



MESSAGE FROM THE PRESIDENT



Happy New Year! As we embark on our future let us not forget all the lessons learned from our past. As we continue to provide quality, effective care for our patients, let us not forget to do so with compassion and wisdom. When you show up for work every day and care for your patients and their families do not allow the craziness of your day to adversely impact the decisions that you make. As you practice the art and science of nursing do so with diligence and judiciousness, not permitting staffing, policies, or protocols to jeopardize your license, your practice or the quality of care you give. As nurses we must continue to be advocates and champions of safety for our patients and communities.

In Solidarity,

Alice Barden, President Local 5004



SAVED THE DATE

Nurses Take DC 2020

April 22, 2020—Washington, DC

More information will follow shortly

Nurse Driven Protocol for Removal from Telemetry

At the Membership Meeting of November 8th the issue of the nurse driven protocol for removal from telemetry was brought up for discussion. After a lengthy discussion, members concurred that this is a patient safety issue and forces nurses to perform outside the scope of nursing practice. Reprinted below is the algorithm from the Board of Nursing.

New Jersey Board of Nursing Determining Scope of Nursing Practice Model

1. Is the act consistent with your scope of practice and the Rules and Regulations in the New Jersey Board of Nursing Practice Act?
If NO, STOP, I
f Yes, continue to the next step
2. Is the act consistent with the Board's Guidelines regarding nursing practice?
If NO, STOP,
If Yes, continue to the next step
3. Is the act supported by Standards of Nursing Practice or scope of practice statements from professional nursing organizations, and research data in nursing and health related literature?
If NO, STOP,
If Yes, continue to the next step
4. Is the act to be performed within accepted "standards of care" which would be provided by a reasonable, prudent nurse in this setting?
If NO, STOP,
If Yes, continue to the next step
5. Do you possess the required knowledge and have you demonstrated the clinical competency required to implement the act safely?
If NO, STOP,
If Yes, continue to the next step
6. Is the act authorized by a valid order and in accordance with established institutional, agency or provider protocols, policies and procedures?
If NO, STOP,
If Yes, continue to the next step
7. **Are you prepared to assume accountability of the act and for the outcome of the care rendered?** (emphasis added)
If NO, STOP,
If Yes, you may perform the act based upon a valid order and in accordance with the institution, agency or provider's established protocols, policies and procedures.

DON'T JEOPARDIZE YOUR NURSING LICENSE

Twelve (12) Hour Shifts

At the most recent membership meetings there was discussion on twelve (12) hour shifts. Members wanted to know how their unit(s) could become a twelve (12) hour unit. Contract Section 6.06 Experimental Workday and Work Week permits experimentation with other systems of scheduling work time upon mutual consent between the union and the hospital. If a majority of employees on a particular unit are interested the matter will be brought forth by the Union and addressed in the Joint Nursing Practice Council (JNPC). There are factors to be considered as outlined in the collective bargaining agreement in this section.

Contract Section Schedule H states that the hospital will offer 12 hour shifts and traditional 8 hour shifts to those units expressing interest as approved by the hospital.

The hospital had proposed, during contract negotiations of 2018, that all units would convert to 12 hour shifts. The major loophole to this proposal was what would happen to the nurses who did not want to work 12 hour shifts due to child care, elder care, family issues etc. The answer from the hospital was either work the 12 hours or find another job. This attitude by the hospital shows a complete lack of empathy for their employees.

Members of units that are interested in 12 hr. shifts should approach union leadership and we will go through the initial process with you. Remember that everyone is free to make their own determinations and all of us will look at alternative scheduling in order to accommodate the nurses on the particular units. However, **HPAE will not agree to force any nurse into changing their shift work.**

The Mother/Baby unit nurses unanimously agreed to change to 12 hour shifts and will change their scheduling by March 2020.

News You Can Use

The Division of Consumer Affairs (Division) is warning all licensed professionals about individuals impersonating New Jersey Division of Consumer Affairs (DCA) investigators, Drug Enforcement Administration (DEA) agents, DEA investigators, New Jersey Drug Control Unit investigators, Federal Bureau of Investigation (FBI) investigators, and other law enforcement personnel, as part of an extortion scheme.

The impersonators are contacting licensees by telephone, stating that they are the subject of an investigation. The callers are demanding money to clear up the matter, or threatening to revoke the individual's license. Please be advised that the Division of Consumer Affairs will not contact licensees by telephone to discuss investigations or demand money.

Anyone receiving a telephone call from a person purporting to be any of the abovementioned individuals seeking money, should refuse the demand. We encourage you to report the call to the Federal Trade Commission (FTC) at FTCComplaintAssistant.gov. You may also report the call to the Division at [:AskConsumerAffairs@lps.state.nj.us](mailto:AskConsumerAffairs@lps.state.nj.us).

Opioid Continuing Education Requirement

Pursuant to **N.J.S.A. 45:11-26.3 (L.2017, c.28, S.21)**, as a condition of biennial license renewal, all registered professional nurses and all licensed practical nurses must complete one (1) credit of continuing education concerning prescription opioid drugs, including alternatives to opioids for managing and treating pain, and the risks and signs of opioid abuse, addiction, and diversion.

The Board will not be checking compliance during the 2019 license renewal.

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A Newsletter for the members of
Local 5004 at Englewood Hospital



Address Service Requested

2019 HPAE HOLIDAY SOCIAL

Everyone had a great time! Check out the pictures on our web site HPAE 5004, click on
Holiday Social.

WISHES FOR A HAPPY AND HEALTHY 2020!

HPAE 5004 Local Executive Board

Alice Barden, President

Michele McLaughlin, Vice President

Betsy Ball, Secretary/Treasurer

Cathi Goldfischer, Health & Safety Chair

Elaine Van Buren-Rizzo, Professional Issues Chair

Laura Symons, Co-Chair Communicators

Jane DiMasso, Co-Chair Communicators

Corrado Cotumaccio, Local Staff Rep