



HPAE

LOCAL 5118 Newsletter

A NEWSLETTER FOR THE
MEMBERS OF HPAE LOCAL
5118 AT COOPER HOSPITAL

THE COMMUNICATOR NEWSLETTER

September 2016

Message from the President

As we are nearing the end of the summer this year, I am reminded that we are ready to begin all the hard work that needs to be done to get prepared for negotiations in the spring of 2017. There is a lot to do: preparing contract proposals, holding unit meetings, developing our contract plan, and picking the negotiating committee members - and the list goes on. It's an exciting time, but there is much work to be done.

We all have our wish lists and we all want a great contract, and so we all have to work together to get that done. We need to think of how what we ask for will affect all of our members, not just one unit. It is time for nurses to step up and be part of the solution. There are many things our nurses can do if they are not at the table doing the bargaining with management, including supporting the negotiating committee and communicating information to each other on your units and throughout the hospital. We may need a sea of red or a show of solidarity to get our point across, but I know we can do it.

Along with getting ready for negotiations, I want to remind everyone it's an election year. AFT and HPAE have endorsed Hillary Clinton for President. In the fall there will be an opportunity for us to do labor walks in Camden County and Burlington County to get the word out to union families about our candidate. If you or a family member decide to participate in one of these walks please see any Executive Board member for information; you will be compensated for participating.

As always I want to say THANK YOU to an awesome group of nurses. You are what makes Cooper Hospital the best!

Doris Bell
President, Local 5118

Staffing

The ratification of our last contract in 2014, which included a 1:5 ratio in Med/Surg, Tele and Oncology units at the start of the shift, would lead to improved staffing. Sometimes we saw this, most times we do not.

Keeping a close watch on the staffing reports we receive 3 times a week, of the last 17 shifts from 9/1/2016 to 9/9/2016 only one shift of the Med/Surg, Tele and Onc units started at a 1:5 ratio. This is not acceptable to us, for the 1:5 ratio should be the norm not the exception. We need and expect the hospital to do BETTER.

The hospital will use the excuse that call outs and an increase in volume lead them to start us at a 1:6 ratio. While there has been a definite increase in the volume of patients we are caring for, there needs to be an increase in the staff to care for them. The hospital says it is hiring, but where? Are the nurses staying? If not, why not?

As far as call outs, over the past couple months, the average number of RNs calling per shift was 3.8. The hospital should have a plan for call outs, but the reality is THEY DO NOT.

As Chair of our Staffing Committee I continue to address these concerns and will continue to hold fire under them in order for them to provide us with the conditions we deserve, and that is Safe Staffing on every unit/ Every day.

Carolyn Ali
VP Local 5118

Grievance / Discipline Corner

Below are the current grievances for 2016:

We **WON**- NICU- The hospital will follow the seniority language in Article 7.7 Holidays which states that employees with 20- 29 years of service will work 1 summer and 2 winter holidays. The hospital will follow the practice for the NICU of selecting the holiday off the employee wants in the beginning of the year independent of staffing.

We **WON**- S8- the hospital will follow Article 10.2- When you are precepting you will NOT be placed in charge.

The following grievances were **denied**:

- LCPTO request (RN's request to be off was submitted after 5pm)
- Grievance filed to decrease written warnings to a verbal for late call out (REMEMBER you MUST call out 3 hours before your shift This means by 4am or 4pm.....)
- Grievance filed to decrease written warnings to a verbal for mislabeling a lab specimen

Pending grievances:

HPAE Class Action - CUH violated a Union Rep's Weingarten Rights by stating to the rep they cannot ask questions during an investigatory meeting of a member. Article 11.2- RN floated outside of float district

Current Disciplines:

Nurses continue to be disciplined for late call outs, lab specimen errors, HIPAA violations (looking up family members' information without a CUH authorization form or durable power of attorney), Unprofessional behavior (family / management/ staff complaints), excessive call outs, not completing hourly rounding sheets, not completing restraint documentation.

Please request to have a Union Rep with you if the hospital asks to have a meeting which can lead to discipline. A list of reps are on the bulletin boards (outside the cafeteria, errands solution, and the credit union). Also, the rep list is in your contract book on your floor and it is on the HPAE website (www.hpae.org - Go to Local 5118).

Know Your Contract – Article 11.6

The hospital has been cancelling nurses incorrectly. Nurses who have requested LCPTO have been denied off when there has been a pool, Part time, Unit-based pool, or Baylor on the schedule working EXTRA time... You should be granted LCPTO if any of the above are working, per Article 11.6. Please read this article to understand the process.

Submitted by
Jackie Franchetti RN
Grievance Chair

1100 Voices

A Labor Union is any organization consisting of two or more workers who come together to improve wages, benefits, and working conditions.

A Union collectively uses its strength to have a voice in the workplace.

Respect on the job.

Fairness.

Using our voice.

As we “gear up” for the 2017 negotiations, please think carefully about your voice. There are 1100 plus voices in Local 5118.

There will be meetings, surveys, emails, robo calls, and flyers.

What are you willing to do to help accomplish what we all need for our members and patients?

Get involved. Be active.

Step up when asked to help, even if only in the smallest of ways.

You are protected by law, and we are all here to support each other.

Imagine what we could accomplish with 1100 voices?

Hope to hear you all soon!



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From buying a home or a car to savings on wireless service and travel, Union Plus provides money-saving benefits and services uniquely designed to meet the needs of AFT+ members and their families.

Learn more at
UnionPlus.org/AFT



A Union of Professionals

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2017 Negotiations Alert

On or about December 5th you will receive a letter explaining how to be a member of your 2017 negotiating committee. We look forward to having new members on the committee who haven't yet gone through the negotiations process.

Included in the mailing will be your contract survey. The survey gives you the opportunity to share with local officers what needs to be changed in your Union contract, what is most important to you to gain through these negotiations AND how you can become more active in our Union. Please take the time to complete the survey. Instructions will be included on how to return it to us.



HPAE LOCAL 5118 OFFICERS & UNION REPRESENTATIVES

Union Reps	Unit/Extension	Shift	Phone/E-mail
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HPAE CONVENTION 2016: "Challenging Corporate Healthcare"

October 6 - 7, 2016 - Bally's Atlantic City



REGISTER ONLINE NOW

[www.hpae.org/campaigns/
convention2016](http://www.hpae.org/campaigns/convention2016)

HEAR FROM national healthcare advocacy experts, including Jessica Curtis of Community Catalyst, and Dr. Fred Hyde from Columbia University, on the trends in corporate healthcare affecting our members and communities.

DISCUSS EFFECTIVE STRATEGIES for challenging corporate healthcare in bargaining, organizing, community alliances, and politics.

VOTE ON HPAE's strategic plan for challenging corporate healthcare, and updating our union's constitution, bylaws and dues.

