chance of passing HR 800. Even though President Bush is expected to veto the bill, we must push our legislators to override a Presidential veto.

With our colleagues in AFT, we will set up meetings with all members of Congress in our states for HPAE members to discuss this issue. In addition, please log on to www.hpae.org and send a letter to your representative letting them know of the importance of this bill.

Had this law been in effect when the SJH RNs started organizing their union, they would have spent the last two years improving patient care and working conditions at their hospitals rather than enduring a divisive anti-union campaign by their employer. Let's do what can to make sure our future members gain the freedom to choose a union and have a real voice in their work place.

Ann Twomey
President



HPAE Protecting Caregivers, Protecting Patients

Providing quality health care to our patients shouldn't mean putting ourselves at risk. Yet, every day, nurses and healthcare givers suffer injury on the job. Violent assaults and unsafe patient handling are two leading causes of these injuries -- and both can be prevented or minimized.

Nearly half of all nonfatal injuries from assaults and violent acts against workers occurred in health care and social service settings. The health care industry leads all other sectors in the incidence of nonfatal workplace assaults at a rate of nearly four times that of the overall private sector injury rate. Factors contributing to workplace violence include

- * Low staffing levels
- * Lack of effective staff training in recognizing and coping with potentially violent patients
- * The presence of guns among patients and visitors

HPAE is supporting legislation that will help protect healthcare workers and our patients. There are two pieces of legislation at the heart of our fight to protect the safety of our patients and our health care workers.

* S1761 (Vitale/Coniglio) A3027 (Conaway/Prieto/Voss) the Violence Prevention in Health Care Facilities Act incorporates OSHA guidelines and requires healthcare facilities to establish violence prevention committees, with at least 50% of the members being direct-care health-care workers.

* S1758 (Vitale/Weinberg) A3028 (Conaway/Prieto/Voss/Schaer) the Safe Patient Handling Act requires that all healthcare facilities adopt a safe patient handling program.

Send an online letter to the Senate and Assembly Appropriations Committee members, urging them to support S1761 / A3027 & S1758 / A3028.

Senate: http://www.unionvoice.org/campaign/senate_violence_letter
Assembly: <http://www.unionvoice.org/campaign/violence022607>

Or see your staff rep for a copy of the postcard to send to your legislators.

For more information on the bills go to:
http://www.hpae.org/committee_on_political_education.htm

Long Term Care Insurance Available to Members

AFT has responded to the many requests from our members to make available an endorsed Long Term Care Insurance underwritten by Genworth Life Insurance Company (Genworth Life), the largest writer of long term care insurance with a national distribution network. Later this month, members will be mailed an invitation to secure a personalized quotation from a Long Term Care Insurance representative of Genworth Life.

AFT members can apply for a Genworth Life Insurance policy which will pay benefits in the event that the member needs long term care in the future, including home health care, adult day care, assisted care, nursing homes and hospice facilities. This insurance helps our members protect their savings and helps their families avoid the financial burden of long term care costs.



HPAE LOCALS IN ACTION

LOCAL 5103/AMERICAN RED CROSS – The local recently won two important grievances. Some months back the Red Cross changed their method of calculating FMLA-related paid-time off in a manner that violated the contract. The issue was raised at a membership meeting, investigated by the officers, and an audit took place that led to close to two dozen members receiving paid-time off reimbursement.

The second grievance concerns the apheresis department. With a shortage in the department, a member who successfully bid on another position was inappropriately prevented by management from transferring to that position on the basis that they couldn't afford to lose an employee. This issue was grieved and the union won, protecting the rights of members to bid on open positions and giving the individual member an opportunity to work in a comparable position.

LOCAL 5138/SOUTHERN OCEAN COUNTY HOSPITAL - A particularly creative manager began assigning one of her nurses as a "point person" to handle the charge nurse duties, but wouldn't pay a charge differential or even define what the duties exactly were. After a class-action grievance the practice was halted.

