



HPAE

LOCAL 5118

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

THE COMMUNICATOR

July 2018

Message from the President

As most of you may know the Supreme Court decided on the Janus vs AFSCME case. What this means is that someone in the public sector will now have to say they do not want to pay union dues and will still get all the benefits that the dues paying members get. Sounds great doesn't it?

Fortunately being part of a union gives us all a voice on our working conditions, our pay, vacation, and our float districts. Unfortunately without a union our working conditions would be decided by our employer. Just from our daily struggles, I'm sure you could imagine what that would be like.

With the union we have a voice. I often hear, as I talk to nurses "What does the union do?" I in turn say what have you done to support your union? Have you been part of a committee to make decisions about units or policies? Have you ever thought about being on the Executive Board? How about attending the New Nurse Alliance? Have you tried to be part of the solution to issues or concerns?

Members are the backbones of the union, without you we do not get the information on violations of our contract. Without the union we have no fight, the employer decides our fate.

I encourage all of you as I always do to be a part of this union and not sit back and wait. Please contact me if there is interest in any activities. I welcome each and every one of you to take an active role in Local 5118.

In closing I would like to thank all of those who have stepped it up by being on committees, and assisted us with issues that have come up at Cooper.

Have a safe and happy summer!
Doris Bell
President Local 5118

BE A PART OF HPAE'S 2018 CONVENTION

OCTOBER 4-5, 2018 • Harrah's Waterfront Convention Center • Atlantic City, NJ

Celebrate our past. Welcome the future.

Since 1974, HPAE has led the way – Protecting and advocating for New Jersey patients, health professions and communities.

At our 2018 Convention, we will pause to celebrate HPAE's bold leadership team: Ann Twomey, Bernie Gerard and Barbara Rosen.

CONVENTION TENTATIVE SCHEDULE:

Thursday, October 4 — Pre-convention activities:

11:00 a.m. – 12:00 p.m. • Registration
12:00 – 2:00 p.m. • Lunch / • Committee Meetings
2:00 – 5:00 p.m. • Meetings / • Workshops
6:00 – 9:00 p.m. • Delegate Reception / • Dinner

Friday, October 5 — Convention:

8:00 – 9:00 a.m. • Registration
9:00 a.m. – 4:00 p.m.

- General Session
- State of the Union
- Constitutional Amendments
- Luncheon and Awards

Book Your Hotel Room

Harrah's Waterfront Conference Center
777 Harrah's Blvd—Atlantic City, NJ 08401

You must reserve your own room. **You can make your reservation by calling 1-800-777-8477** and selecting option 3 to be connected with a reservation agent. In order to obtain the special group rate, you need to identify yourself as being with the **Health Professional and Allied Employees 2018 Conference**.

Register by Friday, September 19, 2018 to take advantage of the group discount rate.

For more information or to register visit

www.hpae.org



Staffing Committee and Cross Training Task Force Updates

The staffing committee continues to work on ways to improve staffing and our work environment. The ED Handoff tool has been successfully piloted on N7. It will be rolled out to all areas in the near future. Nurses will be educated, and then the tool will be used house wide. The goal is to improve report, and any specifics to the patient. Please let us know how the tool is working when it becomes initiated to your floor.

There is a **NEW** Voluntary Float form in staffing, and the nursing office. It will also be sent to your managers, for electronic printing. Forms will also be placed in your Union Unit binders soon. The new form combines the voluntary (one time) "float out of your float district", with volunteering to (one time) "float (within or out of district) if you are less than 90 days off orientation". Please sign the form whenever either of these two situations occur. **EACH** time you volunteer, sign a form. The forms are good for one time only. If you float outside your float districts, and do not sign the form each time, that area may be added to your current float districts. This applies to house pool, and UBP also. Please contact us if you have questions about floating, the form, or your areas.

As you are aware, Acinetobacter isolation patients are clustered on K 10 and INCU. This has caused issues with heavy assignments, and receiving the help needed to do patient care, answer lights, etc.. In staffing committee, this was discussed. Please make sure the acuity is taken into consideration when assignments are made- speak up and discuss this with the manager. We have been assured they will listen, and try to accommodate. A "buddy" should be assigned to help the isolation nurse, and reduce cross-contamination. Make sure you know who your buddy is, if you are in this situation. Let us know how this is working out.

