



Message from the President

May your Holidays be Filled with Peace and Joy



As we reflect on the past year we can do so with a sense of pride and accomplishment. We have negotiated improved language in our contract, including the establishment of a Joint Labor Management and Safety Committee. Discussions at committee meetings have resulted in a new part time bargaining unit position in Respiratory Therapy, two extra sets of scrubs for the ER, CRC Techs and RNs as well as the RNs on C6. New badge swipe card readers at the ER entrance-- to decrease traffic and improve safety in the ER.—was another result of this committee’s discussions.

At our 2018 Strategic Planning Meeting we set goals to ensure the continued strength and future of our local. We realized the need to identify and mentor new leaders to assume leadership roles as the present officers retire. Venus Weaver and Chris Lewis have both stepped up and have assumed more active roles in the local. Chris has been attending grievance hearings and was an invaluable asset at a recent hearing. Venus and Chris now attend discipline meetings with members.

Short staffing on the units and in the ER continues to be a critical problem putting patients and staff safety at risk. Jody Repetski, RN (float nurse) has agreed to assist with the development of a Staffing Committee which will hopefully be up and running early in the new year. If you are interested in joining the committee, please contact your unit rep or an LEB member. Only with active member participation and involvement can we maintain our strength and continued growth of our local.

In solidarity,
Betsy Nulty

Holiday Outreach

Over the last few years our local, HPAE 5106 has sponsored the Christmas Project with our lead person Pat Hynes, RN (CR) at the reins and so we will again this year.

Please help us make a difference this holiday season by making kids’ dreams a reality with gifts under the Christmas tree. Let’s bring a smile to as many children as we can and spread some Christmas joy.

Any donation of new, unwrapped toys and clothing are being collected for boys and girls of all ages. Items can be brought to the CRC or given to our unit reps or LEB members: Pat Haynes, Cam Troung, Bindu Joseph, Venus Weaver, Mike Wilson, Kathy Boardman, Chris Lewis, Betsy Nulty, Sue Clements, Charles Bowen and Richelle Kozak

Once again, thank you for your kindness and generosity during this holiday season. This will surely put smiles on the faces of many children on Christmas morning knowing **that** “Santa” has not forgotten them.

Thanks from the bottom of my heart!

Richelle Kozak

Report on our General Membership Meetings

October 25, 2017
Episcopal Campus

October 31, 2017
Northeastern Campus

Local update

- We are eight months into our new contract which will be in effect until Feb 28, 2020
- Contracts are available in HR (or from Sue and Richelle on C6) if you need one
- Check your salary scale and make sure you are getting the right rate of pay
- Check your pay stub and make sure you are contributing to those programs that you are interested in: pension, long term or short term disability

Labor Management Committee

Our new contract language created a Labor/Management/Safety Committee that meets monthly

- Any member is welcome to attend a meeting to speak on an issue
- There has been discussion on a number of safety issues including staffing, safety searches, and safety concerns in ER

Minutes of the most recent meeting are published in the quarterly newsletter. We will be posting minutes from other monthly meetings on-line @ www.hpae.org. Click on locals then Temple/Episcopal.

Some issues can be addressed on a department level. Some issues involve our members throughout the hospital and can be addressed by this committee.

For the committee to be most effective, we need the input, support and participation of our members. Appropriate issues can be included on the agenda and members can come and speak on the issues.

Member Engagement

To be a strong union, we need active participation of our members. Members are quick to step up to sign a petition or write a letter of support for a co-worker, which is great. But we asking members to get more involved by signing on as a unit rep or a work area leader. (A job description for both positions is on our Local 5106 webpage - <http://www.hpae.org/local/local-5106/>) Both jobs involve communications between the leadership and the members. We don't know the issues or problems in every area or every shift and we need members to identify problems and to help find solutions.

Right now we have about 175 bargaining unit positions: 95 nurses, 20 Professionals and 55 techs. Almost all are full members. But we need to educate and encourage all new employees to join the union.

