



Message from the President



Welcome 2020 and welcome the beginning of our contract campaign. The Local Executive Board has selected the committee to sit at the table with Cooper Administration to negotiate our new contract. The following nurses are OUR Negotiating Committee:

Lauren Kelly, INCU
Judy Vacca, K10 Med Surg
Janice Drake, Peds
Jim Scharff, ED
Patti Scharff, TSCU
Doris Bell, N7 Med Surg

Marcus Threadgill, Cath Lab
Nicole Ansert, Critical Care Float
Anne McCausland, NICU
Jackie Franchetti, NICU
Elizabeth Piotrowski, OR

NOW, IS OUR TIME TO DEMONSTRATE TO COOPER THAT WE STAND TOGETHER WITH ONE VOICE. IT IS TIME TO SHOW THEM THAT WE ARE TIRED OF CONSTANTLY BEING FLOATED, WE ARE TIRED OF HAVING THE 1:6 PATIENT RATIO (VIOLATES OUR CONTRACT), WE ARE TIRED OF USING OUR PTO ON HOLIDAYS BECAUSE OUTPATIENT AREAS ARE CLOSED and much more ... WE ARE TIRED OF BEING TIRED!

Support our negotiating committee by coming out to negotiations. The dates are March 12, 19, 26, April 2, 16, 23, 30, May 7, 14, 21, 28, 29, 30, 31. The first bargaining session begins at 11:00am. Please be at the Hotel ML no later than 10:30 to sign in and get your Red T-Shirt. All other sessions start at 10:00 – be there no later than 9:30!

The negotiation dates are also on our web page at hpaе.org. Go to the tab 'locals', choose Local 5118 and scroll down to see the scheduled dates.

In Solidarity,
Doris Bell, RN
President Local 5118

WHAT TO EXPECT WHEN AT NEGOTIATIONS

Attending Contract Negotiations is one of the best ways to support our Union, the Committee, and each other. While areas may have different issues and needs, we should all be supportive of our negotiating committee. They are representing all of us.

Attending a bargaining session is eye opening. During our first session on March 12, we will present our initial contract proposals to Cooper. Proposals represent what we want changed, modified, added or deleted in the contract. Cooper typically presents their initial proposals during the second bargaining session, which is March 19.

Cooper does count the number of nurses who attend the sessions. Numbers send them a message – are the nurses united, do they care about these issues? When they see low turnout of nurses, they assume the nurses are satisfied with everything in their Union contract. While we all know we are prepared to fight for what's right, it causes them to not take our proposals seriously.

As you sit and listen during negotiations, you'll see how the hospital thinks about things. Is their concern mostly financial? Usually yes! Our Union has many more concerns, including the safety of our patients and nurses, wages, benefits ... on and on.

There will be caucuses throughout the day. This is when the hospital leaves the room. During this time the committees meet separately to determine their strategy for moving forward. Many times, prior to our committee beginning to do our work, we briefly talk with the nurses who are there. Then the nurses are excused from the room for the duration of the caucus. The length of a caucus may vary from a few minutes to hours.

Cooper Disciplines

A new year is here. It's a great time to set new goals professionally. One goal to think about having when it comes to our work at Cooper is to check and double check what we do.

Below is a list of situations that nurses were disciplined for in 2019. By reviewing this information we hope it will make you aware of common pitfalls and how to avoid them.

Mandatory Education

This includes CUH mandatory education (fire safety, etc), CLN (polices, etc.), Skills Fairs, Certifications (BLS, etc.), and renewing our Nursing License.

If we miss the day it is due we will be suspended. If we have computer problems when completing something we need to get it corrected no matter what. Just telling our manager about the problem does not take away our responsibility to get it done by the deadline. We have to keep calling and ask questions so we can complete what is required.

Nursing License

Do not wait until the last week before your nurses' license is due to get renewed. It can take several days for the nursing board to verify our license and have it available for our employer to primary source it. Remember just because you get a receipt does not mean you are safe. Please renew your license the second it comes in the mail.

Unit Packets

If your unit has required packets turn them in before the deadline. The hospital will not look up our education to complete our packets.

Flu Shots

The easiest way is to get it done at the hospital. If you get it done by your own doctor make sure you contact employee health and get your sticker before the deadline.

Meds and Narcotics

Give the medications on time. Do not wait until later to give medications to your patient, or to sign them out in epic. The hospital is watching to see if we delay documentation especially for narcotics. This also goes for wasting narcotics.

Lateness

If you are late, be late. Do not write a different time on the exception sheet or just not clock in. The hospital has reviewed videos of nurses coming on the unit and can see the exact time. They will also look at your parking garage entry.

Parking

The garage and off site locations can be frustrating to find spots, get hurtles, etc. but getting a written warning is worse which is the first discipline given. Please park where you are assigned and above the 4th floor at the hospital.

White Boards/hourly checks.

And of course the most ridiculous of all... do the white boards/ hourly checks... while they are just an extra task to do (the hospital would disagree with that), you do not want a discipline for this. If you go into another nurses' room do an hourly check for them. If we all cover each other then it makes it so much easier.

CLOCKING IN AND OUT

As a reminder:

- ◆ There is a 6 minute window prior to the beginning of our shift to clock in.
- ◆ One minute after the start time of our shift, we are considered late. There is no 6 minute grace period after the shift starts. The 6 minutes is for payroll only.
- ◆ We are permitted to safely clock out at 24 minutes past the hour. If we clock out 23 minutes or less, it is considered an early clock out. This is especially important for Baylor nurses. The Baylor shift bonus will not be paid if you clock out early.
- ◆ Our official end of shift is 30 minutes past the hour. This is the time used to determine perfect attendance for the bonus. One lateness, or one clock out prior to 30 minutes past the hour, and you will not get the bonus.