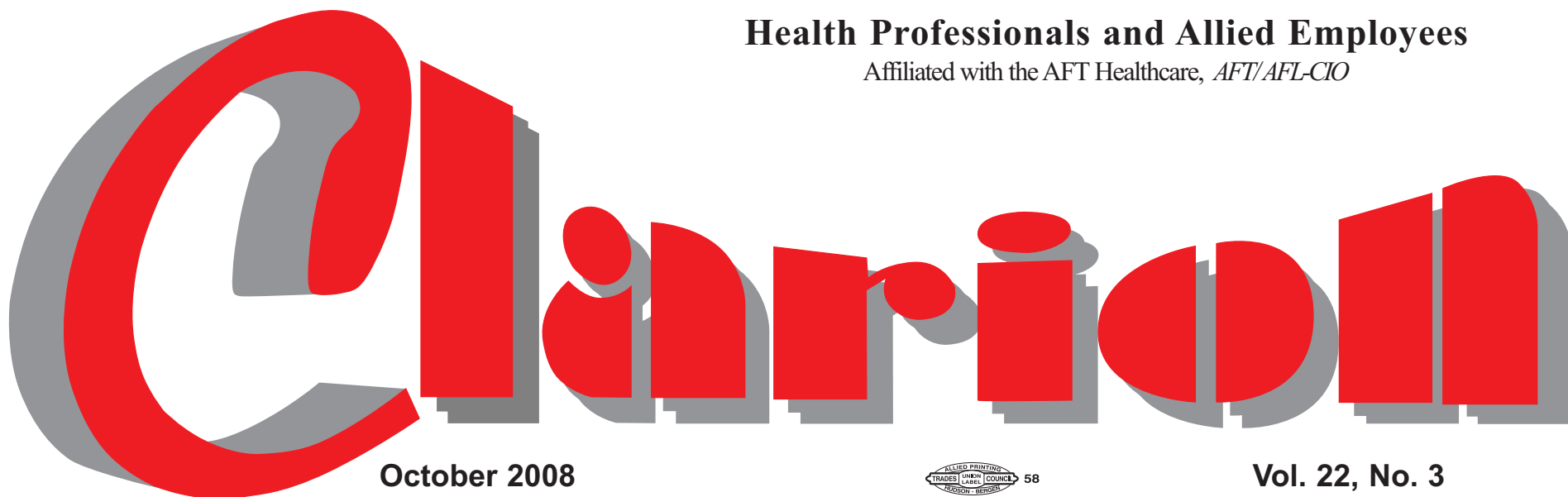


Health Professionals and Allied Employees

Affiliated with the AFT Healthcare, AFT/AFL-CIO



October 2008



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The Presidential Election: Who Comes First? Working Families or Wall Street?



Presidential Message

Our economy is in a mess, on that everyone agrees. The disagreement begins with the causes and widens over the solutions. Banking de-regulation,

lack of oversight, excessive CEO salaries, sub-prime mortgages and the housing 'bubble' all conspired to lead us to this point. Huge tax cuts for the wealthiest and hundreds of trillions of dollars expended on a 5 year Iraq war have devastated the federal budget, upon which our hospitals depend.

You might think that the recent \$700 billion bailout/rescue plan is necessary – you might think it's corporate welfare – both positions might be correct. But it is already clear that the bailout is not enough to turn our economy around.

Our hospitals do not function in isolation from Wall Street. The budget crunch will further erode dollars left for health care and community needs.

Our home towns will be affected too, as small businesses and municipalities find it harder to get credit, and companies shrink payrolls. Local taxes will be increase to compensate for what is no longer coming from the federal government. Instead of increasing the number of uninsured Americans, the opposite will happen as people lose their jobs, and their insurance.

So what are the solutions? Considering the election is right around the corner – the real question is what do our presidential candidates promise to do about the economy, and for working families?

John McCain promises to follow the Bush plan – continue and expand the tax cuts for wealthy individuals and corporations – cuts that have already left our government short of funds for basic needs, such as healthcare.

To repeat an oft-used phrase, it sounds like 'more of the same' to me, and it didn't work for the last eight years. Remember - In 2000, we had a \$500 billion surplus – in 2008 we have a \$400 billion deficit, and more than \$10 trillion in debt. More importantly to everyday Americans perhaps, our unemployment rate is up to 6.1%, and some of us can't afford the gas to get to work. We have record foreclosure rates and bankruptcies due to medical bills.

