



Message from the President

Greetings HPAE 5186 RNs

As we enter into 2019 we always have a local plan that your local union leaders work on and and submit to the state on how we can continue to keep our union intact at Christ and how we can better serve you and how we can enforce your contract continuously. Here are some points that are crucial

1. Grow our rep pool, we need to keep enough reps to help and protect RNs in disciplines, to watch and report contract infractions and to communicate with you for us when there is a need. Please consider rep training to join our team, thank you JOE From the Seast/detox division and ANGELICA from the Periop area for joining. We now have around 12.

2. We must have RNS PRESENT AT STAFFING MEETINGS, HEALTH AND SAFETY MEETINGS AND VIOLENCE IN THE WORKPLACE MEETINGS. It's hard to believe that this isn't important to all.

3. BE IN THE KNOW. If your not attending membership meetings, reading the HPAE website and staying in contact with me and your local executive board how do you know what your rights are ? Do you have your new hard earned contract? Do you need support or representation ? How are you optimizing these things and having your rights respected if your not ? Are you reaping the benefits of being in this union ? There are many, but you cannot tap in to what you are not aware of.

4. We must be aware of the bigger picture, are you following social media news and literature on the staffing ratio movement ? Do you know where the staffing ratio bill is? How are we getting closer or not? Are you aware we are one of the few union locals that even have ratios ? Are you aware what we are doing to keep them and fight for them to be enforced ?

We want to stay united and strong. We want to stay connected, for Nurses week in May we will have gifts and be rounding. Please look out for us and consider all of the above. It is more important than you know. Our bulletin board across from the cafeteria will be updated soon please check it.

Lastly and important - PLEASE CALL HPAE OFFICE OR GO TO THE WEBSITE AND BE SURE YOUR CELL PHONE NUMBERS ARE UP TO DATE AS WELL AS YOUR ADDRESS. This is updated every time your attend a meeting as well, but if you don't attend it further cuts off our ability to be sure you have the information you need - we need to reach you in robo calls and post cards.

In solidarity I remain
Nicole Mankowski RNC

"As a nurse, we have the opportunity to heal the heart, mind, soul and body of our patients, their families and ourselves.

They may forget your name, but they will never forget how you made them feel." -

Maya Angelou

Cope Corner

Your Committee on Political Education continues to advocate for patients protection (safe staffing) (safe lift equipment) etc. They have been meeting with legislators in Trenton through out the year to try to get our message across. It is difficult to stress the importance of nurse to patient ratio when the Hospital Association and our State Nurses Association opposes ratios and have the ear of the legislator more often.

This has not stopped the committee we will continue to speak out about the dangers of short staffing and other health and labor issues facing workers.

On March 14th we had a Lobby day in Trenton.

Our National Union (AFT) joined us on that day.

As health care professionals, we must advocate for those who cannot speak for themselves.

Submitted By
C. Crowe



Address Service Requested

SAVE THE DATE

AFT PROFESSIONAL ISSUES CONFERENCE

April 25-27, 2019
Hyatt Regency Washington on Capitol Hill
400 New Jersey Ave N.W. - Washington DC 20001

Register at: <https://hq-secure01.aft.org/AFTMeetingsPortal>

Grievance Guidance Corner

Many times you may hear we (the union) are taking this grievance to Arbitration, but what does that mean. I am going try an explanation below:

Arbitration is one of various methods that together are referred to as alternative dispute resolution or ADR. As suggested by the name, the idea behind methods of ADR is to provide an alternative to filing a lawsuit and going to court, which is the traditional method for resolving legal disputes. Arbitration and similar alternatives were primarily designed to provide for a streamlined and cost-conscious option to deal with a legal issue. It is part of our contract to go to arbitration to settle matters.

Although arbitration is used broadly to describe a method of alternative dispute resolution, arbitrations themselves can take many forms. In almost any arbitration, however, the complaining party will send the opposing party a notice of their intent to arbitrate a dispute (grievance) outlining the basis for the dispute. There is typically a period for response, followed by the selection of arbitrators, and then the hearing itself.

In general, the arbitration process involves many of the same components as a courtroom trial. For example, evidence is presented, arguments are made, witnesses are called and questioned by the parties, and so forth. However, many of these facets are simplified and /or limited so as to make the process quicker than the typical courtroom trial.

Following the required hearings, an arbitrator(someone who is officially chosen to hear both sides of an argument and to make a decision about what should be done and) will deliver a ruling to the parties within a specific period of time.

Submitted By C. Crowe Grievance Chair