The more people are actively involved the stronger we are. Recently Silvia on C6 has volunteered to help with new member orientation. She has also agreed to be a member of our Committee on Political Education (COPE). The commitment does not need to be large—every bit helps.

Political Updates

The “Janus” case will be heard by the Supreme Court in the near future. It has enormous implications for unions since a decision in favor of the plaintiffs in Janus, which now seems to be very likely, will make collecting “fair share” dues from non-members in the public sector unconstitutional. That would give non-members a “free ride” to be covered under the contract and to have representation in disciplines under the Duty of Fair Representation. In this situation, some members, resenting the free riders, could decide to leave the union, which could eventually decimate the union movement. We need to respond to this attack by striving to have every new BU employee become a full

member. We cannot allow the progress that unions have made in building a strong middle class be decimated by politicians who are only concerned for the top 1% in this country.

Open Forum: Issues and concerns Raised by Members at Episcopal

- C5 - one nurse at night; management needs to make a real effort to replace call outs
- Each floor needs a list of phone numbers to call for replacement if needed
- Radiology: if staff is delayed due to a late case and punches out late, they are made to punch out early on another day to avoid payment of OT. Techs rotate to NECC every fifth week. Staff should have a set location.
- Overhead page cannot be heard in lab, Mammo, stress lab, echo and nuclear med.
- Ultrasound—heavy outpatient schedule in the AM, then quiet in the PM and staff sent home.
- Example: 27 scheduled and 3 add ons—17 scheduled from 7:30 to 11:30am
- New position of Behavioral Health Discharge planner will be responsible to get patient to next level of care and first follow up visit. BSW paid at same rate as BHT.
- Part-time employees are eligible for certification bonus of \$1,000
- Xray: delay in care when patients arrive with the wrong prescription. The patient has already been seen by registration on the first floor and secretary on the third floor, but the call to the doctor's office is not being made until the radiology tech is getting ready to do the film.
- Evening shift CT position not yet filled. Are they posting or changing position?
- Cell phone for social workers: issues addressed to Yasser at Labor Management who said it is too costly. The hospital is trying to decrease issuing cell phones.
- Megan Backman (P6) and Marci Hestor (heart station) have agreed to serve as work area leaders
- Jodi Repetsky (RN float) interested in getting involved. We will look to establish staffing committee with Jodi as a rep from the behavioral units. She works all units and all shifts

Open Forum: Issues and concerns Raised by Members at Northeastern

- Outpatient drug and alcohol services are now offered in the building. Safety/security concerns with patients wandering around the building and loitering outside asking for money and cigarettes. In April, an inpatient detox will open increasing safety concerns. Are there plans for more security officers in the building?
- Mandatory uniforms—Doesn't “Magnet Journey” required all uniforms to be the same?
- Will nurses in Chemo and Endo also get the new uniforms?
- No Communications: Endo, chemo, Xray, MRI, US need panic buttons. There was a recent incident in outpatient lab—patient threatened to shoot everyone. After the fact, staff called 911.
- Staff told security cannot walk them to their cars.
- Radiology staff are still being sent home early, using up their benefit time. Morning schedule is heavy and afternoon light. BU members being sent home while manager stays and performs studies.

Welcome New Members

The local warmly welcomes our newest members to the Hospital and our union:

Gladys Tokpay, RN (C4), Hannah Sacco, BHT, Cynthia Brown, RN (Endoscopy/Northeastern Campus), Christine Peachey, RN (Endoscopy/Notheastern Campus) Alice Xie, RN (ER), Emily Guinan, RN (ER), Khadijah Smith, RN (C5), Titus Bokaire, RN (CRC), Greg Mills, CRT.

We hope you will take an active role in the local and use your time and talents to help make us the best we can be.

Unit Rep Christmas Party



What could be a better incentive to become a unit rep than our yearly Christmas Party at Gallo's Seafood Restaurant? The food was great, but the company was even better. We were especially happy that our VP of the Technical Unit, Gary Peoples, was able to join us. Gary is on the mend and be assured that his off-beat sense of humor is more than intact. He entertained all in attendance: Chris Lewis, Pat Haynes, Venus Weaver, Richelle Kozak, Sue Clements and our special guest and former union officer, Carol Harrison.

