



From our President

The last couple of months have certainly been busy. I'm sure every one of you feels the strain of caring for our patients due to the high census. Our patients are sicker, and we have those patients who need the critical care beds because of COVID. Everyone is working really hard and doing an awesome job. I want to remind all of you to practice self-care because we are under constant stress keeping up with all of our responsibilities every day.

Our new contract is now in effect except for the float districts, which will start in January. Please familiarize yourselves with the areas we can float to, so we are not incorrectly floated. It is our responsibility to make sure they don't float us outside of our float district.

Keep in mind, Article 11 Floating, does say, "If an employee is qualified, in a bona fide emergency situation, as determined by the Medical Center, the employee may be floated outside the clinical grouping, but may not be given an independent patient assignment. I believe the new float districts will cut down on the double floats.

If you have not received a copy of our new Union contract, please reach out to any of the Executive Board Officers to get a copy. Our new officers are Nicole Ansert, Jamie Healy, Lauren Kelly, Lisa Larson and of course me, Doris Bell. We are always looking for new members who have an interest in being a Union Rep or would like to be on one of our joint hospital committees. Please reach out to me for further information about each committee. The committees are listed in our Union contract. In closing, please stay safe and I hope everyone has a Happy and Joyous Holiday Season.

In Solidarity -
Doris Bell, RN
President Local 5118

WELCOME, to our new Executive Board Officer

Hello fellow nurses! My name is Lisa Larson. I am the newest member of our local unions' Executive Board. I am also taking over as our Grievance Chair. Jamie Healy and I will be working closely to ensure that all issues are promptly handled. I am a full time, day shift RN working on North 7's Trauma Med-Surg unit. I joined the LEB for the same reason I chose to become a nurse; to advocate for, connect with, and serve others. I hope to make a positive impact through the work of our union by continuing to educate myself and by listening to the voices of my peers here at Cooper University Medical Center. Please feel free to reach out to me at lisal Larson124@gmail.com. Thank you for your trust and support in our union!

Grievance Corner

Mandatory Education, Licenses, and Certifications: We are seeing quite a few disciplines for mandatory education not being completed and licenses/certifications expiring. Stay ahead of the game and make sure you are up to date on all of your required CLNs.

Staffing Incentive Program: If there are no needs on your unit for incentive shifts (or the needs have already been met), and you would like to still pick up additional shifts for the incentive bonus, you must sign up through the staffing office. You cannot independently sign up on another unit.

Procedural Stays: Article 7.7 of the contract went into effect on 9/1. Please remember, in order to be eligible for procedural stay pay, you must have worked MORE THAN 30 minutes past your scheduled shift to complete a case.

We're all in this together: Please be respectful of your fellow co-workers, patients, and their family members. The whole hospital is feeling the stress of a pandemic that has extended way beyond what anyone expected. We need to support one another, hold ourselves and each other accountable, and continue the standard of excellence in care that we have always given. We cannot support harassment of our fellow nurses and we hope that even in these difficult times we continue to treat our patients and their family with decency and respect.

A Nurses' Day in the Neuroscience Unit

Hello, my name is Megan, and I am a nurse in the Neuroscience Unit.

Caring for critically ill patients is a difficult feat on its own but add the uniqueness of neurological conditions and you have the perfect combination for complex and compassionate care. We care for patients with many different neurological diagnoses, including strokes, pre and post intervention, brain masses, aneurysms and more.

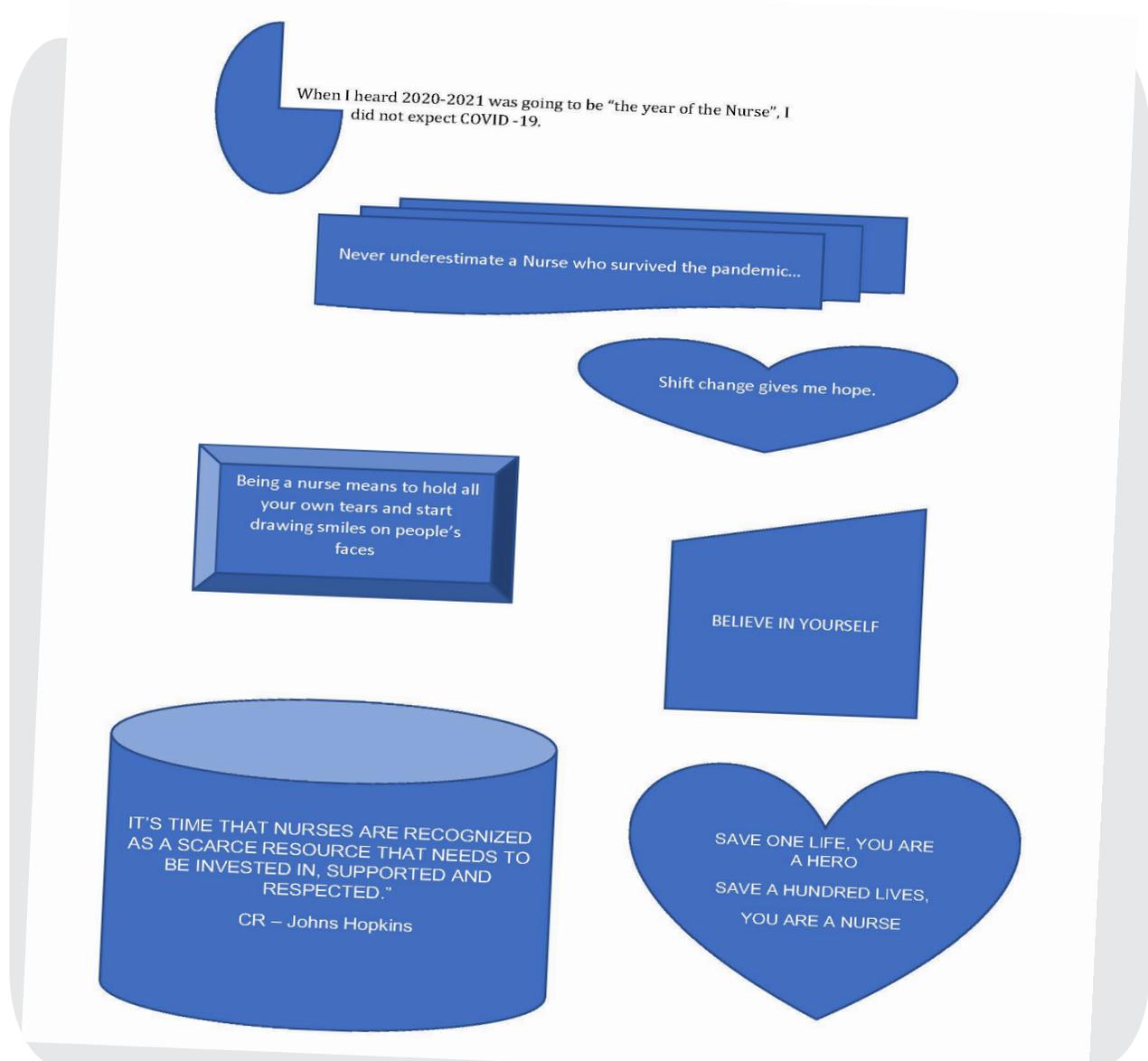
We care for our patients using neuro-specific tools, such as external ventricular drains (EVD's) to measure intra-cranial pressures and drain spinal fluid. We also have the newest technology to allow us to perfect our assessment techniques, like our pupillometer-allowing us to objectively assess pupil size and reactivity and the Ceribel, which allows us to detect seizures instantly at the bedside. We perform complex neurological assessments every hour, or sooner if needed, allowing for us to detect any neurological decline that would require intervention, and act appropriately in the moment.

