



HPAE

LOCAL 5103 Newsletter

A NEWSLETTER FOR THE
MEMBERS OF HPAE LOCAL 5103
AT THE AMERICAN RED CROSS

HPAE LOCAL 5103 Newsletter

September 2016

Message from the Presidents

Greetings 5103!

As the summer fades in to fall, we are sure to see more changes at work, and I'm sure they will all go as smoothly as our recent payroll changes. (Yes, this is sarcasm.) If you are still having payroll issues, please follow the steps outlined by Renee, and if you are unable to get a resolution please let us know. We're all working hard to make sure things are done correctly, but it is an overwhelming job. Please continue to be our eyes and ears, and let us know what's happening out there.

Sometimes resolutions to issues seemingly take forever. Lots of this stuff involves legal issues, and they need to be resolved in a legal manner. Grievances and arbitrations take forever, but are the only real legal binding solutions to some of these issues. Please realize that although it may seem we're sitting back and doing nothing, that is rarely the case. I was in DC last month fighting to resolve these issues, and all our local leaders are working hard to resolve the payroll issues.

Feel free to contact any one of us with your issues and concerns. On a personal note, I will get back to you, but sometimes it takes some time. Texting is best (but please tell me who you are), and e-mail is second best.

Judy Merkowsky, BSN, RN
Co-President HPAE Local 5103

Hello Brothers and Sisters:

I want to make sure everyone is prepared for our new PTO system and accrual rates. If you go into 2017 with a negative PTO balance you CAN NOT take any time off until you have accrued enough hours to do so. If you call out UPTO and you do not have any time accrued or you don't have enough time accrued, you can be fired. The addendum says you cannot have a negative PTO bank (Article 16.4 E).

Article 16 page 19 of the addendum shows you how many PTO days you will get; this is based on years of service. This section also shows you how many hours you can accrue each pay period. We now have a cap on our PTO days.

Example: If you have been at ARC 10-14 years, you receive 23 PTO days for the year and you will accrue 7.08 hours per pay. Once you get to your 23 days you will no longer accrue time, until you use time. If you have any questions or concerns about the new PTO systems please ask a Rep or an E-Board member.

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

Secretary-Treasurer's Message:

Hello Local 5103 members, just a friendly reminder. If at any time you have a question or you hear of another member with questions on a Union or work related issue.....don't guess, don't assume, and most of all don't let those concerns go unaddressed. Contact any member of the Executive Board with any and all concerns. Since some have stated they don't know who to address certain issues, the Board members are Judy Merkowsky, Renee Conyers, Latoya Morris, Lisa Scaramuzzo and myself, Sabrina Handy. All of our contact information is on our HPAE website.

Be safe and be kind to each other.

SaBrina Handy
VP Secretary-Treasurer
HPAE ♥ Local 5103
asking424@verizon.net
610*608*0943

Your Weingarten Rights:

Attention New Members (and any others who may have forgotten or never knew to start with). All union members are entitled to "Weingarten Rights", which gives you the right to have a union representative with you in any meeting that is disciplinary in nature or MAY LEAD TO discipline. You are entitled to these rights as soon as you are a union member. Don't let management tell you that you don't need a rep. If you are unsure, tell them you want to invoke your "Weingarten Rights" and call one of us. Probationary members are still entitled to representation. If you have questions, feel free to contact any union officer.

TEAMCARE Insurance:

Our insurance is now Teamcare. The Red Cross doesn't administer it, and HR only has limited information about the coverage. You need to call the insurance company for information. The website is <https://myteamcare.org/> and participant services is 1-800-TEAMCARE. Employees who are in their first year of service are only eligible for Medical and Prescription services. Also, for new hires, coverage begins the Sunday after the health plan contributions have been made to the Plan on your behalf for eight consecutive weeks. Again, if you have questions, the number is 800-TEAMCARE.

Grievance and Arbitration Update:

Our Union has won two major grievances and arbitrations over the past month. On the longstanding issue of travel time counting towards overtime, we were able to win a payment of \$12,500. This payment will be divided among the 18 members who were hired after September 1st, 2011 and originally had their travel time hours count towards overtime before the switch was made.