As columnist Thomas Friedman said "We don't just need a bailout – we need a build-up."

Barack Obama proposes investing in our infrastructure and health care, re-regulating Wall Street, providing tax cuts to the middle-class and imposing windfall profits tax on oil companies, in order to invest in alternative forms of energy.

On health care, John McCain's solution is to tax the benefit we get from employer sponsored health care coverage, costing many of us thousands of dollars in taxes and pushing individuals into the open market. (Go to www.McCainHealthCareTax.com to find out how much McCain's plan would cost you.) Essentially, this shifts the burden of cost to the individual and put you 'on your own'.

Barack Obama proposes to expand health coverage by offering a public Medicare-like plan option, while maintaining employer-based insurance. His model, according to economists, will do the most to insure the uninsured. Obama's plan also maintains and strengthens regulations of insurance companies, to end discrimination in health coverage. (Visit www.hpae.org for a comparison of the plans.) McCain promises to do for health care what deregulation has done for banking. I'm not sure if that's a promise or a threat.

HPAE members have decent wages, health insurance and working conditions – none of these handed to us, but fought for when we organized and won our union. Our next president will have a tremendous impact on our ability to hold onto our union rights, and to continue organizing to build the strength of healthcare workers' voices in the workplace.

Our next president will also determine whether we can restore our rights following the 'Kentucky River' Supreme Court decision that challenges the collective bargaining rights of professionals; whether we can organize our unions without intimidation and interference from our employers; and whether we will have healthcare reform that provides coverage for everyone.

John McCain has been a consistent opponent of the Employee Free Choice Act (EFCA), a bill that would level the playing field for employees seeking to join a union; while Barack Obama is sponsor of EFCA and the RESPECT act, legislation to reverse the 'Kentucky River'. McCain has spoken out against the strength of unions, Obama has walked the picket lines side by side with

union members.

What I want to hear from a Presidential candidate is not more slogans, or smears, or distractions. I want to hear a commitment to working families through:

- National healthcare reform that offers us choice, control over medical decisions, affordability and access to care for all of us – with no discrimination against the sick.
- Union rights that enable workers to form unions and advance their economic well-being – that's what will help to re-build our economy.
- Economic Policies that put working families first, before Wall Street CEOs, with investment in job creation and infrastructure re-building.
- Retirement Security: that protects pensions and fights privatization of social security
- A National Labor Relations Board that makes decisions fairly for the American worker – including nurses and health professionals – instead of making us pretend supervisors and taking away our union rights and a labor policy that encourages free choice in union elections – instead of union campaigns that are stacked against us with employers having all the rights

Our struggle to organize a union in our workplaces couldn't be more American, or more democratic.

When we organize our union and win fair contracts, we are talking to each other, finding out what issues we most care about, what most affects our co-workers, as well as our fears. Vote by vote, we build our union. And it only works when we continue that democracy, stay on the issues, build a consensus for change. And, most importantly, our union acts best when we take action as a group, fighting for what is right for our members, for our patients.

That's how we should be building our democracy as well. Vote by vote, talking to each other, listening to what our neighbors are concerned about, how their families are doing. Let's all make sure we are voting, and voting as if our health care, jobs, and our rights depended on it. They do.

Ann Twomey
President

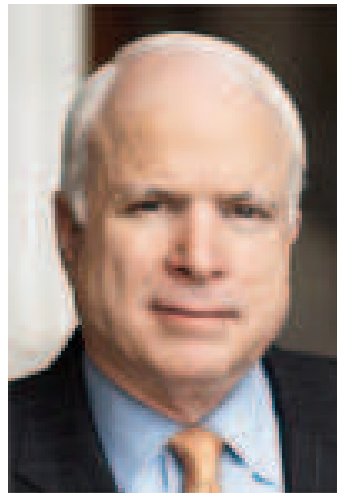
Where Obama & McCain Stand on the Issues



Photo by Michael Campbell

... ON THE ECONOMY

- Supports incentives for companies that create jobs in the United States, and opposes tax breaks for corporations that send jobs overseas. (barackobama.com)
- Supports tax relief for working families and proposes establishing a Foreclosure Prevention Fund to protect responsible homeowners from foreclosures. (barackobama.com)
- Voted in favor of increasing the federal minimum wage. (H.R. 2, Vote 23, Jan. 24, 2007; H.R. 2, Vote 24, Jan. 24, 2007)