Local 5138 also gained a significant staffing victory. The new contract established a pilot program to provide additional staffing in a Med-Surg floor. Because of that program's success – due in large part to the cooperative effort of the floor's RNs and the nursing department – the program will now be expanded to include other Med-Surg floors in the hospital.

LOCAL 5118/COOPER UNIVERSITY HOSPITAL – The hospital has been pursuing a new “shared governance” system through hospital councils. Concerned that management could use RNs' participation in shared governance to classify those RNs as supervisors, the local proposed and won additional contract language to protect the RNs' bargaining unit status.

The local continues to make significant progress on safe patient handling in cooperation with the hospital. A jointly-sponsored vendor fair was held and the nurses graded the safe patient handling equipment based on what is most needed. There is a pilot program on a Med-Surg floor testing new equipment. Finally, the hospital has agreed to commit \$150,000 for the purchase of new safe patient handling equipment.

LOCAL 5030/PALISADES MEDICAL CENTER – The local recently won an important arbitration decision. In October of 2006, an arbitration hearing was held to determine if management violated our contract by excluding Permanent Charge Nurses from floating. When this position was bargained over and created back in 2004, there was no agreement to such an exclusion. Daniel Hussy, the arbitrator who heard the case, agreed with the Union. According to his award, Permanent Charge Nurses must float just like all other RNs in the bargaining unit, based on their seniority. With this victory, HPAE Local 5030 continues to ensure that our members at PMC are treated equally, and no one is singled out for special consideration.

LOCAL 5094/UMDNJ PROFESSIONALS - New contract language recently negotiated at UMDNJ gives greater protection for employees who have been laid off as a result of the fiscal crisis affecting UBHC, a mental health division of the University.

A few weeks ago, UMDNJ and HPAE met to discuss the 33 professional staff positions identified for elimination. As a result of stronger language on seniority rights and bumping, as well as additional funds being found, the number of Local 5094 members who actually were laid off was greatly reduced. In addition, under the new language senior employees who fill vacancies or bump a less senior employee will not have to serve a probationary period if they have more than 10 years seniority.



PROTECTING OURSELVES, PROTECTING OUR PATIENTS

It's February, and that means it's time for your employer to post its annual Summary of Work-Related Injuries and Illnesses, a.k.a. the OSHA Form 300A. The form summarizes very basic information about the work-related injuries and illnesses at your workplace during the previous calendar year. It must be posted in a “visible location” from February 1st through April 30th.

More important than the Summary is the actual OSHA 300 log and the 301 Incident Reports, which taken together tell us:

- Name and job title of employees who were injured or made ill at work;
- Date of injury and where it occurred;
- A description of what happened; and
- The number of days the worker was out of work, transferred to a different position, or restricted in their work activity as a result of the injury or illness.

Your employer must record all work-related injuries or illnesses that result in:

- death,
- loss of consciousness,
- days away from work,
- restricted work activity or job transfer, or
- medical treatment beyond first aid.

In addition, all injuries from contaminated sharps and all TB cases following exposure to a patient with active TB must be reported. An injury or illness does not have to be covered by workers compensation to be recordable.

OSHA's Form 300 (Rev. 01/2004)
Log of Work-Related Injuries and Illnesses

Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of employees to the extent possible while the information is being used for occupational safety and health purposes.

Year: _____
 U.S. Department of Labor
 Occupational Safety and Health Administration

You must record information about every work-related injury or illness that involves loss of consciousness, restricted work activity or job transfer, days away from work, or medical treatment beyond first aid. You must also record significant work-related injuries and illnesses that are diagnosed by a physician or licensed health care professional. You must also record work-related injuries and illnesses that meet any of the specific recording criteria listed in 29 CFR 1904.8 through 1904.13. Feel free to use two lines for a single case if you need to. You must complete an injury and illness incident report (OSHA Form 301) or equivalent form for each injury or illness recorded on this form. If you're not sure whether a case is recordable, call your local OSHA office for help.

