



# HPAE

## LOCAL 5185 Newsletter

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

THE CONDUCTOR

June 2019

### MESSAGE FROM THE PRESIDENT

Hi to all Local 5185 Members,

Many of you may not know that your Local Executive Board serves a 3 year term in office; therefore elections will be coming up this Fall. A few members have voiced that they would like to run for local office; here is your opportunity.

First of all we need to establish an Election Committee of three (3) Local 5185 members, this committee is completely voluntary. Anyone wishing further information please see one of the local officers and ask them. **If you volunteer to serve on the election committee, you cannot run for a Local union Executive Board position**

The following dates will be followed by the Elections Committee:

The Elections Committee be established by **August 13<sup>th</sup> 2019** {20 Weeks prior to new office term}

The Elections Committee has their first meeting by **September 24<sup>th</sup> 2019** {14 Weeks prior to new office term}

Nominations for all officer positions will be sent out to all Local 5185 members by **October 2<sup>nd</sup> 2019** {13 Weeks prior to new office term}

Nominations will be confirmed by the Committee by **October 23<sup>rd</sup> 2019** {10 Weeks prior to new office term}

Ballots with confirmed candidates will be sent to members by **October 30<sup>th</sup> 2019** {9 Weeks prior to new office term}

Election completed by **November 20<sup>th</sup> 2019** {6 Weeks prior to new office term}

New term of office begins on **January 1<sup>st</sup> 2020**

Any Local 5185 member in good standing can run for an Officer position

The following list contains those positions:

President

VP Nursing and Professional Staff {RN or Professional Member Only}

VP Technical Staff {Technical Member Only}

VP Service Staff {Service Staff Only}

Grievance Co-Chair

Grievance Co-Chair

Secretary

Treasurer

Membership Mobilizer

Remember, all positions require a time commitment beyond your work hours here at BMC. Several of the respective officer positions also require active participation in state wide HPAE meetings as well as committee conference calls. Please take these responsibilities into consideration because a Local Executive Board position is one of dedication to the members of Local 5185.

Hope all of you enjoy the upcoming Summer months; stay cool and most importantly please stay safe.

In solidarity

John J Bauer, R.N.

President Local 5185

## WAGE INCREASE

Please take notice that effective the first full pay period in July 2019 all HPAE union members will receive a wage increase. Those union members who are at the top of their respective experience step will receive a 2.5% increase in pay (see [Appendix H of the union contract](#)).

The HPAE union members who are still within the experience wage scale will receive a step increase with a 1% increase.

### Second year of the agreement:

Effective at the beginning of the first complete pay period in July 2019, the Medical Center will provide a two and one-half percent (2.5%) across-the-board wage increase to all bargaining unit employees who are at the top of the experience wage scales in attached Appendices A through E, and per diem employees. Effective at the beginning of the first complete pay period in July 2019, the Medical Center will provide a step increase and a one percent (1.0%) across-the-board wage increase to all bargaining unit employees who are within the experience wage scales (see [Article 17, Section 3 of the union contract](#))

### ***FYI!!!!***

1- We are asking everyone to continue to please fill out the short staffing forms.

2- If there are any doubts when being called into the office by a manager, please call a Rep.

“ The Medical Center will not hold a meeting with an employee which could lead to disciplinary action without a union representative present, unless the employee declines union representation by signing the following form designated for that purpose”

Carol Manno, RN

## PTO

Beginning with the twelve (12) month period from June 1, 2009 through May 31, 2010 and in every twelve (12) month period thereafter, all PTO/TOB accrued from June 1 through May 31 must be used by the following December 31. A reasonable opportunity for using such time will be provided. PTO/TOB accrued and unused as of each May 31 which is not used by the following December shall be lost.

Remember to schedule your PTO accordingly. If at the end of the year you cannot get the time off you want because everyone put in for their time off, You will be forfeiting your PTO time that you rightfully earned.

Marisol Mateo  
VP LPN AND TECH

## WORKPLACE VIOLENCE

We are not only members of HPAE but also of the AFT-THE AMERICAN FEDERATION OF TEACHERS. They are also working for better working conditions for nurses and health care workers. Together with HPAE they are fighting workplace violence & short staffing. They are trying to get bills passed to help prevent violence & short staffing in the workplace. We have members who have been choked, stabbed, or thrown against walls. Many have suffered fractures, brain injuries, post traumatic stress disorder & even death. This should never occur in the workplace.