...ON THE ECONOMY

- Supports massive tax cuts for corporations. (Washington Post, April 16, 2008)
- Tax plan calls for two major tax cuts for corporations, with 58 percent of the benefits going to the top 1 percent of taxpayers. (Reuters, March 10, 2008; Center for American Progress Action Fund, March 21, 2008)
- Voted against increasing the federal minimum wage. (H.R. 2, Vote 23, Jan. 24, 2007; H.R. 2, Vote 24, Jan. 24, 2007)

... ON HIGHER EDUCATION

- Supports an immediate increase in the maximum Pell Grant to keep pace with rising college costs. (barackobama.com)
- Would create a new, fully refundable American Opportunity Tax Credit designed to cover two-thirds of the cost of tuition at the average public college or university and full tuition at most community colleges. (barackobama.com)

... ON HIGHER EDUCATION

- Has opposed efforts to improve access to college, including opposing lower rates for student loans. (S. 1932, Vote 363, Dec. 21, 2005)
- Opposed increasing Pell Grants and supported raising interest rates on some loans for the benefit of private lenders. (H.Con.Res. 94, Vote 114, April 28, 2005)

... ON HEALTHCARE

- Plan provides access to affordable healthcare for all Americans and ensures coverage for all children. (barackobama.com). Plan will cover all essential medical services, including preventive, maternity and mental health care.
- Voted in favor of reauthorizing the State Children's Health Insurance Program (SCHIP) and providing coverage to 3.2 million more children. (H.R. 976, Vote 307, Aug. 2, 2007)
- Supports safe staffing for health care workers. Co-sponsors the Safe Nursing and Patient Care Act of 2007, which would ban mandatory overtime for nurses, and supports public disclosure of nurse-to-patient staffing (barackobama.com)

... ON HEALTHCARE

- Plan would count employer-provided healthcare premiums as taxable income, creating a new tax for workers. (Center on Budget and Policy Priorities, April 5, 2006; Los Angeles Times, Nov. 20, 2007; Commonwealth Fund, June 2005)
- Voted against reauthorizing the State Children's Health Insurance Program (SCHIP) and extending benefits to an additional 3.2 million children. (H.R. 976, Vote 307, Aug. 2, 2007)

... ON RETIREMENT

- Opposes the privatization of Social Security. (Quad-City Times, Sept. 21, 2007)
- Will not raise the mandatory Social Security retirement age or cut retirement benefits. (Quad-City Times, Sept. 21, 2007)

... ON RETIREMENT

- Supports the privatization of Social Security and personal retirement savings accounts, which would remove this safety net for older Americans. (Wall Street Journal, March 3, 2008)
- Proposes raising the Social Security retirement age to 68 and reducing the cost-of-living adjustment (COLA). (Wall Street Journal, March 3, 2008)

... ON LABOR

- Co-sponsored the Employee Free Choice Act, legislation that would level the playing field for workers trying to organize a union. Voted to allow a Senate vote on the bill. (H.R. 800, June 26, 2007) (Click here to hear him speak about his support of unions)

... ON LABOR

- Has not supported the Employee Free Choice legislation that would make organizing and forming a union easier. Voted to block a Senate vote on the bill. (H.R. 800, Vote 227, June 26, 2007) Read more

HPAE COPE Committee Congressional Endorsements

PRESIDENT: Senator Barack Obama

U.S. Senator: Frank Lautenberg

1st District: Representative Robert Andrew

4th District: Representative C. Smith (R) *

6th District: Representative Frank Pallone (D) *

8th District: Representative Bill Pascrell (D) *

10th District: Representative Donald Payne (D) *

13th District: Representative Albio Sires (D)

3rd District: Senator John Adler (D) *

5th District: Dennis Shulman (D)

7th District: Assemblywoman Linda Stender (D)

9th District: Representative Steve Rothman (D) *

12th District: Representative Rush Holt (D)*

MEMBERS SPEAK OUT ON THE PRESIDENTIAL ELECTION

HPAE members were asked to express their views on the upcoming presidential election. A strong majority supported Senator Barack Obama. Here are some of your responses:

PRO OBAMA

"I'm voting for Barack Obama.

#1 I want a health care plan that everyone can afford
#2 the war should be fought in Afghanistan not Iraq
#3 I'm a loyal Democrat!!"

