



Message from the President



I hope everyone is enjoying their summer. The time we get to spend with our family and friends is precious.

As a Union, HPAE constantly strives to provide our members with education programs that are relevant to our work and our Union. Our upcoming CE programs include the OPIOID Crisis, Workplace Violence, Safe Work Environment, Social Media and Just Culture.

September 27. 4 CE's. OPIOID Crisis and Workplace Violence. Burlington County Library 9:00 – 2:00. Breakfast and Lunch provided.

October 10. HPAE Professional Issues Conference. Up to 5 CE's will be offered. Hilton East Brunswick 8:30 – 4:30. Please go to HPAE.org for more information and to register.

Union members from all HPAE Locals will be in attendance. Hope to see some of you there.

As the summer passes, so does the time we have to prepare for our 2020 Collective Bargaining with Cooper. During Collective Bargaining (negotiations) WE gain a louder voice at work and the power to shape our working lives, when we are united. During the bargaining process WE have a stronger voice in securing wage increases, better access to health care, workplace safety and much more.

If you want more information about our contract negotiations, please contact me at dbell-hpae@comcast.net.

In solidarity -
Doris Bell, RN
President, Local 5118

How we can support each other as Nurses

As Professional Nurses, both old and new, we need to support each other every day.

This time of year, there is an increase of new RN's, fresh out of school. As seasoned nurses we have a lot to professionally offer the newer nurse. As a Union, we can take care of each other as a nursing group, and make sure management gives us the tools and support we need to achieve the best patient care possible. Below are 10 ways I found that we can all support our newer nurses, through knowledge, kindness and patience.

1. Be a role model.
2. Help them understand how the hospital/unit functions. Knowing the customs and practices, can help avoid making mistakes, and relieve anxiety.
3. Show them how to network. Connect them with other nurses. Introduce them to people, places and things!
4. Give constructive criticism. Help them learn from our mistakes. We've all been there.
5. Talk about potential areas of growth. Support the nurse in their areas for growth.
6. Compliment a job well done! Helping self-esteem never hurts.
7. Share our experiences. Give examples from our career. Help the nurse realize what they are experiencing isn't anything new. They will see in us that they can make it.
8. Keep true. If you can't help them, find someone that can. Be upfront about things.
9. Be a sounding board. Be trusting and confidential. Nurses need other nurses to talk with.
10. Be open to feedback. Even the most experienced nurse needs feedback. Be open to suggestions. It will help us better help others.

Welcome to all the new nurses that are starting, or still learning their way around Cooper. And a big thank you to all nurses for supporting each other, and giving the best patient care.

Your Union, and caring co-workers are here for you.
Patti Scharff, RN

Best Practices - How NOT to Get into Trouble

Throughout the years we as nurses have been disciplined or investigated for issues around medications, drug diversion, clocking in and out, parking and the use of doctors' notes. Below is information that will help all of us continue to practice safely and not worry about getting into disciplined.



epic.

*We have been informed that some nurses take out all their medications for all their patients at one time. The Hospital Medication Administration Policy does not support this practice. The hospital will track the length of time it takes us to give a medication once we remove it.

Drug diversion.

*The hospital has hired a Drug Diversion Specialist. This person is auditing the administration of narcotics.

*Every nurse who administers narcotics is assigned a number. If you administer a lot of narcotics then your number will be higher. Now we know if you have a very sick patient this could happen, but they will investigate to see if it was needed by looking at the chart and if other employees are also giving the same amount.

*Nurses have been terminated for consistently giving large amounts of narcotics, sleeping medications and anxiety medications to their patients when they are working compared to other nurses who have the same patients and don't administer the same large amounts of the narcotics.

Please be careful when removing medications and make sure all your documentation supports your practice.

Medications.

*The hospital tracks the length of time it takes us to remove a medication from the Omni cell and the exact time we scan our patient's name and document that we gave the medication in

Time clock.

*Do NOT write on the exception sheet a different time from when you arrive.
*Nurses have been terminated for falsification and theft of time when the time of arrival differs from what is written on the exception sheet.



If you are late BE LATE and clock in or write down the exact time on the exception sheet.

Parking.

*We have to park where we are assigned to park.

We cannot pull a ticket and park below the assigned level.

Doctors notes.