As a nurse on this unit, I love the responsibility that comes with such a unique patient population, I enjoy watching my patients improve before my eyes, and conversely, I take the feat of comforting patients and loved ones during end-of-life situations with empathy compassion and a greater appreciation for life.

Our unit has a noteworthy team rapport between staff, providers, and management, which further allows us to collaborate in the best interest of our patients and their families.

I love coming to work every day in the Neuroscience Unit at Cooper, it's an extremely fulfilling role, personally and professionally.

Thoughts- Nurses reality and the pandemic



The Union

Union Contract - Holiday Schedules/Pay

The holidays are around the corner! Make sure you are familiar with our contract language regarding Holiday Schedules/Pay and Holiday LCPTO. Check out **Article 7.6: Holiday Schedules/Pay in our union contract.**

Pool RNs can find their holiday scheduling under **Article 9.4: Pool Holiday Schedules.**

Premium holidays and hallmark holidays, as well as holiday tracks, are also listed under these articles.

Important information from **Article 7.6: Holiday Schedules/Pay**

All bargaining unit employees with 20-29 years of service will work 1 summer and 2 winter holidays.

- All employees with 30 years of service and greater will work no holidays. If greater than 50% of the employees on a specific unit on a specific shift/department have 30 or more years of service, the 30-year employee will, in reverse order of seniority, be required to work 1 summer and 1 winter holiday based on staffing needs.
- "If an employee is absent on their scheduled work shift the day before and/or the scheduled shift after a paid holiday, the employee will receive regular pay for that holiday and is not entitled to holiday pay. However, the employee will receive PTU pay for the call/out absence."
- "With mutual consent of the Clinical Director, employees may alter their holiday schedule by mutually agreeable switches... with other bargaining unit employees... The holiday requirement of the employee requesting switch (who switched off the holiday) will be fulfilled and will count as receiving the holiday off for purposes of the holiday rotation list (and the nurse drops to the bottom of the list)."
- Based on scheduling needs during the holiday week but before the holiday, the CD shall ask for volunteers to be reassigned from the holiday to an alternative day for that week. If there are more volunteers than needed, it will be granted by unit seniority on a rotating basis. The holiday commitment will be met for those RNs that have been placed on an alternative day and will count as receiving a holiday off for purposes of the holiday rotation list."

Remember:

- ❖ Make sure your management has your correct/up to date contact phone number.
- ❖ Make sure you inform management if you would like to be on list for an upcoming holiday LCPTO. Management normally starts lists 1-2 weeks before a given holiday.
- ❖ When you take LCPTO for a holiday, you then move to the bottom of your unit's holiday rotation list.

What is a Union? Part I

Improving the Lives of Working Families

A labor union or trade union is an organized group of workers who unite to make decisions about conditions affecting their work. Labor unions strive to bring economic justice to the workplace and social justice to our nation.

Who are Union Members?

There are more than 60 unions representing more than 14 million workers throughout the country. HPAE represents 14,000 Health Care Professionals across NJ and PA.

Benefits of Belonging to a Union

As a union member, we have a collective voice regarding things such as: Pay and wages; Work hours, Benefits (including but not limited to: retirement plans, health insurance, vacation and sick leave, and tuition reimbursement); Workplace health and safety, and ways to balance work and family.

How do Unions Work?

Unions work like a democracy. They hold elections for officers who make decisions on behalf of members, giving workers more power on the job.

A local union is a group of workers with a charter from a national or international union such as the American Federation of Teachers. Our local is HPAE Local 5118.

A Strong Local Union

In order to have a strong, powerful Local, its members have to be active and participate in their Unions' activities.

Member Communication

• CONNECT WITH US !



HPAE Cooper Nurses"

facebook.com/groups/123142891609497



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HPAE LOCAL 5118 WEB PAGE

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