Establishment name: _____
 City: _____ State: _____

(A) Case No.	(B) Employee's Name	(C) Job Title (e.g., Welder)	(D) Date of injury or onset of illness (no slash)	(E) Where the event occurred (e.g., Loading dock north end)	(F) Describe injury or illness, parts of body affected, and object/substance that directly injured or made person ill (e.g., Second degree burns on right forearm from scythe/axe blow)	Classify the case				Check the "injury" column or choose one type of illness					
						Death	Days away from work	Job transfer or restriction	Other recordable cases	Injury	Skin Disorder	Respiratory Condition	Poisoning	Hearing Loss	All other illnesses
(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)	(T)	(U)	(V)
Page totals															

Be sure to transfer these totals to the Summary page (Form 300A) before you post it.

Public reporting burden for this collection of information is estimated to average 14 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room 163644, 200 Constitution Ave, NE, Washington, DC 20210. Do not send the completed form to this office.

Page 1 of 1

Your employer must provide your local union with both the 300 Log and the 301 Incident Reports upon request. Armed with this information, your local can:

- Evaluate the hospital's safety and health track record over time.
- Make sure your members are reporting all injuries and the employer is entering all “recordable” injuries.
- Identify units/departments or job titles with high frequency or high severity of injuries. These may indicate staffing problems; poor work area design; inadequate, unsafe, or broken equipment; insufficient training; hazardous chemical exposures or other risks.
- Use the data to support demands for improvements in staffing, training, equipment etc.
- Prioritize the local's health and safety activities.
- Mobilize the members in a particular unit/dept.
- Support an OSHA complaint.
- Make sure injured members are filing for workers compensation when appropriate.

For more information on OSHA's Recordkeeping standard go to www.osha.gov, click on Standards on the right side of the page and then click on Part 1904 Recordkeeping. New Jersey's Public Employee OSHAct provides for the same public employer (UMDNJ, Runnells) responsibilities and public employee rights as the federal OSHA law.

Partners for Hope: On the Role of Unions and the Evolution of Civil Rights

To mark Black History Month, Joy Anderson, an RN and Co-President of Local 5089 at the University of Medicine and Dentistry of New Jersey, explains how labor unions have often supported the struggles of African-Americans for civil rights, freedom, and justice.

Recently, I had the opportunity to attend the Martin Luther King Jr. Celebration in Houston, Texas sponsored by the AFL-CIO, the national labor organization that HPAAE and AFT, our national union, are part of. It was not until this trip, that I fully realized how much the labor movement contributed to the Civil Rights Movement that changed the face of America, literally. I am privileged to belong to such an organization that played an active role transforming the United States from a land of grim inequality, racism, and oppression, into a beacon of hope and land of opportunity for all regardless of the color of our skin or any other factors used to differentiate quality from the "inferior."

Martin Luther King Day is more than another holiday, and Black History is more than a collection of days in February. Collectively, they serve to reflect and celebrate the benefits we all enjoy from those who faced inhumane conditions and inferior treatment, not in a faraway land, but right here in these United States of America. Undoubtedly, the story of the union and the Civil Rights Movement is an integral component of all our history, important to those who stepped afoot in this land four centuries ago, or just yesterday. Regardless of your story, this tale represents a vital lesson in our history.

My great-grandparents were slaves. (Yes, slaves in New Jersey less than 150 years ago!) But the unions were there then, and still now, standing up for the rights of workers. People of African descent were the only group of people to be enslaved and imported as cargo in this country because of the color of their skin. Around 1790, carpenters and shoemakers of Philadelphia Tailors, in Baltimore, and the Printers in New York, began to organize unions. The focus was to procure better wages and working conditions. In 1827, the first labor union in the United States formed to unite workers of different skill mixes into one organization, The Mechanics Union of Trade Association. Not only wages but social reform was added with new found political clout, including establishing free public education. Thus, political action and the union would form an alliance that lasts today.

The Pre-Civil War period would see plenty of activity in the arena of unionization for African-Americans. In 1806, The New York African Society for Mutual Relief was formed. Then, in 1835 the Washington Navy Yard Black Caulkers went out on the first organized strike by Black members (Caulkers sealed the ships for leaks). The American League of Colored Labors was formed in 1850, and in 1858 The Association of Black Caulkers was formed to protect Black workers' rights from immigrant workers.

