



From our President

Spring is finally here, our COVID numbers are down, and I feel like we just ran a marathon. Many of our nurses are now dealing with the aftereffects of the pandemic. I want to remind each of you to practice self-care daily. It is important to take care of ourselves. Remember, we are entitled to our breaks, and we need days off to recover from the stress of our jobs.

I finally feel like we have found a way through our Facebook page to communicate with you, exactly what we do. That includes both the great things and sometimes the things we don't want to hear. Do not think for a minute that we are not constantly working behind the scenes for someone. We constantly receive emails, texts, and posts and we make every attempt to get back to as many of the nurses as we can.

We continue to need nurses to fill two positions on our Executive Board. Please contact me directly for more information on how to become an Officer of our Local. We have a real need for nurses from the medical surgical units to become Union reps for your unit. Staffing is one of the challenging issues we have at this hospital. We have a joint staffing committee with the hospital, and we need several more nurses to be on it. The more involvement we have from all of you, sends a message to the Administration that want changes in our working conditions, we deserve to be respected and that we want our Union contract to be adhered too. This is especially important in during these difficult times. I look forward to talking with the nurses who have let us know how you feel, so you can take part in the process.

If you have not already requested to join our Facebook group, please do so at

HPAE Cooper Nurse

Please make sure you let us know which unit you work on so we can accept your request.

So, in closing, enjoy your families, do something fun and help us out as much as you can. Bring forward any issues to anyone on the Executive Board

In Solidarity -
Doris Bell, RN
President Local 5118

Welcome our newest union officer

Greetings to All!

My name is Tina R. ones, and I am one of the LEB representatives for our Union. I am delighted to have this opportunity to work with a group of passionate, hardworking nurses at Cooper Hospital.

As one of your LEB representatives, my goal is to develop and maintain effective relationships with hospital administration as it pertains to our union contract and our Union members.

As an advocate for nurses, I bring forth a positive resolution-minded approach, geared toward finding a path of clarity for management without compromising our union contract.

I have been a registered nurse for over 20 years and have worked in a variety of units. I joined Cooper in 2013 and I currently work in the Digestive Health division in Willingboro. When I am away from Cooper, I enjoy spending quality time with family and friends, bowling, and traveling. I am a wife, a mother, a caregiver, and now one of your LEB representatives. I am excited to be a part of this awesome team!

Please feel free to contact me at Werunited.two@gmail.com

Together, we can do more.

• CONNECT WITH US !



HPAE Cooper Nurses"

[facebook.com/groups/123142 91 0949](https://www.facebook.com/groups/123142910949)

HPAE LOCAL 5118 WEB PAGE

GO TO www.hpae.org Click
"Locals", put in 5118
Hpae.org/local/local-5118/

Grievance Corner

First and foremost, we want to THANK **Lisa Larson** for serving as our Grievance Chair for these many months. Effective May 1, Lisa is stepping down as the Grievance Chair. She will continue to be a Union Rep for our Local.

We also want to welcome back to the Local Executive Board, Ann McCausland. Ann is also taking over as our Grievance Chair. Ann has a great deal of experience with handling grievances, investigatory and discipline meetings for us. She works days in the NICU and can be reached at annmcc@comcast.net.

Grievances

When management violates our Union Contract, we must file a grievance. Why? If we allow them to take away our Union rights, they will continue to do so.

The National Labor Relations Act protects employees who file grievances. Management may not threaten, abuse, or harass us for filing grievances. If a manager does any of these, we may file an Unfair Labor Charge.

Request Union Representation

When a manager asks to speak with us about an incident, the FIRST thing we should ask is, could this meeting lead to discipline or termination. If the answer is anything other than, NO, inform the manager that you are entitled to have a Union Rep present during the meeting. Management has to give us time to find a Rep or reschedule the meeting.

We are entitled to representation because we are a UNION member and are protected under the Weingarten Rights.

Go to www.hpae.org Local 5118 to find a list of our Union Reps. We can also contact our Grievance Chair for assistance.

Importance of Union Rep

When a Union Rep is at an investigatory meeting with us, as noted above, they may

- Ask questions
- Demand a private caucus with us before the questioning begins
- While the interview is in progress, advise us on how to respond
- Take notes
- Object to harassing, loaded or confusing questions
- Point out mitigating and extenuating circumstances

Union and Management Meet

Market Adjustment vs. Negotiating a Wage Increase

At the hospital's request, our Union Leadership met with Kathy Devine and Human Resource representatives.

We were informed, that after the hospital compared hourly rates from area hospitals, a market adjustment was going to happen for specific steps on our wage step scale. Cooper stated it had become difficult to recruit and retain nurses with two to nineteen years of experience. They stated they need to remain competitive to help with staffing at Cooper.

Article 23.10 in our Collective Bargaining Agreement (Union Contract) permits the hospital to make market adjustments. Cooper only needs to give us thirty-day notice. This adjustment is non-negotiable. It is not the same as proposing wage increases during our contract negotiations. Cooper decides the amount of the market adjustment and who receives it.

We, as a Union can propose wage increases at any time, however, the hospital is under no legal obligation to acknowledge the proposals unless we are in contract negotiations.

Our Local Executive Board (LEB) blasted the hospital for the lack of respect for the 19+ year nurses. At that point, Cooper offered these nurses a \$500 one-time bonus. Yes, as many nurses have said, it is a slap in the face!

Since a bonus is not part of a "Market Adjustment," we can make a counter proposal. We proposed a \$4,000 bonus. Cooper rejected our proposal. They gave their final proposal of \$1,500.

