



HPAE

LOCAL 5185 Newsletter

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

THE CONDUCTOR

December 2017

MESSAGE FROM THE PRESIDENT

Greetings and Happy Holidays to all HPAE Local 5185 Members,



The year is almost over; time flies when we are having so much fun at BMC (only kidding!!).

I'd like to thank all of you for the hard work you do caring for our patients and supporting one another. Remember just a few months ago when Care Point attempted to change the disability benefits plan from the State of New Jersey to a private entity? Well, thanks to our members either voting "NO" or not voting at all, Care Point backed down and suspended this plan. They persisted by having departmental managers meet with their staff and convince them to vote "YES".

Management was annoyed that I did a Robo Call telling all of you to Vote "NO" or not to vote at all. They wanted us to "Cease and Desist" our activity; yeah right. We filed an Unfair Labor Practice charge with the Labor Board, and they did their investigation.

Care Point sent us a letter on November 30th that they would not implement this change to BMC on January 1, 2018. This is a big victory for all of us, so congratulations to all of us for standing together and saying NO to a plan that would have been detrimental to members but a positive for CarePoint.

We need to stand together in 2018 since negotiations are just around the corner. Remember each and everyone of us IS the Union, and we need to stand United in order to obtain a good and strong contract. Again, may your Holidays be Happy and Healthy!!!! Have a Joyous and Happy New Year 2018.

In Solidarity,
John J Bauer, R.N.

Happy
Holidays!

LOCAL OFFICER ELECTIONS

Congratulations to the local 5185 who were all re-elected

President – John Bauer

Vice Presidents –

- Carol Manno (Nursing and Pros)
- Marisol Mateo (LPN/Tech & Business Off)
- Nanette Rivera (Service)

Treasurer – Susan Sienkiewicz-Maczuga

Secretary – Mary Mack

Co-Grievance Chair – Joan Zitzman

Co-Grievance Chair – Michelle Vilette

Mobilization/Membership Coordinator – Patty Meys

Attention all HPAE Members: Unscheduled PTO/TOB Bonus Program

Do you have perfect attendance? Then don't forget to fill out the form and return it to the HR department.

In our Union Contract on page 52, Article 21.7f states:

Employees with perfect attendance during the period of December 1 – November 30, shall receive a bonus in the amount of \$500 and be permitted to “cash in” up to four (4) PTO/TOB days pay.

Employees with perfect attendance during the period of December 1 –November 30 and who have accrued two hundred and forty (240) hours of sick time as of November 30 shall also be permitted to sell back up to sixteen (16) hours of sick time.

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

The dead line is December 20, 2017.

Marisol Mateo
VP Technical and LPN



On November 17, 2017 the Medical Center held a graduation breakfast for our New to Practice RNs. The recognition of their graduation encompassed nurses new to practice, still on orientation and those that have completed orientation.

The breakfast included all nurses new to hire from October 2016 through November 2017. There were 50 in all.



I would like also to take the opportunity to congratulate one of our unit secretaries who successfully passed her nursing boards and will join the ranks of the new to practice nurses as well.



On another note if you feel that you are being wrongfully down staffed, please speak up. Remember it may not always be your turn since it all goes by overtime, part time, and rotational basis. There has been an incident that has been rectified recently because of this.

Respectfully,

Patricia Meys
Local 5185 Member Mobilizer

United We Stand



When members of our union stick together, we can do almost anything. When the hospital decided to change the disability insurance from a state to a private plan, the members were not happy. Our union, which is all the members together, decided that this was not a good idea and wanted to make this known to the hospital. When the hospital sent out fliers to tell the members to vote yes, the members decided to take a stand and not vote at all. Because the members joined together and took a united stand, management decided to not go forward with the private disability insurance as they would not have the necessary votes to go forward with it. This is a

win for our union as management knows we will fight for what we believe in.

So congratulations to all for a job well done.

I would also like to wish all our members a very happy and healthy New Year!
Nanette Rivera
VP Local 5185