



# HPAE

## LOCAL 5185 Newsletter

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

THE CONDUCTOR

September 2017

### MESSAGE FROM THE PRESIDENT

Hello all members of Local 5185,

By the time this newsletter reaches you, summer will just be over. Hope all of you and your families had a pleasant and enjoyable summer and were able to take some time off to enjoy the great weather we had. Negotiations for a new contract will be coming up very soon. We as a local need to move forward and stay strong. Our Next Membership Meeting is **Monday October 9<sup>th</sup>**, at 8AM, 12PM, 4PM & 8PM at the Local office 680 Broadway above "Hair Cutting Plus".

We have several items that we need to discuss and share with you. If you're not there, you won't be part of the discussion and sometimes the information discussed at the meeting is not passed on by fellow members accurately. So, please come to the meeting.

This year local officer elections will take place; those of you wishing and willing to run for office please do so by completing the nomination forms when they are mailed to you. Please follow the instruction on them correctly and return as instructed.

Many of you complain about the "Union", what has it done for me? Remember - HPAE Local 5185 has over 850 members, and those members are the heart of our union, not the 9 people that make up the LEB. If you have issues or concerns, make them known by participating when we have committee or membership meetings. Before you blame anyone, look in the mirror and ask yourself, what have I done to strengthen my local? So if anyone wishes to change how our local is run, please consider becoming a candidate for one of the local officer positions. Any new officer will be part of the contract negotiations in 2018.

The members of the Local Election Committee are:

Vincent SantaMaria, RPh, Pharmacy  
Louise Piel, Pharmacy Tech, Pharmacy  
Diane Danko, MT, Laboratory

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

### Contract Negotiations

It is never too soon to start getting prepared for contract negotiations. Our contract's expiration date is June 30<sup>th</sup> 2018. Now must be the time that we start thinking about the things that are important for us to achieve in the new contract. You can start by jotting the things down that are important to you – both the things that need to be changed for the better or things that we don't have at the hospital, whether it's an economic benefit or a working condition.

I think we all feel the same way and believe staffing, salaries, and the steps that were frozen are very important to us all. Start getting involved, especially by coming to general membership meetings.

Finally, don't forget to fill out your surveys when you get them in the mail.

Thank you,

Carol Manno, RN  
VP Nursing and Professionals



Address Service Requested

## Know Your Contract

### Flu Shot Reminder

I hope everyone had a great summer this year. Before you know the flu season will be upon us and I wanted to remind you all of the hospital's policy in regard to the flu shot. You can find it in your contract, Article 31.6, on 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

### Unscheduled PTO Bonus

A reminder of the Unscheduled PTO/TOB Bonus Program, sometimes referred to as "the sick bonus"

The Medical Center will not remind you of it and they also will not give you a form to fill out. You will have to write down on a piece of paper your request for the sick bonus and bring it to Human Resources. You are eligible for the bonus if you have perfect attendance from Dec. 1 to Nov. 30. So, you can apply Dec 1. Sick calls and unscheduled PTO/TOB disqualify you. Please refer to Article 21.7f, on pages 52 & 53 of your contract.

### Unscheduled PTO/TOB Bonus Program

Employees with perfect attendance during the period of Dec. 1 to Nov. 30, shall receive a bonus of \$500 and be permitted to "cash in" up to (4) PTO/TOB days pay.

Employees with perfect attendance during the period of Dec. 1 to Nov. 30 and who have accrued two hundred forty hours of sick time as of Nov 30 shall also be permitted to sell back up to (16) hours of sick time.

Payments shall be made before the December Holiday. Accumulated PTO/TOB leave and sick leave shall be reduced by the number of days or hours he/she elects to cash in.

Susan Sienkiewicz  
Treasurer

FIGHTING FOR PATIENTS  
and all healthcare workers in 2017.



## HPAE 2017 PROFESSIONAL ISSUES CONFERENCE Our Professions. Our Voice. Our Power.

Our HPAE 2017 Professional Issue Conference (PIC) will offer a dynamic mix of workshops ranging from professional and personal development to broader organizing, policy, and political education.

Thu, October 5, 2017  
9:00 AM – 4:15 PM

Lafayette Park Hotel & Suites  
1 West Lafayette Street  
Trenton, NJ 08608

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[www.hpae.org](http://www.hpae.org)

- Patient Safety and "Just Culture"
- Opioid Crisis: Improving Frontline Addiction Treatment
- Essential One-on-One Communication Skills for Mobilizing Around Issues in the Workplace
- Protecting Members and Community from Medical Debt
- Advancing Excellence in Healthcare through State & Federal Government

- Mindfulness-based Stress Reduction
- Safe Staffing/Safe Work
- Legal Developments Effecting Our Collective Voice at Work
- Core Competencies for Emerging Leadership
- Strategies for Improving Workplace Standards in the Evolving Healthcare Industry

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Health Professionals and Allied Employees  
HPAE/AFT/AFL-CIO  
110 Kinderkamack Road  
Emerson, NJ 07630

TEL 201-262-5005  
FAX 201-262-4335

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