In good faith, our LEB felt it was not ethical to deny any nurse a bonus. We agreed to the \$1,500. This does not mean the fighting for recognition will stop for the senior nurses.

It is important that all nurses understand how Labor Law works this and why we make the decisions we make. Our Union Negotiations in 2024 will be crucial. We have a list of items that will be addressed, which includes recognition for our senior nurses.

Our LEB, Union reps, and Union committee members all need your support. We all want the same things. Get involved in some way. Be a point person for your unit, become a member of the LEB or a Rep.

We all have a responsibility to help build and strengthen our union. The contract was not a gift from the employer. What we achieve during our contract negotiations and throughout the years in between, primarily depends on the unity, strength, and involvement of all of us. Please contact one of us to talk about how you can make a difference.

IN SOLIDARITY

Incentive Recap through July 2nd Reminders:

- Incentive for full or split shift
- We can work incentive shifts if we have scheduled/approved PTO other week within the same pay period and still receive the incentive bonus
- We will lose our incentive bonus if a call out/PTU occurs during the pay period of the incentive shift worked
- Re-Assignment shall follow current Collective Bargaining Agreement Article 11.3
- OT shifts are subject to cancellation following Collective Bargaining Agreement Article 11.6

Incentive shifts signed up for during Week 7 of Kronos Scheduling through before the start of the pay period which includes the incentive shift, will be assigned by Bargaining Unit seniority and competency.

Full Time RNs

- *Weekday (Mon. 7A-Fri. 7P):* \$600 for each additional 12 hour shift/\$300 for split shift or 6 hour ED shift, \$500 for each additional 10 hour shift & \$400 for each additional 8 hour shift.
- *Weekend (Fri. 7P-Mon.7A):* \$650 for each additional 12 hour shift/\$325 for split shift or 6 hour ED shift, \$540 for each additional 10 hour shift & \$435 for each additional 8 hour shift.

Part Time & PRN RNs

- *Weekday (Mon. 7A-Fri. 7P):* \$560 for each additional 12 hour shift/\$280 for split shift or 6 hour ED shift, \$465 for each additional 10 hour shift & \$375 for each additional 8 hour shift.
- *Weekend (Fri. 7P-Mon.7A):* \$600 for each additional 12 hour shift/\$300 for split shift or 6 hour ED shift, \$500 for each additional 10 hour shift & \$400 for each additional 8 hour shift.

Incentive shifts signed up for during the current pay period will be assigned on first come first serve basis and competency.

Full Time RNs

- *Weekday (Mon. 7A-Fri. 7P):* \$540 for each additional 12 hour shift/\$270 for split shift or 6 hour ED shift, \$450 for each additional 10 hour shift & \$360 for each additional 8 hour shift.
- *Weekend (Fri. 7P-Mon.7A):* \$600 for each additional 12 hour shift/\$300 for split shift or 6 hour ED shift, \$500 for each additional 10 hour shift & \$400 for each additional 8 hour shift.

Part Time & PRN RNs

- *Weekday (Mon. 7A-Fri. 7P):* \$500 for each additional 12 hour shift/\$250 for split shift or 6 hour ED shift, \$415 for each additional 10 hour shift & \$335 for each additional 8 hour shift.
- *Weekend (Fri. 7P-Mon.7A):* \$540 for each additional 12 hour shift/\$270 for split shift or 6 hour ED shift, \$450 for each additional 10 hour shift & \$360 for each additional 8 hour shift.

Local 5118 Officer and Union Rep List

Union Reps	Unit/Extension	Shift	Phone/E-mail
Doris Bell, President	N7: 342-2237	7A	dbell-hpae@comcast.net
Ann McCausland, VP Grievance Chair	NICU: 342-2229	7A	annmcc@comcast.net
Lauren Kelly, VP, Secretary	ICU: 342-2233	7P	lakelly4518@yahoo.com
Tina Jones, VP	Willingboro GI (609) - 589-3651	Days	Werunited.two@gmail.com
Patti Scharff, VP Treasurer			
Carolyn Ali	P5: 968-7526	7A	caraliRN@gmail.com
Tammy Beringer	PEDS: 342-2236	7A	Tamber0522@aol.com
Marcy Bigly	OR: 342-2420	7A	Marcella.miller8@gmail.com
Gina Brouster	PICU:342-2232	7A	Gina.scafidi@gmail.com
Patti Budic	Digestive Health Mt. Laurel 380-7768	Days	Budgin31@aol.com
Brittany Cucunato	S4:/CCL 342-7261	7A	Blennox@g.clemson.edu
Vincent Cucunato	CCL: 342-7261	7A	Vcucunato1117@gmail.com
Dan Dangle	TSCU: 342-3421	7A	dangleszoo@aol.com
Janice Drake	PEDS: 342-2236	7P	Mjdpjj@yahoo.com
Ed Fenn	Float Nurse	7P	Hfnurseguy07@yahoo.com
Jamie Healy	OR: 342-2420	7A	Jlhealy21@gmail.com
Patty Hoffman	PICU:342-2232	7A	Hoffman217@verizon.net
Karen Kimbrough	PACU: 342-2104	8P	AKExpress@comcast.net
Lisa Larson	N7: 342-2247	7A	lisamlarson124@gmail.com
Stephanie Martinez	OR: 342-2420	7A	SCmart738@gmail.com
Phyllis Mazzulo	S4/CCL: 342-7261	7A	Pmazzullorn57@gmail.com
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Revised 04/2022:tl			