Then, with The Civil War and the Emancipation Proclamation ending slavery, over four million former slaves had to be included in the US economy. To adjust to their newfound freedom and being paid laborers seemed a daunting task for African-Americans. However, 1869



1965 SELMA TO MONTGOMERY MARCH.

saw the formation of The Colored National Labor Union, which was recognized by the National Labor Union. That same year, the Noble Order of the Knights of Labor would be the first white union to organize blacks, and by 1886 would have 60,000 black members on its roll. Black women would account for 80% of the work force between the ages of 10-65, as 98% of the women performed domestic duties. For instance, in 1881, 20 wash women in Atlanta, Georgia formed the Washing Society of

Atlanta to improve sanitary working conditions and raise wages from \$ 1dollar a week to \$1 dollar a dozen-pound. These courageous women had to cart water from streams pumps and make soap from lard and lye. Eventually, they were also joined by white wash women and increased in numbers from 20 to 3,000 women, evidencing the power of the union to gain respect and yield political power.

In 1925, a young man by the name of A. Phillip Randolph would lead a group of porters from New York City to form The Brotherhood of Sleeping Car Porters, which became an affiliate of the America Federation of Labor in 1935. Randolph would later enlist the talents of an openly homosexual man named Bayard Rustin. Together these two would organize a March on Washington in the 1940's during World War II for fair treatment of blacks. This action caused President Franklin Roosevelt to ban discrimination in the workplace where there were Federal Defense Contracts, and Create the Fair Employment Practice Committee. These two acts also encouraged President Truman to sign Executive Order 998 banning discrimination in the Military in 1946.

With permission from Randolph, Rustin was sent to Montgomery to assist Martin Luther King in the Montgomery Bus Boycott in 1955. Randolph would become the first black Vice-President of the AFL-CIO in 1955. The next shining event that these two would organize was the 1963 March on Washington, with the help of The American Jewish Congress, The Anti -Deformation League, The National Catholic Welfare Conference, and The American Civil Liberties Union. The popularity and poignancy of this March would lead to the enactment of The Civil Right Act of 1964, The Equal Employment Opportunity Commission, and the Voters Right Act in 1965. It would also make the rights to work, vote, adequate housing, and a free education, realities for many Americans who were denied such otherwise.

These are just a few ways in which labor unions have been connected with the struggle for civil rights. It is wonderful to know that my union participated in the struggle for liberty that transformed this nation into a vibrant land of hope and opportunity for people of all race, colors, creeds, and the like.

NEGOTIATIONS UPDATE

LOCAL 5097/THE HARBORAGE

HPAE Local 5091, representing CNAs, dietary staff, housekeepers, and other nursing home workers at The Harborage, is poised to begin negotiations. The contract expires May 17, 2007. The bargaining team consists of Jennifer Charles (Local President), Jackie Hernandez (Secretary/Treasurer), Ulysses Ogando, Sandra Powell, Diplo Evans and Josephine Mosquea.

While we expect negotiations to be difficult, the Union hopes to make strong gains in wages, health benefits and more egalitarian work rules.

"HPAE members at the Harborage work hard to make sure the residents are comfortable and cared for. All we are asking is to be recognized for the important work that we do, to receive a fair wage increase and to be treated with dignity and respect," said Jennifer Charles, HPAE Local 5097 President.

LOCAL 5091/BERGEN REGIONAL MEDICAL CENTER

HPAE Local 5091 is gearing up for what will most likely be the toughest set of negotiations ever. While we have a representative, diverse and experienced bargaining team, it is going to take all the solidarity of our membership to achieve the gains we want out of this contract campaign.

Over the past months, management has attempted to weaken the union by increasing their usage of Agency staff, as well as replacing RNs with LPNs (represented by another union). Management has also recently established a new supervisory position, Clinical Coordinator, and attempted to force union members to take this position. However, our members have not given in to management's aggressive push to intimidate them into taking these positions and leaving the Union.

