



NURSING SHORTAGES

Nursing shortages not only lead to errors but also to higher morbidity and mortality rates. Nurses experience burnout, dissatisfaction and the patient experiences higher mortality than facilities with lower patient to nurse ratios.

HPAE has voted to allocate 150 thousand dollars from their budget to the fight for Safe Staffing and to pass their bill: https://pub.njleg.state.nj.us/Bills/2022/S0500/304_11.PDF

To highlight the need for our legislators to pass this legislation there will be a rally in Trenton on Thursday, May 4 at 12pm.

Please send staffing stories (via Unsafe Staffing Forms) to BDevane@hpae.org

Christine Crimaldi, RN
HPAE President , Local 5185

TRAVEL TIPS FOR YOUR NEXT TRIP

Planning a vacation in the near future? These tips will save you from a disaster, dishonest travel agent and their possible scams:

- ♥ Shop around. Don't rush into booking a vacation. Get at least two or three offer from a tour provider or agencies.
- ♥ Deal only with reputable travel agencies or tour companies. Check if any complaints have been filed against the company.
- ♥ Beware of any too-good-to-be-offer. Cheap prices or free trips that require to attend a seminar. If two for one free stay, then read the fine trip before signing anything.
- ♥ Ask for detail. Read all the terms before agreeing. Ask is there's a cancellation policy.
- ♥ Don't pay all at once. Ask if there is deposit option. Using a credit card is the safest because you have the right dispute any charges if the service were misrepresented.

Marisol Mateo
VP (LPN/TECH & BUSINESS OFF)

NON-NURSING BONUS

The process for asking and getting bonus shifts. Before a schedule is posted employee should make themselves available in the availability book.

When you put yourself in the availability book you should mark whether you only want to work if it is a bonus shift by putting a B next to your name.

1. The manager will put all employee on the schedule for the shifts and FTE they were hired for.
2. They will fill the holes in the schedule with employee that are willing to work the shift for straight time .
3. Then the manager will see if anyone will work for just overtime pay.
4. If there are still available shifts before the schedule is posted then they will offer the bonus.
5. after the schedule is posted they will use the availability book to fill the call-outs. if you are only available for callouts and you want it only to be a bonus shift mark a B next to your name.

Nanette Rivera



HPAE

A Newsletter for the members of HPAE Local 5185

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SCAN THE CODE
TO SIGN UP

RALLY *for* SAFE STAFFING Thursday, May 11 Trenton NJ

**NOW MORE THAN EVER,
we need to unite and make
our voices heard in Trenton.**

**Scan the QR code to sign up.
Visit HPAE.org for more information.**

So many of us are exhausted, overworked and ready to quit. Nearly one third have already left hospital bedside nursing.

Our patients are suffering.
Lawmakers are failing us.

Now is the time to unite and act.
Spread the word. Share online. Wear your stickers. And sign up for the May 11 rally today.

