



# HPAE

## LOCAL 5185 Newsletter

A Newsletter for the  
members of HPAE Local 5185  
at Bayonne Medical Center

THE CONDUCTOR

March 2024

### PRESIDENTS MESSAGE

As you all are aware, the financial state of the hospital is critical. The Department of Health has been monitoring the finances at BMC for the past month. In February the elected board began bargaining with administration, but because of the uncertainties, we will approach each bargaining session with caution. Bargaining will resume in mid-March and further information will be made available as it is announced.

We are aware of the lack of supplies and equipment. We have filed a grievance and we are asking all employees to please contact your manager and let him/her know what you are missing. If there is no response to your request, please escalate the matter to a Union officer so we could add it to our already existing grievance.

Thank You,  
**Christine Crimaldi**  
HPAE Local5185 President

### FYI CORNER: PLEASE READ

The new way of holiday accrual is in effect.

Prior to the holiday, the holiday hours will be added 30 days before the fall of the holiday.

***You must use it within 60 days. If it is not used you will lose it.***

The 8 hour floating holiday can be used anytime.

If you have any questions please refer to article 20.3 on page 46 in the Union Contract.

Also..... Be mindful of the time and attendance policy. All managers have been writing disciplines. Nobody is exempt from the time and attendance policy unless there is approved accommodations.

Another problem is uniforms. All employees must be in appropriate uniforms please refer to article 28 page 64 in the union contract. This has already been brought to our attention.

**Danielle Hellenbeck**  
VP/Service members

### WHY DO WE PAY UNION DUES?

We all pay Union Dues to make our union stronger, pay for staff reps/organizers, and legal teams.

If you are terminated the union dues pay for an arbitrator to come and assist if needed.

It pays for activities the union does, such as a rally in Trenton, Strike support, and logistics.

The union benefits offered such as [unionplus.org](http://unionplus.org) or AFT gives discounts on travel, shopping, etc.

The professional issues conference in Atlantic City, that is offered every year, is also paid for.

There is also a national campaign for safe staffing and code red which HPAE is responsible for.

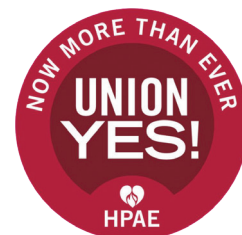
Your union dues do not pay for political affiliation.

**Marisol Mateo**  
VP LPN/Tech

### AFT MEMBERSHIP BENEFITS

We are not only members of HPAE but we are also AFT members. We have the benefits that AFT members have also. You can check out the benefits at [AFT.com](http://AFT.com) or click on the icon on the bottom of the AFT signs that you may see throughout the hospital. They have many benefits that may be beneficial to you. There are many ways that you may be able to save money. In this economy that is very important!

**Joan Zitzman**  
VP Nursing and Professionals





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## AFLAC 2024 IS HERE!

Open enrollment for 1st Quarter 2024 has started. HPAE Members have the opportunity to enroll into AFLAC benefits now through March 15, 2024 for this first quarter. These benefits will take effect on April 1, 2024.

AFLAC Plan offerings are:

- **Accident** – Pays for treatments related to an injury
- **Hospital** – Pays for inpatient hospitalizations
- **Critical Illness** – Pays Lump sum for diagnosis of a major illness
- **Whole Life** – Up to \$100,000 in simplified underwriting (NO Medical Tests)

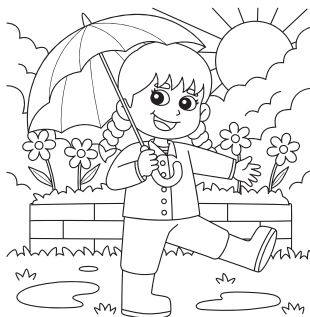
To enroll and review the plans, please use the QR Codes below:



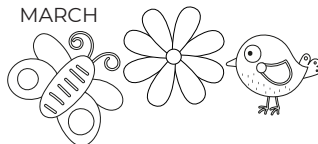
Review Aflac Plans



Register and  
Enroll Here



|             |          |
|-------------|----------|
| APRIL       | MAY      |
| BIRDS       | PICNIC   |
| BLOSSOMS    | PUDDLES  |
| BUTTERFLIES | RAINBOW  |
| FLOWERS     | SEEDS    |
| GARDEN      | SHOWERS  |
| JACKET      | SPRING   |
| LADYBUG     | UMBRELLA |
| MARCH       |          |



## SPRING WORD SEARCH



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| R | Y | G | N | P | T | K | S | T | R | P | H | O | H | K |
| D | Q | J | I | F | L | O | W | E | R | S | O | S | U | E |
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<https://everydaychaosandcalm.com>

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