On the grievance over the two floating holidays that were granted in error, the Red Cross will now be required to grant 8 hours of PTO to any member who went into a negative balance on account of using the floating holidays. Thank you to everyone who helped us prepare these cases.

Additionally, the issue of whether our guaranteed 8 hours will count towards overtime will be settled in an upcoming arbitration. This arbitration will be the final step towards reconciling our local contract with the National Addendum. If you have been affected in any way by this issue, please contact your local leaders so that we can continue to collect more information.

Health and Safety Report:

Hello Sisters and Brothers,

First of all, I want to thank everyone for the concerted effort that has been making over the past few months to submit incident report forms. We have just about doubled the amount that we received all of last year; However, there is still more work to be done.

On a daily basis, I receive a number of phone calls and text messages informing me of horrible and sometimes ridiculous situations at blood drives. I always ask for these incidents to be submitted in writing (via the incident reporting form), but few ever are. If we want these incidents to stop occurring, I need EVERYONE to do their part and report anything that may be an incident at their blood drive.

This means that if an issue is recognized, someone on the drive should be designated to send a report to me. Please don't assume that just because someone on your drive has stated that something is a problem it has been reported. I want these drives to go as smoothly as all of you do, but I can't do it without your help. At the end of September I will be attending a meeting at which we will be discussing the incidents that have been reported. Even with the amount of reports that I have received, it would still appear to ARC that they are doing a great job in regards to problems at drives, so let's take this opportunity to show them that they are NOT.

Also, now that the form has been online, I think that it has been easier for everyone to easily access it in a timely manner. I welcome any other input that you may have regarding the reporting of incidents, so please feel free to contact me with your suggestions! And the more members we have monitoring health and safety issues the better, so please let me know if you would like to be a part of the Health and Safety Committee.

In solidarity,

Lisa Scaramuzzo
VP Health & Safety

Labor Day Message from the HPAE President Ann Twomey



More than 40 years ago, a group of nurses organized their own union at Englewood Hospital (now EHMC). We unionized for dignity, respect, fair wages, safe working conditions that allowed us to properly care for our patients. Now, HPAE is 13,000 members strong, representing every job in healthcare; and we're part of a rapidly-growing, national healthcare and education union, the AFT.

The reasons for unionizing have not changed – they are as important today as they were 40 years ago. Being in a union means having a path to the middle class, with security and rights, and it always has. It has elevated our working standards as well as patient care standards.

The evidence is very clear: the overall decline in unionization in the U.S. has resulted in declining wages and rights for American workers, as well as a rise in the unchecked power of corporate healthcare and Wall Street. That means the wealthy have a bigger say in our politics as well – and they don't speak for us.

That's why we need to keep building HPAE and the labor movement, to step up our organizing, our community building and our involvement in elections. We need to make sure that the voices of everyday Americans are being heard and listened to in both our workplaces and in our political system.

On this Labor Day, you can express your voice and show your support for pro-labor candidates by going to: <https://actionnetwork.org/forms/labor-day-voter-pledge>

I want to thank you for building HPAE, for being a part of an essential movement for the rights of all working people to dignity, respect and a path to the middle class. And, to ask you to stay with it, and to bring your colleagues along, too.

Lastly, I do want to wish for you a Labor Day that includes not just work (as I know many of you will be doing), but family, friends and time to rest and reflect.

Ann Twomey
President HPAE

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HPAE CONVENTION 2016: “Challenging Corporate Healthcare”

October 6 – 7, 2016 Bally's Atlantic City



REGISTER ONLINE NOW

[www.hpae.org/campaigns/
convention2016](http://www.hpae.org/campaigns/convention2016)

HEAR FROM national healthcare advocacy experts, including Jessica Curtis of Community Catalyst, and Dr. Fred Hyde from Columbia University, on the trends in corporate healthcare affecting our members and communities.

DISCUSS EFFECTIVE STRATEGIES for challenging corporate healthcare in bargaining, organizing, community alliances, and politics.

VOTE ON HPAE's strategic plan for challenging corporate healthcare, and updating our union's constitution, bylaws and dues.