



Message from the President

As we begin a new year, we can be proud that we continue to survive and in many cases, thrive as a strong local of nurses. However, each year continues to bring to us the same struggles all nurses face, and safe staffing is most likely the foremost. Looking forward to this new year, what I want most for you to remember is that nursing struggles are a battle that must be fought daily to win, and winning depends on your participation, your commitment and your persistence in using your strength and voice...400 voices that become the one voice loud enough to be heard.

Your union leaders are only speakers for you. We push through these doors only when and with you behind us. If there is a lack of voice and strength in fixing nursing problems, there will be no wins. Not in our local and not state-wide.

We tend to be very focused on what is happening inside the walls of our environment. That focus is crucial, but beware of believing that what we do at work is ALL that matters. Who we elect as local and state officials, who we put into office, and who we elect into the most important positions in this country must be our focus as well. Nothing, and I mean nothing we do inside these walls where we spend so much time will matter for patients or us as health care workers if those we elect do not prioritize healthcare and respect unions.

We must have a strong union to survive as healthcare providers. You have one of the best contracts in HPAE. If you read it front to back, you will see it protects you against almost all struggles nurses face. It affords you almost any nursing benefit nurses strive for. Each year small or sometimes big improvements are made; some years the win was keeping what we had. Some years the win was not adding items that management wanted that would have essentially brought you nothing BUT struggle. I have mentioned before that keeping our contract intact and enforced is up to us. It will always be work that must be done daily. This year your union leaders will be working with you in developing the plan for **WHAT WE MUST DO TO LESSEN OUR STRUGGLES.**

My message to you for the upcoming year is to change the direction of your energy. Instead of putting your energy into frustration, doubt, fear, absorbing inaccurate information, or allowing the struggles in nursing to further drain you, take a handful of that energy and put it towards your union. If all 400 of us continue our efforts to make our union strong, the cumulative effect will yield strength and wins that will afford all less and less of a daily struggle. In closing I ask you- if keeping our union strong and our contract intact and our patients and ourselves safe is not worth your energy, then what's the alternative?

See and hear about our local plan for 2017 in our next membership meeting. Move the focus to thriving rather than surviving, because we are here to stay.

In gratitude for the opportunity to Serve you and in unity,

Nicole Mankowski RNC
HPAE local 5186 President

A Seemingly simple proverb, from one of Aesop's fables:

**A BUNDLE OF STICKS CANNOT BE
BROKEN.**



**A reminder to us all that we are more
powerful and successful when we band
together, support each other, rather
than attempt so many difficult things AS
A TWIG.**

CELEBRATING Joyfully with Friends

On Sunday, December 11, Local 5186 members gathered at Liberty Prime Steakhouse for an enjoyable brunch. Good fare a quick union update, and much camaraderie were shared by all. Those unable to attend were missed on this day of joy, friendship, support and picture taking.

The LEB was so very heartened to be able to relax and just talk with everyone.

We've missed a past few years of providing this event, so glad it happened!



Solidarity- Join in the Washington D.C. Women's March

This recent election exposed so blatantly the friction and divisions held deeply by people of our country.

The competitiveness and campaigning vigorously indulged by all parties has ended, but our hearts, minds and feelings are still laid open to what each person continues to perceive as assaults.

Knowing how to proceed, what to work to achieve, and building cooperation and engagement will be challenging to even the most skilled and experienced of leaders during this period of fear and uncertainty.

Recognition of this moment as one to send a message of civility, democracy, respect and caring to all people led to rallying and organizing this Women's March on January 21, 2017.

Initially gaining momentum on Facebook, and continuing through all social media we are ready.

HPAE will join with other labor unions, community organizations, activists and anyone else to spend the first official day of this presidency sending a clear message. Leaders for rights and humanity will raise a voice as one from the thousands who will attend the march to say: protect our rights, safety, health and families. We are the strength of the country and seek peace, justice and equality for all. Follow the links, even join in that day at a local rally.

The HPAE website: www.hpae.org

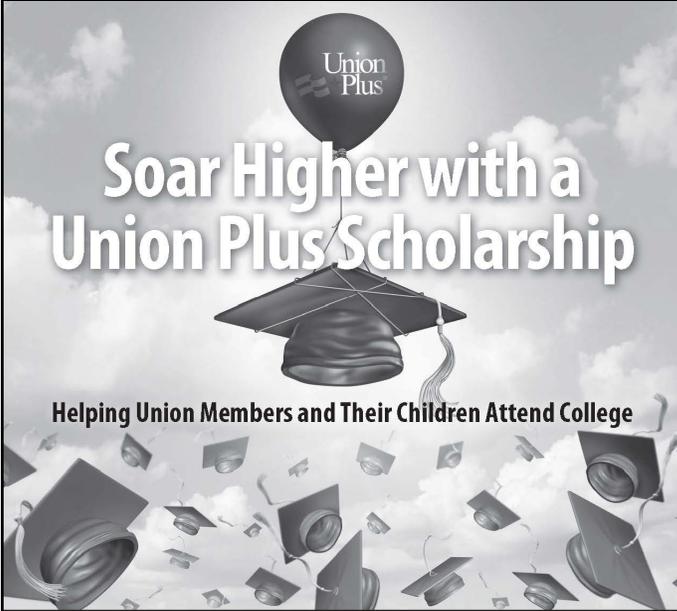
NJ Citizen Action buses to the march: www.njcitizenaction.org