Robert Davis
BRMC Local 5091

"My family and I support Barack Obama. We believe that he will be a good president because he cares about the future, and what will happen to our children and the country in general. He is genuine in his judgement about the ongoing war, as well as the challenges that the next generation will face. We need a new social contract for our children's sake."

Ana Milhomme-Inneh
SJH Local 5131

"I support Senator Obama because I believe he represents a fresh start for all Americans. He is someone that we have not seen the likes of.

He has a special way of energizing Americans with fresh ideas and no nonsense approach. Our country needs the Democrats back up at bat, so we can turn this troubled economy around. The recession we are in, and the fact that our troops are still at war troubles Americans deeply. This country needs an uplifting and I believe Senator Obama is our Man!!"

Alicia Ashley
UMDNJ (Pros) Local 5094

"I am a huge supporter of Barack Obama for many reasons. The first reason is that Barack Obama has given the American people a reason for hope. In an economy that continues to steadily decline, he brings a fresh and innovative way of thinking and is not afraid to let the American people know that there will be obstacles. Rome was not built in a day and that the damage that our country has sustained cannot be fixed overnight. Barack Obama also challenges the American people to reflect on themselves and not to point the finger of blame but to reinvent ourselves and take the initiative to work together and put a plan into effect. He is an African American man who represents this country with dignity and honor and makes me proud to be an American. Yeah it may sound a little corny, but he has moved me to have faith in this country and continues to lead me to believe that our soldiers will come home and that we will once again be considered by other countries as one of the greatest countries in the world. I salute you Barack Obama for all that you have already accomplished and for what you will achieve."

Nancy Glover-Warren
UMDNJ (Pros) Local 5094

"I support Obama basically because I am against the war in Iraq and therefore can't support John McCain."

Dawn Pavlu
EHMC Local 5004

"Sen. Obama because I believe he will keep his words about the economy. He will try his best to promote health care for everyone. He will be the best president for the middle class."

Jocelyne Crevecoeur
UMDNJ (RNs) Local 5089

"I'm voting for Sen. Barack Obama. The Senator supports universal health care and has proposed making available a national plan that will be affordable for everyone including small businesses and the self-employed. McCain voted against the SCHIP bill that would have extended health insurance to over 4 million children and supported Bush's efforts to gut Medicaid by \$14 billion and voted to raise the eligibility age for Medicare to age 67. Sen. Obama co-sponsored the Employee Free Choice Act. As President he will continue to fight for the passage of this bipartisan effort to assure workers their right to organize. McCain has spoken out against unions had has consistently voted against collective bargaining rights for workers. We need to elect Barack Obama to support and protect our families and unions."

JoAnn Glover
BRMC Local 5091

"Senator Obama because he can relate to the American dream. He came from nothing and made something of his life. He is smart and not out for personal interest ..."

Kortu Hansford
UMDNJ (Pros) Local 5094

"Under the Republican party, worker rights have been under seige. I believe Senator Obama and the Democratic Party more recognizes that the workforce in this country needs help and I think they'll provide that help. Additionally, universal health care is also important and Senator McCain could care less about our health. Look how much he does for the veterans he so aligns himself with. (He does nothing)."

Judy Cunha
UMDNJ (Pros) Local 5094

"I support Senator Barack Obama, because I believe he would think about the American workers and our needs before spending so much money on an unnecessary war. More money is going into Iraq and Afghanistan than there is money going into the educational system, our infrastructure, health care and social security. In the past 8 years Bush and his Administration have made all the wrong moves in terms of all the issues I just stated. Senator John McCain will only parallel President Bush and his spending ways.

Senator McCain says he puts America first, but his voting record in the Senate and his support of President Bush's agenda's and bills leads me to believe that he is totally wrong for this country."

Mehul Patel
UMDNJ (Pros) Local 5094

PRO MCCAIN

"I support John McCain. I believe John to be the best candidate to hold down taxes. I think Obama will cause me to lose more take home pay. He will implement higher income taxes and payroll taxes. I believe I work too darn hard for my money to have the government take it away. I think I am a better choice of how to spend my money than the gov't. I believe McCain has the integrity and experience to lead this country. Obama has a socialistic unrealistic view of utopia.

Colleen Campbell
BRMC Local 5091

"I support Senator John McCain. I believe he has more experience and wisdom to lead this country. He works with both parties as his voting record shows. I believe THE most important issue is keeping this country safe. I believe he has the leadership qualities to accomplish this."