It is always nice to step away from the work setting to share a meal and say thank you to those who do so much throughout the year.

Grievance Update

We are happy to report that one of our members who was terminated has been reinstated to his position. The successful grievance was due in a large part to sixty-three letters written by his co-workers praising his patient care, work ethic and positive attitude that were collected by President Betsy Nulty.

An ER physician who came on her own time to testify on his behalf may well have made the difference in the final outcome. Management seemed surprised at the level of support that our members displayed, but we know that our people will come together to fight for a good cause and getting someone's job back is certainly a good cause. We thank all of the ER staff and especially Dr. Arnold for



Check Out our Local Web Page

Check our web page at www.hpae.org. Select "5106" and you will find information and resources that you need, including our union contract, a schedule of meetings in 2018, our new short staffing forms for nursing and non-nursing departments, and unit rep and work area leader

HPAE Local 5106 Labor-Management/Safety Meeting

November 28, 2017
Episcopal Campus, Room 213

Attendance: Betsy Nulty, Richelle Kozak, Sue Clements, Barbara Gennello, Luann Kline, Yasser El-Khatib, Clara Galati, Joan Schiavo

Follow up from last meeting

Immediate bedding of patients and delay in dispositions cause stress/strained relations in the ER. Deb Kohl, ER manager to address and provide feedback to nursing staff.

Not everyone has received their new uniforms

Vendor has been difficult to contact; some orders are incorrect

In July management will take the opportunity to select a new vendor

Safety Needles/syringes

Eliminating vanishing needles in place of safety glide or other manual needle cover is a big step back in safety

Psychiatric and combative patients frequently require multiple injections under difficult circumstance. Potential for needle stick is very high.

Yasser has spoken to supply chain manager about ordering retractable needles from the new vendor

Episcopal has a representative on the VAT committee which has input on the supplies ordered

RN Accountability for Ancillary Staff

Question of fairness raised when nurses have been disciplined for techs taking extended breaks

Union suggested that staff punch in and out when going on break so they would be accountable for their own actions.

Management responded that this is not possible in Kronos.

At present ER and C6 do not schedule lunches at the beginning of the shift. BH units do schedule lunches.

Lunches should be assigned and staff held accountable to those times. Deviations should be reported to manager if persistent/chronic problem

Eight hour workers are entitled to 30 minute lunch and two fifteen minute breaks

Twelve hour workers are entitled to a 30 minute lunch and three 15 minute breaks

Some areas combine their lunch/breaks for an hour lunch which is acceptable to management.

Staff in Radiology using benefit time to make up work hours

Techs in ultrasound department at Episcopal and Northeastern are being sent home early when the volume falls. Morning schedule is heavy; can cases be spread out throughout the day?

Management: cases are scheduled according to patient requests. We are constantly looking at numbers and exploring ways to increase volume. We have lost some of the OB cases that we previously had. We are trying not to downsize our staff.

If techs stay past their scheduled quit time, they cannot be sent home early the next day to avoid paying overtime. Management agreed. Luann will check on frequency of problem

Volume has been down at NE possibly because of construction on Tulip St. making it difficult to get in the parking lot

In some departments, studies must be scheduled around MD availability for injections (CT) or diagnostics purposes (mammography)

Per management: Rotation between Episcopal and Northeastern is mandatory for xray techs

Uniforms for Chem/Endo

Management-Financially unable at present

Possibly in the future

ER bonus structure for staff vs pool

Management based the bonuses on working hours "over your required time"

Full time employees are eligible for bonuses after working 36hrs.

After pool staff meet the requirement of 24 hours in a pp, they are eligible for the bonus

Dietary issues

If the dietary aides do not have a "ticket" for a patient that patient may not get a tray, despite the fact that a list of patients and