



# HPAE

## LOCAL 5103 Newsletter

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

BAGDOWN—HPAE LOCAL 5103 Newsletter

March 2020

## Message from the Co-Presidents

### Hello Brothers and Sisters,

First, I'd like to welcome Tim Posser as Co-President! I'm looking forward to working with Tim to make our Local bigger, better and stronger and more unified.

Unity isn't just a word. Solidarity isn't just a word. These are concepts that are the backbone of any union. Our employer would like to divide us into several factions, then take us down one by one. They'd like to split us into the "Southeastern Pennsylvania Region" and the "New Jersey Region". They've already essentially split us into whole blood and pheresis. Divide and conquer has always been their method, and now WE'RE HELPING THEM!! Look around. They have already separated whole blood. It wouldn't be hard for them to do here what they did in Western Massachusetts.. doing away with mobiles entirely. We're so busy infighting and pointing fingers and being critical of each other that we're helping them divide us! So in one scenario, a whole group of our brothers and sisters are at risk of losing everything. They want to come after travel time and mileage..another large group of our brothers and sisters who stand to lose big time. If they manage to make the SE Pa Region and NJ Region separate, our entire seniority system is at risk. While we bicker and fight and belittle each other, they sit back and make their plans. I'm not making this stuff up. We need Unity and we need it Now!

J.Merkowsky, BSN,RN  
Co-President HPAE Local 5103

### Brothers and Sisters,

It is an honor to be writing my first article for the Union newsletter. First, I would like to thank everyone who has and continues to support me as I continue to get up to speed with Union business. Renee has been supportive since day one and I can not thank her enough!

I want to touch on a few topics with the first being the Coronavirus. I understand everyone's growing concern, especially considering the amount of people we come in contact with during work hours. At this time we are contacting ARC to discuss the concerns that have made their way to us. As we all know, from past experience, that ultimately our safety begins and ends with us. Please utilize gloves as much as possible throughout the day, wash your hands often and when not possible use alcohol based hand sanitizer. Be courteous of others and cover your mouth and nose when sneezing and coughing. Also, while I'm sure everyone has seen the videos online, please avoid touching your face.

We have noticed an uptick of drives being scheduled with a Charge staff when their goal exceeds what was agreed upon. Our agreement states that procedure goal is not to exceed 35, that number is the same for both Nurses and Charge staff. We ask that Charge staff begin looking ahead of time at any drives they are scheduled to run and determine if they fall within the agreement. If not, please reach out to a member of the LEB so we can get answers. We are also looking for any information on drives that typically over present or that are historically "trouble drives." We rely on all of you to inform of us of any issues you encounter.

Lastly, we are in need of Union Reps. This is a vital part to any Union and I ask if you are interested in becoming one then please reach out to any member of the LEB to discuss being trained. In the end we are a collective, all of us together. What happens to one of us, happens to all of us. When we stand together and watch each other's backs then we all succeed.

Again, it was an honor to write to all of you. If you have any question or concerns then please reach out. If you've read this entire, long winded article, I thank you again!

In Solidarity,  
Timothy Posser, Technical Co-President Local HPAE 5103

### Hello All and wishing you all a Happy New Year, I want to formally welcome our new Co-President Timothy Posser aboard.

As we all know winter is here and in full bloom. We know that any day can come with bad weather conditions such as rain, sleet, snow, and hail. The Red Cross still expects us to show up to your drives on time. Remember to check the snow line for drive cancelations! If your drive is canceled they will assign you a new drive and you cannot refuse the 2nd assignment. If you do it will be counted as a UPTO. Please keep a record of all call outs and lateness, when you are called to go in for a write up, DON'T GO ALONE, take a union rep!

Thank you,  
Dawn Jordan  
Grievance Chair



Address Service Requested



Lecora Shorter  
VP Health & Safety

## CORONAVIRUS: What you need to Know



Healthcare workers across the country are responding to the unfolding public health

emergency caused by the new SARS-CoV-2 virus, and the highly contagious respiratory disease, COVID-19, caused in 20% of those infected.

Look to the HP AE website for resources and responses as HP AE, AFT and unions across the country work to fight for safeguards to our own health and the health of our communities. Visit [www.hpae.org](http://www.hpae.org)

## Hello Sisters and Brothers of 5103,

This is just a general reminder of your Supreme Court mandated Weingarten Rights. With the Red Cross cracking down on any and all infractions, it is important to remember that you have rights when you are called downtown for discipline or an investigation. Under your Weingarten Rights, the following rules apply:

1. The employee MUST make a clear request for union representation before OR during the interview. The employee CANNOT be punished for making this request.
2. After the employee makes the request, the employer MUST choose among 3 options. They must either:
  - a. Grant the request and delay the questioning until the Union representative arrives and has a chance to consult privately with the employee.
  - b. Deny the request and end the interview IMMEDIATELY.
  - c. Give the employee the choice of (1) having the interview without representation or (2) ending the interview.
3. If the employer denies the request for representative, and continues to ask questions, it commits an unfair labor practice and the employee has the right not to answer. The employer may NOT discipline the employee for such a refusal.

**IF THIS DISCUSSION COULD IN ANY WAY LEAD TO MY BEING DISCIPLINED OR TERMINATED OR CAUSE AN EFFECT ON MY PERSONAL WORKING CONDITIONS, I RESPECTFULLY REQUEST THAT MY UNION REPRESENTATIVE, OFFICER OR STEWARD BE RPRESENT AT THIS MEETING. I CHOOSE NOT TO PARTICIPATE IN THIS DISCUSSION.**

As always, if you have any questions, please don't hesitate to reach out!

In Solidarity,  
Lisa Scaramuzzo  
VP Secretary-Treasurer