Lynn Guynup, RN, BC
UMDNJ (RNs) Local 5089

National security is not on the list of choices. I support McCain because he is more steadfast and has more experience in national security. Obama is a neophyte and his stance on national security is scary. The country cannot progress economically if national security is at stake.

Anonymous

I support John McCain for many reasons. One is his stance on abortion. I feel that he is strong when it comes to national security and the economy. I would NEVER vote for Barack Obama. He has NO experience and his opinion on healthcare is laughable. HPAAE need to look at the candidate's resumes. Ask yourselves, since "you" support Obama, who is going to pay for his policies? I certainly hope that the money from my union dues is not being spent to support this inexperienced candidate. Before you endorse a candidate you should find out who your union members favor.

Linda Caputa
SJH Local 5131

I support John McCain because he has more experience in politics. I feel he is much more qualified than Barack Obama to lead our country in situations like war.

Judith Rosenberg
EHMC Local 5004

"I have to support Barack Obama because it is important that we take back our government from the criminals and thugs that have sacked our Constitution and treasury these past eight years. "

Gregory Adams
UMDNJ (Pros) Local 5094



HPAE LOCALS IN ACTION



Over 500 Rally at UMDNJ For Fair Pay Package



“UMD hear what we say, we won’t take a cut in pay”, chanted over 500 HPAE members in front of UMDNJ in Newark. Local 5089 RNs and Local 5094 Professionals marched to protest management’s zero (0%) percent wage increase and a new requirement for staff to pay 1.5% of their salary for health insurance premiums. “You don’t need a CPA to know that 0% increase and 1.5% payroll deduction adds up to a pay cut for all of us”, says Molly Varghese, Local 5089 Co-President. HPAE RNs and Professionals are in negotiations with UMDNJ for a wage reopener for the final 2 years of a 4 year contract.

In addition to the rally, a petition signed by over 2000 members was hand-delivered to UMDNJ President William Owen demonstrating the unity and concern of our members. President Owen accepted the petition, but wouldn’t commit to making a reasonable offer in negotiations. HPAE’s bargaining committee walked out of the last negotiations session after 15 minutes because management failed to make a real counter proposal.

“We have major fight ahead of us. This rally is just the beginning” said Tom Murphy, Local 5094 Co-President. In addition to the rally, members on all UMDNJ campuses wore stickers throughout the day that read, “UMDNJ work because we work”.

Both HPAE locals plan to keep the pressure on. Until settlements are reached, there will be more demonstrations and membership activities in the weeks ahead.



HPAE CONVENTION 2008

HPAE held its biannual convention in Atlantic City on October 2nd and 3rd. Over 200 HPAE members and staff met to discuss our accomplishments over the last two years, as well as the challenges we face in 2009 as we negotiate contracts at eight hospitals for over 6,000 members.



One of the guest speakers at the convention was Kim Bailey, Senior Policy Analyst for Families USA. Kim discussed the need for healthcare reform and the various plans that have been developed to solve the crisis in our healthcare system. In particular, she discussed the plans put forward by Senator Barack Obama and Senator John McCain (see p. 2 for a comparison of their plans).



Another guest speaker, Mary Lehman MacDonald, Director of AFT Healthcare, provided a summary of the presidential candidates’ positions on the economy and the right of workers to join unions. After her presentation, convention delegates voted to endorse Senator Obama for President.

In addition to voting in favor of several changes to HPAE’s Constitution and By-laws, the delegate approved a number of resolutions concerning healthcare, health and safety, labor rights, and other key issues. For the complete text of these convention resolutions, please go to www.hpae.org/convention08.htm

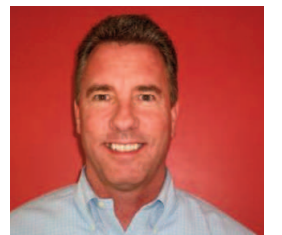
Welcome New Staff Members



PEGGY BACHMAN, Organizer, comes to HPAE with extensive organizing experience. She was a union delegate when she worked at Community General Hospital in Harris, NY. She took a six month leave of absence to do political work with 1199NY, and remained on staff in the organizing department for almost 12 year, participating in hospital organizing campaigns across the state of New York as well as a few other states. “It is with great pleasure that I join the staff of HPAE and am looking forward to many successful organizing campaigns.”