Also on K10, nurses will be educated on the ultrasound machine to help with blood draws and IV insertions. HPAE asked that the ultrasound be available to all shifts, and not locked up at night. The machine is now available to all shifts, and in a secure room.

The Cross Training Task Force continues to put together a solid program. There will be certain areas considered for a pilot. As of now, it will be PICU, K8/K10, CDU, and PCU to CCU. The committee is currently working on guidelines for training, certification requirements, and commitment by Cooper and the RN. If you have any questions, suggestions, or would like to attend one of the meetings, please contact us. We will continue to update as the meeting progress.

Patti Scharff RN
HPAE Co-Chair Staffing Committee

HPAE Local 5118 Union Rep List

Doris Bell, President	N7: 342-2237	7A	dbell-hpae@comcast.net
Jackie Franchetti, Grievance Chair	NICU: 342-2229	7A	jackiefranchetti@gmail.com
Patti Scharff, Secretary/Treasurer	TSCU: 342-3421	7A	JimandPattischarff@msn.com
Gina Brouster, VP	PICU:342-2232	7A	Gina.scafidi@gmail.com
Carolyn Ali	P5: 968-7526	7A	caraliRN@gmail.com
Nicole Ansert	INCU:342-2240	7A	Disneymom27@comcast.net
Tammy Beringer	Pediatrics: 342-2236	7A	Tamber0522@aol.com
Cooper Digestive Health Institute			
Patti Budic	Mt. Laurel: 380-7768	Days	Budgin31@aol.com
Marcy Chojnacki	TSDU: 342-2814	7P	Mchojnackirn@gmail.com
Dan Dangle	TSCU: 342-3421	7A	dangleszoo@aol.com
Ed Fenn	P5: 968-7526	7P	Hfnurseguy07@yahoo.com
Larry Fox	Cardiac Cath Lab	Days	lkmma@yahoo.com
Patty Hoffman	PICU:342-2232	7A	Hoffman217@verizon.net
Karen Kimbrough	PACU: 342-2104	8P	AKExpress@comcast.net
Micheal Marchesani	CCU: 342-2234	7A	Marchesani84@gmail.com
Phyllis Mazzulo	CCU: 342-2234	7A	Pmazzullorn57@gmail.com
Ann McCausland	NICU: 342-2229	7A	annmcc@comcast.net
Christine Merget	ICU: 342-2233	7A	Q_t_rn_05@yahoo.com
Jim Scharff	ED: 342-2354	7A	jimscharff51@gmail.com
Janet Zerno	OR	days	Janetzerno@yahoo.com

Union Contract Education

Holidays are a great time....Recently we have heard from many of you that you have been passed over to get LCPTO or that your schedule has been wrong.

Per Article 7.6 Holiday Schedules /Pay:

When additional time off on a holiday may be granted to a scheduled Bargaining Unit employee, the time off will be given based on UNIT Seniority on a rotating basis. This will count as receiving a holiday off for purposes of the holiday rotation list. The holiday requirement of the nurse granted additional time off will be fulfilled.

What this means is that if prior to the posting of the schedule and the day before/off the holiday if LCPTO is available it is given off to the most senior RN. Each unit should have a holiday off rotation list so that the date you have off is written down. Also on the holiday each unit should also have a list of names (usually done by your Clinical Director) of names of nurses who are up for LCPTO. Most units ask nurses the week before that holiday who wants off or not. Of us who are eligible to be off on a holiday and your manager has not asked you then PLEASE advocate for yourself and call your manager to get this corrected.

If during the scheduling process (before the final posted schedule is complete) the manager asks if you would like the holiday off and you agree than this does count as you having a holiday off and should be noted on the holiday off rotation list. Please contact a rep or union officer with any further questions.

Reoccurring Disciplines

1. Incomplete falls packet. This includes Vital Signs and Neuro checks. Please remember to document everything.
2. Decreased vital sign documentation. Please follow your unit's policy and practice regarding vital signs and make sure they are documented. We do so many checks during our shift and sometimes our documentation does not reflect that.
3. Lab specimen errors. Wrong label, no label, wrong transmittal slip. We have to slow down triple check our work. If you

are sending it for someone else, do a double check for them.

