



### THE CONDUCTOR

December 2016

## MESSAGE FROM THE PRESIDENT

Happy Holidays to all Local 5185 Members,

I can't believe another year is almost over. Wishing all of you and your families a Happy and Healthy Holiday Season, and a Happy New Year 2017.

Just in case you were not aware, we at HPAE Local 5185 honored Donna Benjamin at the HPAE convention held recently in October. We had the name of the Member Special Need Fund changed to the "Donna Benjamin, RN Fund". Members of all locals who fall into hard times for various unforeseen reasons can apply for this. Donna herself would help those in need, so we felt it was most befitting to do this in her memory. See your local officer if you have any questions about this.

As a local, we donated to the Bayonne Feral Cat Society in Donna's memory.

We are still looking for members willing to become Unit Captains or Union Reps. We have gained a few additional ones, but still need more. Remember we all are the Union, not just the handful of people on the LEB.

We also need to have additional members joining the various local committees. Please see your Local Officers for additional information.

Again Happy Holidays,

John J Bauer, RN  
President Local 5185

### FLU SHOT



Flu season is about to start, so please look in your contract to see the contract provision about the Influenza

Vaccination requirement.

#### 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

## NURSE/RATIO ARBITRATION UPDATE



On October 5<sup>th</sup>, members of the Local Executive Board of HPAE and a member of each unit involved in the arbitration regarding nurse to patient staffing ratios (5R, 3R, 2R, ICU, TRCU, SDS and PACU) met with Catherine Shull-Fernald, Rita Poss-Brant and Purna Iyer from Human Resources regarding the upcoming arbitration on staffing ratios for the nurses.

Nursing had some ideas for resolving our class action grievance, including a financial award and some sort of on call availability book for nurses that were being down staffed on low census days. We were told that they would look into it, but to date, they have not come back to us with any definitive answers. Management thought that having the regular availability (not related to on call) in the nursing office for any nurse to sign would help resolve some of the shortages.

As of the week of December 19<sup>th</sup>, we are scheduled to meet with management to discuss a possible settlement. If we cannot reach an agreement, we will move forward to arbitration.

Carol Manno, RN  
Vice President of Nursing and Professionals

## A Message from our State Officers on the HPAE Convention

On October 6-7, 200 HPAE delegates, members, and staff came together to launch an ambitious plan to take on corporate healthcare, deepen membership involvement, win strong contracts, grow our union and strengthen community alliances.

Make no mistake, we are in difficult times and we need to take on increasingly more powerful health systems if we are to protect our workplace rights, our voice in patient care and the standards of care and working conditions we have worked so hard to earn.

That's why we also supported changes to HPAE's constitution, to adapt to these changing conditions, allowing us to be more effective and at the same time, more careful with the resources we have. It's why we supported specific resolutions to expand our organizing and membership programs, to build our strength and capacity.

That's also why our State Executive Council proposed, and our convention delegates passed a resolution to increase our dues, so that we have the resources to protect and advance our programs.

The increase, from 1.1% to 1.25% will have minimal impact on members, and we wanted to make sure of that. It will mean only a few more dollars per pay period in dues. For example, a member making \$70,000 per year will only pay \$4 more in dues per pay period. The increase will be scheduled to take effect with the first paychecks of 2017.

Still, we know that HPAE members are working hard to stay ahead financially, and no one will welcome paying more. But without this increase, HPAE's budget will continue to operate at a deficit, and we would not be able to keep pace with our members' needs and aspirations.

We urge you to review the campaigns and programs launched at our 2016 Convention at <http://www.hpae.org/campaigns/convention2016/> – and see how engaged we will be this year in fighting to protect the advances we've made for all healthcare workers over the years. We are fighting to protect members' insurance coverage – and we are out there fighting surprise medical bills and 'narrow networks' that limit our members' options and increase their costs.

We are challenging hospital mergers when they threaten our rights, or jobs. We are still fighting for safe staffing, in contracts and in the NJ legislature. If you have questions on our programs, on the constitutional changes or on the dues increase, feel free to reach out to any of us. We hope you will get engaged with these programs and fight alongside your colleagues for a healthcare system that works for all of us.

Sincerely  
President Ann Twomey  
First Vice President Bernie Gerard  
Secretary-Treasurer Barbara Rosen

## Lateral Violence

Lateral Violence is the new thing you are going to be hearing about around the hospital.

What is it?

Lateral Violence, also known as horizontal violence, refers to acts that occur between colleagues, where bullying is described as acts carried out by one in a higher level of authority and occurs over time. The act can be concealed or done or shown openly. The acts can be verbal or non-verbal aggression.

### Some examples of Covert behavior:

Unfair assignment  
Refusing to help someone  
Ignoring  
Making faces behind someone back.  
Refusing to work with certain people or not work with others

### Some examples of Overt behavior:

Name Calling	Sabotage
Bickering	Criticism
Intimidation	Gossip
Shouting	Blaming
Raised Eye Brows	

If you feel that you are a victim of this type of behavior and cannot talk to your manager about it, please contact Human Resources.

Remember - the hospital has a no retaliation policy for reporting this behavior.

Nanette Rivera  
Vice President of Service  
HPAE