



# HPAE

## LOCAL 5185 Newsletter

A NEWSLETTER FOR THE  
MEMBERS OF HPAE LOCAL 5185  
AT BAYONNE MEDICAL CENTER

THE CONDUCTOR

February 2019

### MESSAGE FROM THE PRESIDENT

Dear Local 5185 Members

Hopefully spring and warmer weather will be upon us soon. I hope all of you enjoyed the Holiday Season.

Recently, management at BMC has challenged a core right enjoyed by all union members: just cause protection against unfair discipline. In cases involving per diem employees, management has said they do not have to justify terminating or suspending HPAE members (unless they are full-time, half-time or part-time). In fact, for two of your union brothers and sisters, they just took them off the schedule with no explanation at all, other than “we don’t need them.”

To be clear, we will not stand for this. We need all HPAE members at Bayonne to stand together to oppose this attack on our union. All unionized employees deserve just cause protection.

If you are a per diem employee, and have recently been taken off the schedule or told you “were not needed anymore” please let a union rep know ASAP. Please stay tuned on this very important issue.

Lastly, as a reminder, we are available to represent you if you are under investigation or will be disciplined. However, please respect our time during work.

We will absolutely follow up with you on our break or after our shift. If it is an emergency, and you have been pulled out of work during your shift, we will be made aware and will represent you. If a meeting needs to be scheduled, we will do so on our break or after our shift. Don't think this means that you will not be represented; it means that the meeting should be at a mutually agreeable time between the member, management and the local rep. Some meetings may need to be scheduled in order to accommodate this.

Thank you,  
In Solidarity,  
John J Bauer, R.N. President Local 5185

## "Stressed out"?

### Don't let life's stressors affect your health

Have you noticed how many of your friends, family, colleagues or neighbors are felling "stressed out" because of the economy, job uncertainty or finances? Stress is a normal part of life and is the result of any change, good or bad, to your routine or health. Prolonged stress, stress that is not addressed, can promote muscle tension, headaches, loss of sleep and appetite.

These helpful tips can help you control your stress and promote better physical and emotional health.

1. Consult with a Health-Care Provider
  - Get a medical checkup
  - Talk to your health-care provider to determine cause and appropriate treatment.
  - consider speaking to a counselor, psychologist or support group
2. Exercise for prevention and maintenance
  - Swimming is great for the back and helps reduce stress-induced pain
  - Stretch your body. Take breaks from your daily routine to stretch. For added results, look into a gentle form of yoga or learn some relaxation movements to ease stress.
  - Start walking, it's an easy way to help your circulation and reduce stress.
3. Relax and let your body heal
  - Clear your head and do nothing for 5 minutes every day.
  - Use cold and hot compresses to help ease stress-related neck and back pain.
  - Have a massage to work out the muscles and ease the pain.
4. Make good food and drink choices
  - Eat smaller portions of healthier, non-processed foods
  - Relax and slow down don't rush your meals. Enjoy your food and this time alone with Family and friends
  - Reduce or eliminate caffeine. it promotes sleeplessness and can make you jittery.
  - limit your alcohol consumption, as it can affect sleeping patterns and decrease appetite
5. Take control over your life
  - Create lists and keep track of your commitments. Try not to over-commit!!
  - Evaluate what's bothering you, break your problems down and address each one head on in an order that works for you.

Try to offset life's daily stressors by maintaining a healthy lifestyle and keeping balanced.

Susan Sienkiewicz  
Treasurer

## DRINKS THAT CAN HELP YOU RELAX

1. Green Tea - This powerful drink contains brain-relaxing compound called theanine to reduce anxiety
2. Valerian - This medicinal herb - often found in bedtime tea blends - has been credited with reducing nervousness, anxiety and insomnia
3. Cherry Juice - It won't relax you on the spot, but research shows that one ounce of tart cherry juice twice a day can help improve the duration and quality of you sleep. Adequate sleep helps you stay calm and manage stress during the day
4. Black Tea - Drinking black tea for six weeks lowered men's post stress cortisol levels. If you sip at night choose decaf.
5. Milk - Packs tryptophan - an amino acid that's converted into the neurotransmitter serotonin. Elevated levels of serotonin improve moods, which can keep you calm, plus, calcium and magnesium help lower blood pressure
6. Chamomile - another tea with relaxation benefits. The herb has glycine, an amino acid that relaxes nerves and acts as a mild sedative
7. Water - Water releases endorphins throughout your body. "These chemicals improve your mood and sense of well-being" which can be a diversion from stress and anxiety.
8. Fresh Veggie Juice - Adding produce like celery, kale, and spinach will give you the calcium and magnesium to reduce blood pressure, plus a ton of vitamin C - one cup of kale packs more than 100% of daily value - which help control your body's response to stress

Susan Sienkiewicz

# Availability Book

Employees in all departments should sign the availability book if they want to work extra hours. In order for you to get the extra hours you must be available for work the whole shift. If employees are not getting any available hours they should contact a union representative.

## **New Jersey Earned Sick Leave Act**

### **These are Employees' Rights under the New Jersey Sick Time Law (Appendix L in the union contract)**

In accordance with the New Jersey Earned Sick Leave Act of 2018, forty (40) hours of sick leave may be used by covered employees for any of the following purposes:

- (1) Time needed for diagnosis, care, or treatment of, or recovery from, an employee's mental or physical illness, injury or other adverse health condition, or for preventive medical care for the employee;
- (2) time needed for the employee to aid or care for a family member of the employee during diagnosis, care, or treatment of, or recovery from, the family member's mental or physical illness, injury or other adverse health condition, or during preventive medical care for the family member;
- (3) absence necessary due to circumstances resulting from the employee, or a family member of the employee, being a victim of domestic or sexual violence, if the leave is to allow the employee to obtain for the employee or the family member: medical attention needed to recover from physical or psychological injury or disability caused by domestic or sexual violence; services from a designated domestic violence agency or other victim services organization; psychological or other counseling; relocation; or legal services, including obtaining a restraining order or preparing for, or participating in, any civil or criminal legal proceeding related to the domestic or sexual violence;
- (4) time during which the employee is not able to work because of a closure of the employee's workplace, or the school or place of care of a child of the employee, by order of a public official due to an epidemic or other public health emergency, or because of the issuance by a public health authority of a determination that the presence in the community of the employee, or a member of the employee's family in need of care by the employee, would jeopardize the health of others; or
- (5) time needed by the employee in connection with a child of the employee to attend a school related conference, meeting, function or other event requested or required by a school administrator, teacher, or other professional staff member responsible for the child's education, or to attend a meeting regarding care provided to the child in connection with the child's health conditions or disability.

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A Newsletter for the members



Address Service Requested

February 3, 2019

### “A Positive Note”

Upon ratification of the contract it was determined that a PCP/C.N.A. committee be formed for all PCP/C.N.A. employees so your voice can be heard.

The purpose of this committee is to bring any issues, concern, etc. to the open forum since there are no designated patient ratios.

Thus far, there have been two meetings that took place, one in December and the other in January. Both meetings have had very positive outcomes. The goal moving forward is to have the PCP/C.N.A. continue to meet monthly, and designate a President, Vice President and Secretary. So if you think you may be interested come to the February meeting and put your name in the ring.

The staff, who have attended thus far were very receptive and have positive attitudes that their concerns, issues, etc. are being heard, resolutions are trying to be made, and that they are not forgotten. They too make a difference.

So please when you hear of the meetings taking place try and make every effort to attend. They have been most informative to the staff and perhaps your concerns can be addressed as well.

Respectfully,  
Patricia Meys  
HPAE Local 5185  
Member Mobilizer