Grievance Corner

A Grievance is defined as any dispute or difference concerning the application, interpretation or a claimed violation of the union contract or Human Resources policies.

Our Union files grievances for members who feel they were disciplined incorrectly, when the hospital appears to have violated the contract or their own policies. We can also file grievances if the hospital violates any federal laws, labor laws or established past practices.

Recent grievances filed

1. Denial LCPTO (given to a less senior RN). We WON this grievance.
2. Discipline not for just cause. RN was disciplined for the alleged improper use of a restraint and patient interaction.
3. Discipline not for just cause. RN disciplined for an alleged unauthorized break.
4. Mandated time off. We filed a grievance for Pool nurses who were mandated off while OT was being used.
5. On Call. Call cannot be used to staff our units. The hospital violated our contract by calling in a nurse for a non-emergent case in the OR.
6. Discipline not for just cause. An expired supply was placed on an OR table. We WON this grievance. The discipline was removed.

UNION UNIT BOOKS We are also in the process of updating our union unit books that have our contract in it, the union rep list, officers names and numbers, assignment objection forms and general union information. Please contact a rep if your unit book is missing and you need another one.

Thank you.
Jackie Franchetti
Grievance Chair

Voluntary Float to Telemetry Room

As registered nurses we are able to voluntarily float to the tele room even though this work is generally performed by the techs. Please keep in mind, we are still covered by our Union contract and have to follow all hospital policies.

Hello fellow nurses,

My name is Gina Brouster and I am the newest Vice President of our Local Executive Board. I've been at Cooper for the last 8.5 years, holding a position in Pediatric ICU preceding TSDU. To put a face to my name, you can find my PICU recruitment video posted on the Cooper Portal. I appreciate this opportunity and I'm eager to get involved with the LEB to truly understand what the union's role is to better support you. Feel free to pull me aside in the hallway if you have any contractual questions.

Sincerely,
Gina E. Brouster, RN BSN



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110 Kinderkamack Road

Emerson, NJ 07630



facebook.com/hpaeaft

Address Service Requested

Labor Movement History Week of July 9 - 15

Today we benefit from the trials and tribulations of the “workers” in this country who came before us. If it were not for them, we would have no pension, there would be no 40 hour work week, health benefits, pay raises, vacations and on and on.

July 9

New England Telephone “girls” strike for 7 – hour workday, \$27 weekly pay after four years’ service. 1923.

New York City subway system managers in the Bronx attempt to make cleaning crews on the IRT line work faster by forcing the use of a 14 inch squeegee instead of the customary 10 inch tool. Six workers are fired for insubordination; a 2 day walkout by the Transport Workers Union was reversal of the directive and the workers’ reinstatement. 1935.

Some 14,000 federal and state troops finally succeed in putting down the strike against the Pullman Palace Car Company which had been peaceful until July 5 when federal troops intervened in Chicago against the repeated protests of



Triborough Bridge

the governor and Chicago’s mayor. A total of 34 American Railway Union members were killed by troops over the course of the strike. 1894.

After seven years of labor by as many as 2,800 construction workers the Triborough Bridge opens in New York. Construction began Black Friday 1929. This was one of the largest public works projects during the Great Depression. 1936.

A nine year strike begins at the Ohio Crankshaft Division of Park-Ohio Industries in Cleveland. Overcoming scabs, arrests and firings, United Auto Workers (UAW) Local 91 members hung on and approved a contract in 1992 with the

company. Now under new management that included company funded health and retirement benefits, as well as pay increases. 1983.

July 12

The Screen Actors Guild holds its first meeting. Among those attending future horror movie star and Union activist Boris Karloff – Frankenstein. 1933



Detroit newspaper workers clash with police during strike, 1995

July 13

Southern Tenant Farmers’ Union organized. 1934.

Detroit newspaper workers begin 19 month strike against Gannett Knight Ridder. 1995.

July 14



The Great Uprising nationwide railway strike begins in West Virginia after railroad workers are hit with their second pay cut in a year. In the following days strike riots spread through 17 states. The next week federal troops were called out to force an end to the strike. 1877.

Woody Guthrie, writer of “This Land is Your Land” and “**Union Made**” contributed much to the American Labor Movement. 1913.