ADAM CLARK, HPAE Organizer, has worked with the AFT in New Mexico and New Orleans. After organizing in the public sector across the state of New Mexico, he moved to New Orleans in 2006 to help re-organize the United Teachers of New Orleans. All school employees were fired and their union was broken following hurricane Katrina in 2005. He works out of our Pennsauken office in South Jersey.



JEFF HAYDEN, HPAE Staff Representative comes to us from the Machinists Union and most recently, SEIU Healthcare Pennsylvania where he was the Staff Rep for the East Region representing PA state nurses and the Pennsylvania Doctors Alliance. He is currently enrolled at the George Meany Labor College.



Reflections on a Life in Nursing

I started at Southern Ocean County Hospital (SOCH) in September 1972 two weeks after it opened as a long awaited 50 bed community hospital. SOCH was a subsidiary of Burlington Hospital and after being asked about my child care arrangements I was granted a job on the

3-11 shift for \$3.20 an hour (this included my 10% differential). My orientation consisted of "here's your wing" and thus as a 26 year old, cap wearing RN, I began my long career at SOCH. We stood up for the physicians when they came to the nursing desk smoking their cigarettes (or as in the case of one doctor who announced his presence with the fragrant scent of his pipe.) We carried the doctors' charts, following them around like puppy dogs as they made rounds. Few patients had IVs and blood gases were sent to Burlington to be run. There was one Director of Nurses, one hospital administrator, one administrative secretary, only one RN on the night shift (she was the supervisor and sometimes the ER nurse) and off we went as a one-floor 50 bed hospital. Eventually, patient beds found their way into crooks and crannies and the solarium. The one "green box" morgue quickly became insufficient, trailers were brought in, additions were added, and reconfigurations of hallways and closets were made to make offices and more room. New departments, doctors, staff and wings were added. No longer did everyone know everyone. At the in-house Christmas party the nursing supervisor no longer played the piano and the business administrator no longer sang "O' Holy Night". We no longer refilled the cumbersome med cart's drawers from a filing cabinet type set up in the one med room. Smoking eventually became banned from the nursing desk.

By about 1979 my cap had been discarded, the doctors had a metal rolling chart cart and my pay increased to \$4.00 an hour (I was on top of the world). I no longer had 16 patients, but shared the wing on a new floor (2 south) with an LPN, spending most of my 3-11 shift mixing powdered Keflin or other medications to administer IVPB. Eventually I went into Nursing Education, becoming the "orientation nurse," then in 1986 I left for 3 years to work in a doctor's office. I returned to SOCH in 1989 to work in the Endoscopy Unit where I have been ever since, seeing it go from a one room unit that was part of the OR with only a few procedures a day to an exceptionally busy self contained unit to a not so busy unit once again.

Through the years various management theories were introduced at SOCH with the ever changing administration. Hospital Administrators and Nursing Directors came and went. We became very skeptical as each new face met with us and assured us that they would meet with us on a regular basis and keep our interest and that of the patients at heart. The Hospital Administrator evolved into the CEO and the Director of Nurses into the Vice President of Nursing. Each year a new administrative diagram would be shown to us with little real impact on our delivery of care. Many management styles were tested, with a form of the Primary Care model being the only innovative and lasting theory. We had paternalistic style management, benign neglect style management, and committee style management, made posters, responded to outside evaluators and surveys. We increasingly heard the Budget was the driving force behind every action from supplies to

staffing. Almost everyday we were reminded in one way or another that our salaries were a liability to SOCH. We were told our jobs would dry up and SOCH would return to a 50 bed hospital, the OR would close and all care would be off site or home care. The administrative and business end of the hospital seemingly grew and grew as we nurses worked harder and harder. The ratio of nurses to non-nursing personnel went from approximately 80% nurses/20% non-nursing to 20% nurses/80% non-nursing. We worried as we worked harder and harder and wondered how our jobs could not be here tomorrow since we were working so hard today. We learned not to worry until it was time to worry.