*When we call out a Doctor's note will NOT excuse the PTU. The only time a note is used is when you are applying for medical leave.

Submitted by
Jackie Franchetti, RN
Grievance Chair

Welcome to Your New Union Officers Jessie and Beth!!!

Hey my fellow Cooperites! My name is **Jessie Butler** and I was just recently chosen to represent the nursing staff on the Local Executive Board of our union. I went into nursing as a second career, having studied pre-med, Religion and Spanish in my first undergraduate degree at Rutgers University-New Brunswick. After graduation I was fortunate enough to serve as a missionary to five countries (Tanzania, the Philippines, India, Kashmir and Scotland). In each of those countries I was able to serve in varying capacities. I've done everything from digging the foundation of a house with a pickaxe to working with children rescued from human trafficking, teaching English to Tibetan refugees to working at a school in the most remote and isolated corners of the Kashmiri border. When I came home from Kashmir I knew I wanted to continue serving, both locally and abroad, and prayed about what skills would best serve me and those around me. I felt led to pursue a career in nursing and attended the accelerated BSN program at Jefferson University.

Upon graduating in May 2015 I started working at Cooper on Kelemen 8 and it has been a wild ride ever since! I greatly appreciate the four years I spent on a Med/Surg Tele floor, and the opportunities I had when pulled to other floors, to lay my nursing foundation and get to know the staff throughout the hospital. This summer began the newest chapter of my career as I transferred to the Emergency Department. I love gaining new skills and the ED is definitely a great place for that! Every day holds a new challenge, a new area of growth, but all built upon the firm foundation laid over the past four years at Cooper.

On a more personal note, my husband (who I happened to meet in Scotland--and yes his accent is amazing!) and I have just found out that, after a long hard road filled with countless interviews and mountains of paperwork, we are finally approved to move forward with foster care and adoption! I'm overwhelmed and so thankful that even as my professional family is growing, my own family will be growing too!

Just as I am enjoying meeting my patients' needs in a different way, I'm also excited to help meet the needs of my coworkers through our local union. More than anything, we all want our patients to be safe, and much of that can be attributed to the safety, confidence and cohesiveness of the nursing staff. If there is any way I can serve you, and through you our patients, please don't hesitate to reach out to me. I believe open communication is so important in healthcare, and in any relationship really, and will strive to always be accessible to you. Please feel free to copy and pass along my contact information below. I look forward to getting to know each of you better as we learn and grow together in this new season!

Sincerely,
Jessie Butler, BSN RN
jbutler.hpae@gmail.com
856.625.4615

Hi. My name is **Bethann Piotrowski** and I have been serving as a Vice-President of our local union since January 2019.

I wanted to let you know a little bit about my background. I have been a nurse since 1997 and have worked in the Operating Room in several different capacities since July of that year. I received my BSN from Holy Family College in May of 1997, during my schooling I worked as a nurse extern on a Medical Surgical floor at Jefferson Hospital. Upon graduation and passing my boards, I moved onto the Operating Room at Jefferson starting in Neuro/Spines. I held several different jobs there including that of Specialty Team Leader for Neuro Surgery and Manager of the OR Scheduling/Billing Office.

I started working at Cooper in October 2014 and have worked the night shift here since I started. I worked on my MSN on-line and graduated from St. Mary's University in April 2015 with a dual major – MSN and MBA in Healthcare Administration.

I became more active in our Union in 2018 and was asked to join the Local Board later that same year. I have seen both sides of the union now and feel that most nurses do not understand what the union actually goes through to serve their members.

I am proud to serve you and will gladly help in any way that I can. Please feel free to contact me with your questions or concerns. The best way to do this is through my e-mail at Elizabeth-piotrowski@yahoo.com.

facebook.com/hpaef

110 Kindermanack Road
Emerson, NJ 07630

A Newsletter for the members of HPAE Local 5118 at Cooper Hospital

Address Service Requested



SAVE THE DATE

HPAE 2019 PROFESSIONAL ISSUES CONFERENCE
**“Bringing Our Professional Values
into the Transformation of Health Care”**

INVITED SPEAKER: First Lady Tammy Murphy

THURSDAY, OCTOBER 10, 2019

8:00 a.m. to 4:30 p.m.

Hilton East Brunswick

3 Tower Center Blvd., East Brunswick, NJ 08816