



# HPAE

## LOCAL 5185 Newsletter

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

THE CONDUCTOR

June 2017

### MESSAGE FROM THE PRESIDENT

Happy Spring to all members of HPAE Local 5185.

In the last newsletter we talked about our need to improve our REP Structure and to have more members become Reps. Well, we met our goals. Thank you for showing your interest and stepping forward. Once all the new Reps have been trained, a revised list of their names, work locations and shifts will be forthcoming.

I would like to clear up concerns that have come up when speaking to the various Reps and LEB officers.

When you need representation, please bear in mind that all of us are still Carepoint Health Bayonne Medical Center employees. We have a responsibility to our respective positions in our respective departments. We, as a REP or LEB officer, cannot drop what we are doing to leave our work areas in order to represent someone immediately. Please don't appear in our work area and expect us to be able to leave to meet with you at that point in time. We need to arrange time with our manager to leave our areas to meet with you. The time may need to be during our meal break or after our shifts are completed. Please don't take this the wrong way; we are here to be your representatives, but cannot leave our patients or our departments until we are free to do so.

Also, remember during work hours, we do not have access to our cell phones. In general, we should not be using our personal devices during our respective shifts. So on that note, just as appearing in a department, please call or text a Rep or LEB officer only during non-work times.

Lastly, lately there have been a lot of "he said - she said" issues. I ask everyone to play nice. I know that is easier said than done. Individual personalities cannot be changed, but may need to be modified during work time. Actions between individuals sometimes result in disciplinary action, which then requires the need for a Rep. We don't want it to get to this point. Sometimes there needs to be a conversation between the two individuals with HR as the unbiased person. A LEB officer may be included in this meeting to be another unbiased person. We as a local are here to support one another, but we are not your mothers and fathers. We all need to work with and respect each other.

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

## Grievance Corner

A grievance has been filed regarding the nurse residency program. The agreements employees signed had language that contradicted our union contract." The hospital had employees sign contracts that made them pay back more money than what is required in the contract. The language in the contract is as follows:

- If an RN works less than one (1) year following completion of the Program, the RN will be responsible to repay 100% of the cost of the Program;
- If an RN works one (1) year but less than eighteen (18) months following completion of the program, the RN will be responsible to repay **50%** of the cost of the Program;
- If an RN works eighteen (18) months but less than two (2) years following completion of the program, the RN will be responsible to repay **25%** of the cost of the Program.

This is what was in the contract the hospital had employees sign:

- If an RN works less than one (1) year following completion of the Program, the RN will be responsible to repay 100% of the cost of the Program;
- If an RN works one(1) year but less than eighteen (18) months following completion of the Program, the RN will be responsible to repay **75%** of the cost of the Program;
- If an RN works eighteen (18) months but less than two (2) years following completion of the Program, the RN will be responsible to repay **50%** of the cost of the Program

When we filed the grievance the employee who had left the program earlier paid back \$4000.00 less than another employee.

So please, if you signed a contract for the nurse residency program, please make sure that the amount you pay back is what is in the contract. If you have any questions you may contact one of the Local Executive Board members of your local.

Michele Viellette  
Co-Grievance Chair

## Hooray For Melissa!

I would like to take the opportunity to congratulate **Melissa Boatwright**, CNA on Telemetry 2R who rallied amongst her co-workers to cover the Telemetry unit in regards to staff.

Melissa left no stone unturned and approached all the existing CNAs for a trial run of doing 12 hour shifts on the telemetry unit. Melissa took the time to reach out to all the current staff, including the new hires to ask them what shift they preferred. A sign-up sheet was hung for the staff to sign up for the shift of interest. Once this process was completed it was then given to the Manager to do a mock up schedule.

Well, I am happy to report that the trial schedule went well with no hiccups and it has worked out beautifully for the Telemetry unit. Congrats again Melissa for a job well done! Your perseverance in getting your co-workers to move to the 12 hour shifts to cover the open 3-11 shift is commendable. You should be so proud!

Respectfully,  
Patricia Meys  
Member Mobilizer  
HPAE Local 5185



Check out the values online at our all new website at [unionplus.org/aftbenefits](http://unionplus.org/aftbenefits)

\*\*15% ON THE MONTHLY SERVICE CHARGE OF QUALIFIED WIRELESS PLANS: Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice or unlimited data plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit [unionplus.org/at](http://unionplus.org/at) or contact AT&T at 866-499-8008 for details.

\*\*Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at [UnionPlus.org/Assistance](http://UnionPlus.org/Assistance). Credit approval required. Terms and conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from Mastercard International Incorporated. Capital One N.A. is not responsible for the contents of this message and/or any other third party products/services mentioned. The Mastercard and Brand Mark is a registered trademark of Mastercard International Incorporated.



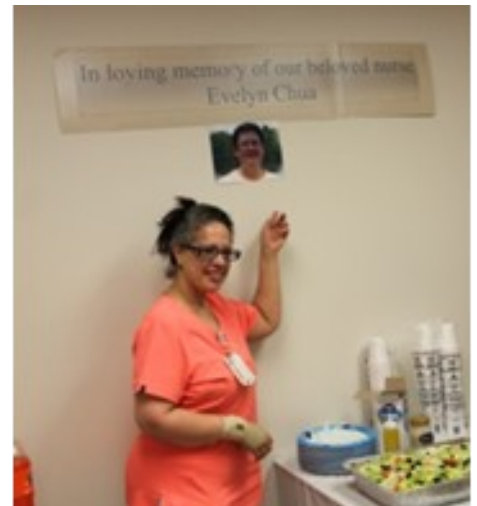
## In Memory of Evelyn Chua



The staff of 5R wanted to remember one of their own after one year of death. ***Evelyn Chua*** was a nurse who dedicated her life to helping others. She worked for Bayonne Medical Center for 32 plus years. She was also a beloved friend to all that knew her.



One employee in particular, ***Magdalena Parada*** (PCP), worked with Evelyn for several years and had fond memories of Evelyn. Magdalena felt it was important to celebrate the anniversary of her death by having a memorial on the floor she worked for so many years (see photo above).



The staff and the manager got together to remember Evelyn. The Manager of the floor had some fond memories that she shared with everyone who came to the floor to show their deepest sympathy. Evelyn will never be forgotten and always be in our hearts. Here are a few pictures of the staff were present to show that Evelyn would never be forgotten.

Nanette Rivera  
VP - Service



A Newsletter for the  
members of hpae Local

110 Kinderkamack Road  
Emerson, NJ 07630  
Phone: 201-262-5005

**Address Service Requested**



facebook.com/hpaeaft

# HPAE Local 5185

Attention all HPAE Local 5185 Members

## Membership meetings

**Monday, June 12th**

8am—9am

12pm—1pm

4pm—5pm

8pm—9pm

**LOCATION: 680 Broadway, 2nd Floor—Bayonne, NJ 07002  
(Above “Hair Cutting Plus”)**

For more information call 201-262-5005 ext. 154