



# HPAE

## LOCAL 5103 Newsletter

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

BAGDOWN—HPAE LOCAL 5103 Newsletter

AUGUST 2019

## Message from the Presidents

Hello Everyone!!

Hoping your summer is full of fun and good times and you are able to stay cool! There are a couple of things I would like to bring to your attention. First, on Oct. 10th HPAE will hold its annual Professional Issues Conference (PIC). The official title is "Bringing Our Professional Values into the Transformation of Healthcare", and although we are not traditional "healthcare providers", there are several workshops that could be of interest to us in terms of increasing our Union power and complying with the NLRA well as bullying, stress reduction and communicating via social media. Registration is open now. Go to [hpae.org](http://hpae.org) for more information and to register.

Also on the HPAE website is a "New Members Guide" which has useful information for new (and not so new) members. If you have questions about what and who your union is, and why it's important to be a member this is a good place to start. It's all the way at the bottom of the HPAE home page under "publications".

Lastly, on the HPAE home page (at the top) is a drop down menu titled "Find Local". Drop it down and click on 5103 (our Local number) and you'll come to our home page. There is an option to see the entire National Addendum as well as a printable and downloadable incident report and a copy of the work rules.

As always, if you have questions or concerns, contact one of your local officers. My contact info: [JudyMerk22@gmail.com](mailto:JudyMerk22@gmail.com) (the best way to contact me) or text me or call me 609-315-2902

Enjoy the rest of your summer!

Judy Merkowski  
Co-President  
HPAE Local 5103

Hello Brothers and Sisters

We have had a really hot summer, I hope everyone is able to stay cool.

ARC has started training the drivers and so far they have not needed any HPAE staff to drive.

I know many of you have been brought in and retrained, and that is because of the addendum. The addendum states that if you have not done a task that you are signed off in within six months they have to retrain the staff.

ARC has a core number of drivers they have to have on standby, hopefully our members will not have to be utilized.

### SOCIAL MEDIA

Remember as long as you are on the clock you can not be on social media.

**Joint Leadership Committee (JLT)** will be starting back up this month. Soon some of our committees that we once had will resume. Stay tuned we will need participants for these committees.

In solidarity

Renee Conyers  
Co-President  
HPAE Local 5103  
[renee.conyers40@gmail.com](mailto:renee.conyers40@gmail.com)  
267-819-4384

## No Short Cuts Please!

There have been several incidences where staff are being called downtown for an investigation with QA for NOT following procedures. It is not your problem if there's a problem with the set up prior to your arrival for work that will cause the blood drive to start late. Computer issues are not your problem.

Please, **do not take shortcuts** to get the drive started on time, **that problem belongs to management** not you. You never know who is watching you. Follow proper procedures.

When you think that you are helping the manager to start his drive on time and you have taken a short cut to get it done on time he or she calls up and reports you to processing support, then you are pulled from task and an investigation has already begun before you get downtown to talk with QA. FOLLOW PROCEDURE.

Trust me, you don't want to have to get caught up in an investigation with QA.

It's not a good thing when you get called in. Never go in to a meeting without a Union representative. Remember your job is your livelihood.

Sometimes people think that their coworkers will throw them under the bus, but in most cases, it's that person you are trying to help get their drive started on time (your manager) who has called and reported you for BREAKING PROCEDURE.

Just do it the right way and you will not have any problems. And always make sure you get in touch with me or a Union rep if you do get called in.

Dawn Jordan  
Grievance Chair

Address Service Requested

## CONTRACT CORNER

Hello Brothers & Sisters of 5103,

As you may or may not know, with the ratification of the National Addendum, there was a change regarding the application of the belt line premium. Prior, donors centers were not eligible for the premium, but as October 1, 2018 they are. Following is the excerpt from the National Addendum - Article 10, Section 5 (c)(2) (a,b) - regarding belt line for fixed sites:

(2) For Fixes Sites, a late end will occur if the Phlebotomy End Time (as reflected by the actual time stamp) exceeds the Last Appt End Target. Below is the logic supporting the late end definition:

A. Identify the last appointment slot at each drive by procedure type

1. Apheresis
2. Double Red
3. Whole Blood
4. AB Plasma

B. Add the appropriate duration minutes per procedure to arrive at expected Appt end time

1. Apheresis = 180
2. Double Red = 75
3. Whole Blood = 45
4. AB Plasma = 80

Basically, if you are working Whole Blood at a fixed site and the last whole blood appointment slot is 7:00, you receive the belt line premium if the donor is still actively donating at 7:46. Similarly, if your last Apheresis appointment is 4:30 and the donor is still on the bed at 7:31, you will receive the premium. The same concept applies for Double Red (add 75 minutes) and AB Plasma (add 80 minutes) procedures. I hope this helps to clear up any confusion and as always, if you have any questions, please don't hesitate to contact me or another Rep/Board Member!

In Solidarity,

Lisa Scaramuzzo  
VP Secretary-Treasurer  
267-797-6266

## HEALTH & SAFETY UPDATE

Hello Brothers and Sisters of  
Local 5103

We are still in talks with national about all the health and safety issues happening in our region. Please continue to send me any and all issues big or small.

Also health and safety is kicking off a workplace violence/active shooter Committee. If there are any ideas that you may have about this issue that you want to see in place please email or text me.

Thanks everyone have a good summer.

LeCora Shorter  
VP Health and Safety, Local 5103