



### MESSAGE FROM THE PRESIDENT

To all HP AE Local 5185 members,

Two months have already passed since we ratified our new contract. During each meeting we had groups of people that were not happy with the results of the negotiation sessions, **and they voted NO against ratifying our contract. That is their right, but we feel they were misguided and we want to clear up some misconceptions.** This is probably the best contract we have gotten since BMC became a CarePoint facility. We have never gotten a 3 year cumulative raise of 7.5%; we have not seen Step Increases since 2007. We have some movement on this with this contract, one step per year each year over the 3 years plus a percentage raise on top of that for those members still **on the step scale. Some members told us they deserved to advance all 11 steps for all 11 years they had been frozen. We agree but this was not realistic.**

**Some** members were annoyed at Call Pay, Incentive Pay Bonuses for everyone. “Why are they getting it? Why are they getting the same call pay as me? The increase in health coverage,” and on and On. Because of these **issues, some** members wanted a NO vote. **The truth is a**

**NO vote would have put us in difficult situation since** we could have ended up with none of the positive outcomes that this contract has; Care Point could have implemented ALL of their proposals and language that they wanted to, and they didn’t need to agree to go back to the bargaining table. **We saw members who have not attended a membership meeting possibly ever, which is a good thing. However, we need this participation all the time.** Can you come to Labor Management? Can you come to Staffing? Can you come to Health and Safety? How about a special meeting called to address specific concerns in an area? **If your** answer to ALL of these questions is NO I’m Too busy, it doesn’t affect me, someone else will go; get me the information, **then our Union will not get stronger.** On that note, think of what I said and enjoy the rest of your Summer and hopefully the cooler Fall weather.

I remain in Solidarity,  
John J Bauer, R.N. President Local 5185

## FLU SHOT



I hope everyone had a great summer this year. Before you know it flu season will be upon us and I wanted to remind you all of the policy in regards to the flu shot. You can find it in your contract article 31.6 page 73.

### Influenza Vaccinations

As a patient safety initiative, influenza vaccinations are a condition of employment for all Medical Center employees, regardless of job function, including clinical and nonclinical staff, contracted clinical personnel, and volunteers. All employees will be required to either obtain the influenza vaccine or wear a mask for the duration of the influenza season (October - April) when in contact with any patients.

When there are medical and/or physiological reasons why an employee cannot wear a mask, the Medical Center will consider these circumstances on an individual basis. Thus, the Medical Center will reasonably accommodate employees who are unable to wear a mask due to such medical and/or physiological reasons

Susan Sienkiewicz  
Treasurer

## Preceptor Classes and Upcoming Committees

During negotiations many employees were concerned about preceptor classes, not only for the RN’S but other employees as well. Therefore management has agreed that they will offer not only RN preceptor classes but for all other non-nursing employees too. There will be a posting on the bulletin board across from the cafeteria with dates and times. You can also call Courtney Shea at ext 46500 to find out the dates and times.

Also remember that BLS and ACLS must be renewed every 2 years and if not renewed will lead to suspension. Check with your manager if you are unsure of your expiration date and call Courtney to find out and schedule a class.

Other concerns brought to us involved many PCP issues. We will be starting to have a Patient Care Partner Committee with management and 5 union members so that the employees can bring up any issues or questions they may have. If you want to be involved with this committee please contact Nanette Rivera or any other LEB member to get more information.

Another committee starting soon will be the Environmental/Transport committee to address any concerns that the employees have. That committee will also include Management and 3 union members. As with the above committee, please contact Nanette Rivera or any other LEB member to join.

On an ending note we are asking you to  
**PLEASE GET INVOLVED!!!!**

Carol Manno, RN  
VP Nursing



Address Service Requested

# KNOW YOUR CONTRACT

## EXTENDED ILLNESS BANK PAYOUT FOR RETIREMENT/TERMINATION WITH PROPER NOTICE

The extended illness bank contains unused sick days accrued by employees prior to Jan. 1, 1996.

- a. all eligible employees who have accumulated time in the extended illness bank may be permitted to participate in the Medical Centers extended illness reimbursement plan upon termination/retirement of employment with proper notice.
- b. to be eligible for reimbursement, the employee must have been hired prior to Jan. 1, 1996 and have completed a minimum of five (5) years of continuous service, inclusive of approved leave either as a half-time employee working twenty (20) or more hours, or full time employee, or any combination thereof.
- c. full-time and half-time employees with ten (10) years or more of service as of Jan. 1, 1996 will be eligible for reimbursement of 50% of their extended illness up to a maximum of sixty (60) days.
- d. full-time and half-time employees with five (5) years but less than ten (10) years of service as of Jan. 1, 1996, will be eligible for reimbursement of 50% of their extended illness bank of maximum of forty five (45) days regardless of years of service at termination.
- e. full-time and half-time employees with less than five (5) years of service as of Jan. 1, 1996, will be eligible for reimbursement at 50% of their accumulated sick time to a maximum according to the following schedule regardless of years of service at termination/retirement:
 

4 years of service	35 day maximum
3 years of service	25 day maximum
2 years of service	15 day maximum
1 year or less	5 day maximum

For complete details of extended illness bank see article 21. 2 pgs 51 and 52. If you don't have a paper contract go to hpae.org in the upper left hand corner look for Bayonne medical center local 5185 and from there you can find the contract. Don't forget you can get short staffing forms from that site you do not have to wait and see a board member or union rep. to get forms.

Susan Sienkiewicz (respiratory)  
Treasurer

### Autumn Word Search

Can you find the Autumn words in the puzzle below?

h	t	b	x	t	n	y	e	l	l	o	w
b	r	o	w	n	s	e	j	j	s	l	s
g	b	h	v	t	t	p	y	u	q	i	c
c	q	q	z	f	x	a	e	j	u	c	a
m	l	e	a	v	e	s	c	a	i	w	r
c	j	s	y	i	l	g	b	o	r	k	e
h	a	r	v	e	s	t	o	d	r	i	c
f	s	e	u	o	r	a	n	g	e	n	r
w	a	d	k	l	a	p	f	q	l	r	o
s	s	l	d	q	f	x	i	g	x	a	w
k	b	m	l	y	l	h	r	c	x	k	p
a	p	p	l	e	b	h	e	y	c	e	h

rake	scarecrow	brown	yellow
squirrel	leaves	apple	red
bonfire	harvest	fall	pear
orange	acom		

[www.ActivityVillage.co.uk](http://www.ActivityVillage.co.uk) - Keeping Kids Busy