My pay eventually went to \$23 per hour and stayed at the "maxed out level" for years. Approximately 8 years ago the RNs were made to write a paper about themselves and go before a tribunal of our peers to justify our placement on a Clinical Ladder and consequently our pay. This was explained to us as a morale booster (but in reality was an exceptionally stressful morale breaker). We keep being warned in the news media and in our nursing literature that our nation is facing an acute nursing shortage but the reality at SOCH seems to contradict this. A few years ago we began experiencing inappropriate reassignments and schedule changes. About three years ago, our Endoscopy Unit had two nurses laid off and two more of us had our schedules reduced by 8 hours each. We began flexing and out of a 24-hour week, many weeks I only worked 9 to 16 hours. Our initial staffing level of more than 12 nurses went to 7. Other nursing units also began to experience major flexing. Now in June 2008 the hospital eliminated the jobs of 59 people and 27 of them are RNs. The budget as a driving force in hospital care finally won.

For the past 4 years I have been thankful HPAE has been by my side. Once the RNs joined HPAE I no longer had to worry about being pulled to an inappropriate assignment. Flexing and my call became manageable and was finally distributed fairly and equitably throughout the staff of my unit. Financially my pay per hour jumped considerably, each year I am financially rewarded for my bachelor's degree (never before recognized at SOCH) and I was granted significant back pay for the hospital failing to honor the two hour minimum of call and the hour flex time agreement. As I retire from SOCH and move to per diem status, because of the RN layoffs I am granted 240 hours severance pay which is unprecedented at SOCH and is a benefit spelled out in our contract.

So as I traveled thru time at SOCH I started out as a barely experienced 26 year old RN in a cap, white dress and Clinic shoes. Now I am retiring as a 62 year old experienced Endoscopy RN in scrubs and sneakers. From 1972 to 2008 SOCH has grown from a sleepy one floor hospital into a busy, multi-storied building. Along the way we both have improved for the better. Through the years I have been privileged to care for many patients and have made many friends who have enriched my life immeasurably.

Thank you all.
Fern Digan, RN
Local 5138

HPAE Council of Retirees (COR)



Calling on HPAE Retirees

My name is Marilyn Higgins, RN retiree Local 5058, and I'd like to make contact with all HPAE retirees and those currently contemplating retirement. I know that you want to take a break and enjoy some of the plans you've made for your well earned retirement (travel, family or just sleeping!), but I'd like to talk to you about your spare time, about the time when things slow down and boredom sets in. I'd like to introduce you to a different and very rewarding way to fill your time.

HPAE's Council of Retirees (COR) is making a difference in the health care profession; we are active members of the Committee on Political Education (COPE), and are using our experiences to influence legislation that will protect patients, workers' rights and retiree benefits.

Governor Corzine recently signed the following bills into law; bills that HPAE retirees actively supported:

- S1758: "Safe Patient Handling Act"; requires health care facilities to establish safe patient handling programs.
- S1761: "Violence Prevention in Health Care Facilities Act": requires certain health care entities to establish violence prevention programs to protect health care workers.
- A-2607: Requires hospitals to annually conduct annual public meetings for the community it serves.
- S-175: Requires training for all trustees of general hospitals.

HPAE retirees have a seat on both the AFT and NJ AFL-CIO Retiree Committees; participation on these committees gives us the opportunity to discuss nursing and healthcare issues. We present Eldercare and Legislative Conferences twice a year, inviting elected officials and expert speakers to discuss senior, professional and educational issues. COR members also take

part in the HPAE, AFT/ NJ AFL-CIO conventions moderating workshops.

As you can see, our expertise is in demand! The Council of Retirees (COR) is anxious to share these experiences with HPAE retirees and hope you will get active. For example, you can become active by organizing a Retiree Chapter within your local or by educating fellow retirees about benefits. Did you know as an HPAE/AFT retiree, you are entitled to life long benefits, such as financial services (loan services, credit counseling) car rental, and hotel and dining discounts, to name a few.

We want to hear from you; we welcome suggestions on how we can better support our retirees and continue to make our efforts succeed on behalf of our profession. To become active in COR, COPE or the Retiree Committees, or if you have any questions about becoming active, contact me at higgins@hpae.org

In solidarity,

Marilyn Higgins, Secretary/Treasurer COR

HPAE Public Policy Director Receives Award



Assemblywoman Elease Evans (D35), pictured left, recognized the contribution and accomplishments of Jeanne Otersen on October 6, 2008. Jeanne received the Community Services award at the Assemblywoman's first Awards presentation.

Congratulations, Jeanne, on your well deserved recognition.



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AFTCA
AFTCA Journalism Award
Winner 2001-2005

ILCA
ILCA Journalism Award
Winner 2000-2004