Our unity in turning these jobs down has resulted in a very slow and haphazard implementation of this union-busting program. Clearly, this is a management that is preparing itself for a fight.

The major issues we anticipate to address in negotiations are "Kentucky River" protections, limitations on the use of Agency staff, improved health and safety, and staffing. We expect the hospital to seek concessions in certain areas, including contract provisions limiting floating.

The local is determined to achieve a good contract. According to Jeff Peck, HPAE Local 5091 President, "In recent months we've taken management's best shots and stayed united. Now they know they have to take us seriously at the table. Our hope is to win a fair contract that protects the union rights of all our professional members, and to do it well ahead of the expiration date."

LOCAL 5107/WANAQUE

HPAE Local 5107, which represents the RNs and LPNs at Wanaque Center, will begin negotiations at the end of February. Wanaque Center is a very special facility not only providing long-term care for geriatric patients; it is one of only two facilities in the entire state of New Jersey that provides long-term care for pediatric ventilator patients.



Patient care and appropriate staffing are at the top of the list when it comes to negotiating a new contract. The nurses at Wanaque Center understand the unique and critical role they play in assuring the best possible care is given to some of the most vulnerable patients in the healthcare system. Laura Korke, President of Local 5107, said, "We are united like never before - over 75% of our members participated in the contract survey. We are ready to negotiate the best possible contract, one that recognizes the vital role of the nurses at Wanaque and gives us real input into patient care decisions."

Welcome New Staff

Corrado Cotumaccio graduated UMass Amherst in 2003, with a masters degree in Labor Studies.

After graduation he moved to Boston and gained valuable experience while working with two SEIU Locals: SEIU Local 888, as a field representative; and SEIU Local 509, in research and organizing.



In 2005 he moved to NYC to be closer to home, family and friends and took a job with the Public Employees Federation, as a Field Representative, working mostly with mental health professionals.

"While all my experiences have been great, I am very excited about the opportunity I've been handed in working with HPAE: this Union's commitment to democracy and an organizing approach fit quite well with my own visions of the Labor Movement."



Chris Whalen joined the HPAE staff in the fall of 2006 after five years serving as the Community Services Director of the Bergen County Central Trades and Labor Council AFL-CIO, and Executive Director of the United Labor Agency of Bergen County, AFL-CIO Community Services. At HPAE, Chris will be responsible for new member organizing and internal member mobilization.

While with the Bergen County AFL-CIO, Chris coordinated with a broad spectrum of local labor unions—including HPAE and other health care unions—to deliver social services to workers in need, and mobilize labor solidarity, political pressure and community support for new organizing drives, collective bargaining fights and legislative and electoral campaigns.

Prior to the AFL-CIO, he worked as a Community Organizer with the Immigration Policy Network in Newark, New Jersey fighting for immigrant worker rights and developing leadership in immigrant communities. A Bergen County native, Chris developed much of his experience as a grassroots community activist with various local volunteer organizations.

"Through my previous experience with HPAE, and the strength and dedication of its members, leaders and staff, I can think of no better union in New Jersey of which to be a part. I look forward to working together to achieve greater social and economic justice for our members, all health-care workers and our broader community."



HPAE Member Appointed by Governor

New Jersey Governor Jon Corzine appointed Molly Varghese of Freehold, Monmouth to the Public Employees Occupational Safety and Health Advisory Board (PEOSH).

SCHOLARSHIPS AVAILABLE

Robert G. Porter Scholarship

The Robert G. Porter Scholarship is available offering:

- Four-Year \$8,000 Postsecondary Scholarship Application
- One-time \$1,000 Grant Application

For more info or an application call Tammy or Lorraine at 201-262-5005 or go to:

<http://www.aft.org/aftplus/scholarships/downloads/Scholars4-yearApplication.pdf>

Essex-West Hudson Labor Council, AFL-CIO

For members affiliated with the Essex-West Hudson Labor Council (UMDNJ).

Nine scholarships (five \$500 and four \$250) will be awarded for one academic year.

Each applicant must submit a brief written statement explaining why he/she qualifies for the award.