Website for the national organizers of the march: www.womensmarch.com

Labor/Management and Staffing Committee Updates

On December 13, 2016, committee meetings were held. There was much on both agendas, requiring several hours of discussion.

1. We are fighting unsafe staffing through every avenue available. We had meaningful conversations about the absolute need to improve compliance with ratios. Bring in nurses and restorative measures post lay off. Grievances are pending.
2. We are advocating for more ancillary help.
3. We covered the environmental issues.
4. We discussed the work flow and "thru-put" issues from ED all the way up to ICU and all units. Period of high census and increased LOS, as well as the closure of 5 Tower.
5. We had discussions about new equipment and patient monitoring systems
6. We have started to negotiate bonus pay, amounts, trigger for offer, and fair distribution.
7. We met over unit specific issues as brought to us by members of MCH, ICU, ED and 6T.
8. We discussed improvements in documentation for Meditech, making it easier to have an accurate and complete record.
9. ACLS, the lack of availability and scheduling problems, delays in reimbursements.
10. Ex Vac utilization, improved PCD communications with members.
11. We seek policies to address telemetry holding, and care given in other areas.



Soar Higher with a Union Plus Scholarship

Helping Union Members and Their Children Attend College

Union Plus Scholarships support our overall mission to help support union families' education goals. In the past 25 years, union members and their children have received over 4 million Union Plus scholarship dollars.

\$150,000 in awards ranging from \$500 to \$4,000 are available annually to students attending college, trade or graduate schools.

The 2017 Union Plus Scholarship application is now available.

Deadline: January 31, 2017, 12 pm ET

Learn more at UnionPlus.org/AFTScholarship

 A Union of Professionals
AFT+
Member Benefits



LOCAL 5186 OFFICERS

President: Nicole Mankowski

ICU 1900-0730 shift nurseniki@optonline.net

Vice President: Mary Kelly

Endoscopy 201-349 5602 rmkells@verizon.net

Treasurer: Nancy Weinstein

Endoscopy 0700-1500 shift

201-424-2125 Nancyw1210@vzw.blackberry.net

Secretary: Rebecca Lowe

ICU 1900-0730 shift

Grievance Chair: Shelley Crowe

6 Tower 0700-1500 shift.

GRATITUDE

In keeping with a while back starting a section in the newsletter to employ the powers of thankfulness. I'm trying to build the neural connections to make this easier, practiced and mindful..... SO focus , and part of my New Years, dare I say resolutions?

“
I smile every chance I get.
It's not that life has been easy, perfect, or exactly as I had anticipated, but I choose to be happy and grateful for all the good things I do have and all the problems I know I don't have.
”

Hopefully we all can feel happiness in many ways this year!

HPAE EDUCATION DAYS

Tuesday, March 7st, 2017

Kenilworth Inn — 60 S. 31st St. Kenilworth, NJ

For more information or to register go to:

<https://www.eventbrite.com/e/hpae-education-days-tickets-30563608576>

Safe Staffing – Safe Work

The problem of short staffing impacts every aspect of healthcare worker and patient safety. Healthcare, the fastest growing industry in the US, is also one of the most hazardous to workers and patients. According to the US Bureau of Labor Statistics there were 656,300 healthcare worker injuries and illnesses in 2014. That's more than in construction and mining! About one out of every 25 people who are hospitalized and seventy-five thousand patient deaths each year are attributed to healthcare associated infections. The link between short staffing, staff injury and illness, and negative patient outcomes is obvious to frontline workers. Nationwide AFT and allied healthcare unions are mobilizing to pass mandatory safe staffing ratio legislation.

Respiratory Protection for Healthcare Workers

Far too many healthcare facilities fail to provide adequate respiratory protection for healthcare workers exposed to infectious diseases and hazardous chemicals, including glutaraldehyde, waste anesthetic gases, antineoplastic drugs and surgical smoke. The National Institute for Occupational Safety and Health has documented gaps in healthcare respiratory protection programs in six states. Inadequate respiratory protection programs can result in exposure to a wide host of pathogens such as tuberculosis, measles, influenza, SARS and Ebola virus infections. The goal of this workshop is to educate participants on key elements of effective respiratory protection programs, with an emphasis on preventing healthcare worker exposures to aerosol transmissible diseases.