



HPAE

LOCAL 5091 NEWSLETTER

A NEWSLETTER FOR THE MEMBERS OF
HPAE LOCAL 5091 AT BERGEN REGIONAL
MEDICAL CENTER

THE SOLIDARITY PIPELINE

MARCH 2017

MESSAGE FROM THE PRESIDENT

The new union contract has been printed and we have begun to distribute them individually by handing them out to members on the job. If you have not yet received one, please make sure to contact your nearest Unit Union representative, a Grievance Rep, Quality Liaison, or a local officer. If you do not know how to contact anyone who is active in our union, I would consider this a problem we need to resolve as it is our goal that every member be able to quickly contact a Union Rep or activist. While this method of distribution takes a lot of effort (in contrast to just mailing the contracts out), we think it's an important way to connect the membership with their union leaders. The process becomes educational in a multitude of ways for all of us.

We ask that you be assertive with us until you get your contract and our best way to contact each other is established. Once you have the contract, you are encouraged to read it and know what your rights and benefits are, as some individual managers have been attempting to alter it through the force of their own personality. The language in the contract is solid; we must enforce it.

Jeff Peck, President
Local 5091

The Joint Commission Is Coming

BRMC is in the window of a Joint Commission visit from now until June. Management checks the JACHO web site every morning to hear nothing until the day comes that they discover that the investigators are driving to the hospital.

There are things we have little control over as we wait for the inspection, including the lack of housekeepers, linens, etc. We should, however, control the things we can.

We should begin immediately to return to our and good fundamentals. We need to be mindful of and shed any time saving, corner-cutting bad habits we may have developed and managers have looked the other way on.

Some examples: Stop texting doctors with patient information whether they want you to or not. Understanding the well intentioned reasons for this will not spare you a serious discipline should you be the unlucky person found to be doing this. "I've done this forever," "Everybody does this," and "My manager never said anything to me about this" are not things you want to be saying. Nurses should not complete care plans before completing assessments. We have been cited for this in the past.

All of us need to be mindful of our customer service fundamentals. Don't work off the clock either before or after your shift. Again, just return to your fundamentals & you will be fine.

Mutual Respect

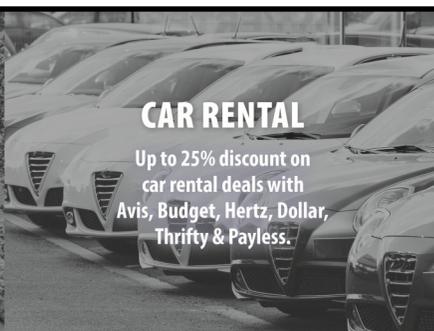
At the last Labor/Management meeting the Union brought up the manner in which some managers are speaking to staff. Senior management agreed that it is sometimes an issue and they have been discussing it with the direct line managers. They pointed out that there are times that our members are disrespectful to their managers. We agreed that we all need to be aware of how we address each other – this extends to conversations between staff.

We all have stressful jobs and sometimes that comes out in how we communicate with other people. It never hurts to take the high road.

As always, please let your Union reps or officers know if there is an issue on your unit.



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Upcoming Events

HPAE Education Day

Mar 07, 2017

8:30 am - 4:00 pm

60 S 31st St, Kenilworth, NJ

General Membership Meeting

April 13, 2017

Update on the Bidding Process

Our Union has no "favorite bidder" among the seven bidders to become the next managers of Bergen Regional Medical Center. We have faith in this Bergen County Government to continue to do the correct things pertaining to the Medical Center. We have been in contact with the transition team. We think that the six month extension given to the current managers in order for the County to provide for due diligence in picking the next manager was a savvy, prudent, thing to do.

As we understand it, the list will be narrowed further, and then the short list will be more closely examined. Finally a decision will be made when appropriate. This process of selecting a new manager is more like a baseball game, not over until the last out, than a football game where the time on the clock dictates decisions.

We have made our concerns regarding staffing, equipment, hospital hygiene, administration bullying of staff, safety, and a shortage of food and clean linen known to everyone who has the authority to change these conditions. We will continue to do so.

We have also been clear about the terms of the new management contract we would like to see. For example we want financial transparency. We would prefer that the taxpayers footing the bill for our clients be fully informed as to their costs and benefits. We'd prefer that we no longer be a for profit hospital. Non-profit organizations have more stringent legal reporting requirements and some of the bidders are non-profit entities.

We look forward to working with whoever wins the bid in efforts to make it known that our place is the bright beacon of health care it has been and will be in the future.

BRMC has some important strengths. Our Long Term Care is better than most. Our ER is better than Hackensack's. Our pharmacists do more than with less than other pharmacists. Our psychiatric and addiction care is superior to anyone else's. There is a reason why we have had difficulty adhering to the County's hope that Bergen County residents come first. We are a safety-net hospital providing such good care that people come to us from throughout the tri-state area because there is no better place around. Yes, we sometimes have had to apologize for our management and the lack of adequate staffing, but we do miracles every day.