For more info or an application call Tammy of Lorraine at 201-262-5005



CALENDAR OF EVENTS

AFT Healthcare Professional Issues Conference (PIC)

AFT Healthcare Professional Issues Conference in conjunction with the /AFT Public Employees joint conference is scheduled for **June 14-17, 2007 at the Riviera Hotel and Casino in Las Vegas.**

The theme of this year's conference will be **WORK THAT MATTERS** and will bring together more than 400 leaders and activists for workshops on everything from bread and butter issues to organizing, politics and member mobilization.

Conference and hotel registration forms will be mailed out to local leaders in shortly. Online registration will be available in March. Early bird registration (before April 27) will be \$120 and hotel rooms at the Riviera will be \$94+tax. More information to follow.

HPAE EDUCATION WORKSHOPS

Tuesday, March 13
8:30 am to 4:30 pm
East Windsor Holiday Inn
(formerly the Ramada)

Tuesday, March 27
8:30 am to 4:30 pm
Teaneck Marriott at Glenpointe

**To register for the workshops go to:
www.hpae.org/eventregistrationmain.htm**

COST: HPAE Members: Free / NON-HPAE Members: \$10 per workshop **OR** \$50 for the day (lunch included)

DEADLINE: The deadline for the March 13 workshops is March 8th. The deadline for the March 27th workshops is March 22nd.

CONTACT HOURS WILL BE OFFERED

Health Professionals and Allied Employees, AFT/AFL-CIO is an approved provider of continuing education in nursing by the New Jersey State Nurses Association, Provider Number P94-12/04-07. NJSNA is accredited by the ANCC Commission on Accreditation. Provider Approval is valid through December 31, 2007. HPAE - 110 Kinderkamack Rd, Emerson, NJ 07630.

WORKSHOP TOPICS

Reducing Work-Related Injuries through Mind and Body Conditioning - Learn techniques to reduce the stress and strain by experienced healthcare professionals. Time: 9 – 10 am

Health Insurance Portability & Accountability Act and Healthcare Professionals - What is HIPAA? How does it impact on our professional practice and union activities? Find out the answer to these questions from an expert in the field. Time: 10-11:30am

HPAE's Committee on Political Education (COPE) - Learn about HPAE's political and legislative program, and the skills you can use to effectively communicate with legislators and be an effective advocate. Time: 10-11:30am

Winning Grievances through Member Involvement - We are more likely to resolve issues if our members are involved. Hear how HPAE local unions have made positive changes in the work place through member involvement. Time: 12:30-1:50pm


Impact of the Cullen Law on Healthcare Professionals - Many healthcare professionals are concerned about the impact of the Cullen Law, which requires hospitals to share certain background information with other perspective employees. Learn about the law's provisions and what rights healthcare professionals have. Time: 2:00-3:30pm

Financial Planning for Retirement - Are you moving closer to retirement? Find out from Bob Landoli, a Registered Investment Advisor, how you can best prepare for your retirement. Time: 3:30-4:30pm

HPAE Professional Issues Conference (PIC)
October 11, 2007
Holiday Inn - East Windsor, NJ



Health Professionals and Allied Employees, AFT/AFL-CIO
110 Kinderkamack Rd.
Emerson, NJ 07630
800-801-5005



Clarion is published by the Health Professionals and Allied Employees, AFT/AFL-CIO
110 Kinderkamack Road - Emerson, NJ 07630


Telephone: (201) 262-5005 or (800) 801-5005
Fax: (201) 262-4335 Postage paid at Emerson, NJ

ANN TWOMEY
President HPAE


Editor: Mike Slott
Managing Editor: Ann Twomey
Graphic Design: Theresa Thompson
Contributors: Harriet Rubenstein, Joy Anderson



**AFTCA Journalism Award
Winner 2001-2004**



**ILCA Journalism Award
Winner 2000-2004**



HEALTH PROFESSIONALS AND ALLIED EMPLOYEES
Affiliated with the American Federation of Teachers Healthcare, AFT/AFL-CIO