Joan Zitzman  
Co-Grievance Chair

## HPAE Professional Issues Conference (PIC)



**October 10, 2019**

East Brunswick Hilton  
3 Tower Center Boulevard  
East Brunswick, NJ 08816

June 5, 2019

## **“Informational”**

Since the formation of the PCP/C.N.A. committee 6 months ago, there has been many positive outcomes with staff attendance.

At the last meeting held on May 30, 2019 the C.N.A./PCP brought to the table their concerns regarding sitting with patients during safety and suicide precautions.

The AVP of Patient Care Services asked all those present at the meeting to speak candidly about the issues at hand. Many of the concerns raised were who decides who sits, how is the work load distributed, and what happens when you are relieved and the work of the other person is not completed; and finally if you are the only one working the unit and you are overwhelmed what do you do?

Effective Friday, May 31, 2019 a “Sitter” book was initiated for the purpose of the C.N.A./PCP to call the nursing office to state who was sitting on that particular unit at the start of each shift. All those present were told each person would have to be responsible to call if they are the ones doing the sitting. It was also understood that not all like to sit and that it is okay if they prefer to work the unit and those that prefer to sit can continue to do so.

Rule of thumb is if you do not call the office to put your name in the book “You Don’t Sit”. If you sat the day before and your name is in the book then on the next day if you are working you would be expected to work the unit, unless you are one that prefers to do the sitting.

This book will be trialed for one month and the results presented at the next committee meeting. So in conclusion those present were given alternatives on how to handle situations they face. They were also told to utilize their resources such as charge nurse, nurse manager, other staff.

If you have any questions, feel free to reach out among your peers. Again this is an open forum meeting and all are encouraged to attend. “Your Voice Matters”!

Respectfully,  
Patricia Meys  
HPAE Local 5185  
Member Mobilizer

## **GRIEVANCES WON**

The union has been busy behind the scenes winning grievances. Here are a few examples:

### **EMPLOYEE UNJUSTLY TERMINATED**

An employee who was unjustly terminated has returned to the hospital based on a grievance that was filed, The arbitrator agreed with the union and restored the employee to his previous position and also made him whole. which means he gets back pay, no loss of seniority.

### **DOWN STAFFING**

Employee who were down staffed after working 50% of their shift and did not volunteer received pay and return of their PTO time to their bank. This is why it is so important to reach out to a Rep if you are unsure if you are being treated fairly.

### **PTO ACCRUAL CORRECTION**

Employees who were getting the wrong amount of PTO time based on their years of service for full time or half time status will be seeing some changes in their accruals. Our Union also won TOB banked time going back to July 1, 2018 for these employees.

Nanette Rivera  
VP Service

facebook.com/hpaeah

A Newsletter for the members  
of HPAE Local 5185 at Bayonne  
Medical Center  
110 Kinderkamack Road  
Emerson, NJ 07630  
Phone: 201-262-5005  
www.hpaeh.org



Address Service Requested

## **THE COPE CORNER**

What is COPE? COPE is much more than a check off for donations. The acronym for COPE is Committee on Political Education.

HPAE members formed the Committee on Political Education (COPE) to educate our elected officials about what is really going on in the health care system - and to fight for change. COPE organizes grass - roots mobilization efforts to win important legislation - and tracks the voting records of our state and federal legislators on HPAE issues. Using this information, COPE also interviews and screens candidates for office, making recommendations to HPAE members.

Through COPE, HPAE members have been instrumental in drafting of new legislation, in providing testimony before legislators and government officials, and in organizing letter writing efforts to persuade elected officials to support HPAE legislation.

Members of COPE and HPAE attend lobby days in Trenton and Washington, attend fundraising events to talk to elected official, meet with elected officials in their offices, do labor walks, phone banking, voter registration drives, conference calls and much more.

The participation of our members is welcome and vital to show our numbers and solidarity. Donations to COPE are important to help pay for buses, fundraisers, flyers etc.

In May 2018 at the NJ Senate Health, Human Services and Senior Citizens Committee Ann Twomey (past president of HPAE) testified in support of S.1612 to help establish minimum nurse aide to resident ratios in nursing homes.

Slated for the June 3 meeting in Trenton, NJ at the Senate Health, Human Services and Senior Citizens Committee see below the many proposals up for review and vote. Also note the names of the elected officials proposing bills.

So, you see YOUR UNION is doing much more than grievances we have outside work to do too and we need YOU! Whatever it is a donation, a labor walk during elections, getting voter registrations, attending a lobby day it is very important even if it is one thing. So, if you are interested please let me know.

Susan Seinkiewicz  
Treasurer