



### Message from the Presidents

#### Hi Everyone and HAPPY HOLIDAYS!

With the coming winter weather (groan), I want to remind everyone that the SNOW policy in our local contract HAS NOT CHANGED. The National Addendum and the "redline" don't impact this policy at all. In short, this provisions addresses callouts that later become cancelled drives, and areas that are impacted differently by where the storm hits. It is on page 43 of the 5103 Contract and is titled "Letter of Agreement - Snow"

If you have any questions about this article (or anything else in the contract) please don't hesitate to ask any officer, or text or e-mail me at 609-315-2902 or [JudyMerk22@gmail.com](mailto:JudyMerk22@gmail.com)

Judy Merkowsky  
Co-President, Local 5103

#### Hello Brothers and Sisters,

The holidays are fast approaching; next thing you know it will be the New Year. Remember in 2017 the PTO accruals change. We get 4 floating holidays and we stop accruing CAT time. Your existing CAT time can be used until the end of 2019. Use it before you lose it!"

Remember you must have a positive PTO bank. If your bank goes in the negative, you may lose your job according to the addendum. YOU and only YOU are responsible for knowing how much time you have. If you have any questions regarding PTO, please reach out to a rep or an E-Board member so you can get the correct information.

If there are things going on out there that normally don't happen, please let a rep or an E-Board member know. I am in a center, so I don't know unless I hear from you what's going on out there. With all the changes going on, if you are being told to do something and it just does not feel right, you have the right to say – "hold on let me check with my rep." You are not refusing to do your job; you are just looking for clarification on the situation that is going on.

Feel free to call a rep.

Renee Conyers  
Co-President, Local 5103 - 267-819-4384

#### PTO Accruals

Just a friendly reminder: I know the winter months are here. They are going to get even more fierce. Starting in January, please be aware of the new accrual time. Also, you have to keep in mind you can only take off for days accrued. If you call out "lwop" that is no longer allowed. That is a cause for termination.

Here is the pay period accrual table for years of hire down below:

Less than 3 months	0.00
3months to 1 year	3.70
1 year	4.62
2-5 years	5.23
6-9 years	6.19
10-14 years	7.08
15-19 years	7.70
20 + years	9.23

Be safe out there.

In Solidarity,  
LaToya Morris, Grievance Chair

#### Emergency Day Provision in Our Contract

Our emergency day will survive the redline agreement. What does this mean? This means we still have one emergency day to use for next year.

If you have an emergency come up: Call out using your emergency day. Within 5 days of your call out, you have to submit written proof of your emergency, and you must send in a copy of all supporting documents for your emergency.

This day will come out of your PTO bank; if you do not have time accrued you will not be able to use an emergency day.

Renee Conyers,  
CO-PRESIDENT  
HPAE LOCAL 5103 [267-819-4384](tel:267-819-4384)

## A Message from our State Officers

On October 6-7, 200 HPAE delegates, members, and staff came together to launch an ambitious plan to take on corporate healthcare, deepen membership involvement, win strong contracts, grow our union and strengthen community alliances.

Make no mistake, we are in difficult times and we need to take on increasingly more powerful health systems if we are to protect our workplace rights, our voice in patient care and the standards of care and working conditions we have worked so hard to earn.

That's why we also supported changes to HPAE's constitution, to adapt to these changing conditions, allowing us to be more effective and at the same time, more careful with the resources we have. It's why we supported specific resolutions to expand our organizing and membership programs, to build our strength and capacity.

That's also why our State Executive Council proposed, and our convention delegates passed a resolution to increase our dues, so that we have the resources to protect and advance our programs.

The increase, from 1.1% to 1.25% will have minimal impact on members, and we wanted to make sure of that. It will mean only a few more dollars per pay period in dues. For example, a member making \$70,000 per year will only pay \$4 more in dues per pay period. The increase will be

scheduled to take effect with the first paychecks of 2017. Still, we know that HPAE members are working hard to stay ahead financially, and no one will welcome paying more. But without this increase, HPAE's budget will continue to operate at a deficit, and we would not be able to keep pace with our members' needs and aspirations.

We urge you to review the campaigns and programs launched at our 2016 Convention at <http://www.hpae.org/campaigns/convention2016/> – and see how engaged we will be this year in fighting to protect the advances we've made for all healthcare workers over the years. We are fighting to protect members' insurance coverage – and we are out there fighting surprise medical bills and 'narrow networks' that limit our members' options and increase their costs.

We are challenging hospital mergers when they threaten our rights, or jobs. We are still fighting for safe staffing, in contracts and in the NJ legislature. If you have questions on our programs, on the constitutional changes or on the dues increase, feel free to reach out to any of us. We hope you will get engaged with these programs and fight alongside your colleagues for a healthcare system that works for all of us.

Sincerely  
President Ann Twomey  
First Vice President Bernie Gerard  
Secretary-Treasurer Barbara Rosen

## Our Local's Facebook Page

As one of your Vice Presidents, one of my main priorities has been improving communication between the Local Executive Board and the membership. One of these ways, as many of you are aware, is the HPAE Facebook page. While this page has been a good start and has encouraged many of you to ask questions and voice your opinions in an open forum, moving forward, I would like to make the page a better and more consistent source of information. I have plenty of ideas about how I would like to go about this, but I would like your opinions and input as well. If you have any ideas or suggestions for what you would like to see on the Facebook page or any other ways that you think we could improve communication, please let me know!

Also, as a side note, the HPAE Facebook page is a 'secret' group, which means that to gain access to it an existing member of the group must be 'friends' with the staff member they are inviting in. I will then need to approve their membership to the group. If you are not a member of the page or know of someone who is not a member of the page, a friend request can be sent to me through my Facebook page at [www.facebook.com/LeeLeeMuzzo](http://www.facebook.com/LeeLeeMuzzo). I will then add you to the page. If you are 'friends' with a member who is already part of the group, you can ask them to add you as well. If you have any questions, please don't hesitate to ask!

In solidarity,

Lisa Scaramuzzo  
267-797-6266  
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