



## Presidents Message

Our COVID numbers are finally decreasing, and we can take a moment to reflect on the journey we took with the sickest of the sick, or so we thought. Now the people who didn't take care of themselves during the pandemic are appearing. As our census soars we continue to provide the best care we can to our patients.

Our contract is negotiated and ratified. It will take a few months before we will have it in hand. For now the full contract is on the HPAE.org website. Go to local 5118 at the top drop box and find the 2021 contract. Most of you should have received an update about some of the contract language and I'm sure there will be a lot more questions. Remember to reach out to the LEB or a Union Rep when you have any questions about the new contract.

Our Local Executive Board has new Officers. I am looking forward to working with Nicole Ansert, Jamie Healy, and Lauren Kelly. Patti Scharff is staying on as she transitions her LEB responsibilities to Lauren and Nicole. After eighteen years of being the Grievance Chair for our Local, Jackie Franchetti has stepped down. Jackie will be missed by the rest of us on our LEB. So, if you see Jackie in the hall be sure to say "Thanks."

Many of you have voiced an interest in becoming more active within our Union.

At this time, we have several spots open on the following Joint Committees with the hospital: Labor Management, Staffing, Health & Safety and Safe Patient Handling. For more information regarding each of these committees, please contact me at [dbell-hpae@comcast.net](mailto:dbell-hpae@comcast.net).

In an effort to consistently reach as many of you as possible when we are sending out notices, updates, or a Call to Action, we encourage everyone to join our Facebook page - HPAE Cooper Nurses and check out [www.hpae.org](http://www.hpae.org) for the latest updates.

Enjoy the summer and stay safe!

In Solidarity -  
**Doris Bell, RN**  
President Local 5118

## Local 5118 News

### Summer Staffing Incentive

When the hospital presented their original Summer Staffing Incentive proposal to us, we laughed. It was multiple pages long for each bargaining unit status (Baylor, FT, PT, LT, Float RN, UBP, Pool). It cited several articles in our newly negotiated contract that they did not want to apply to this incentive program. One example, NO FLOAT PAY. When we float, we are entitled to float pay! In general, it was more restrictive than the original SIP.

We rejected the proposal, gave a counter proposal which they agreed too.

### Unit Union Binders

On each Unit there should be an orange Union binder to refer to regarding our Union. The binders are in the process of being redone, adding additional useful information. They will include a copy of our new contract when printing is complete, an updated list of our Union Reps/Officers along with our contact information, ADO forms, information about our Face Book page/Local Web Site and general information about our Union.

Go to [www.hpae.org](http://www.hpae.org) for the latest updates for our Local, our sister HPAE Locals and Statewide information. **Our new contract is posted under Local 5118.**

### Call Outs

As summer is in full swing and the number of call outs are increasing, please make sure to adhere to Article 13 Call-Out in our Union contract to avoid disciplines. Call outs must be done 3 hours before our scheduled start of the shift. Calling out less than 3 hours is counted as a late call out which may lead to receiving a written warning. Canceling over-time and the additional time needs to be done 24 hours before the shift when the shift is Monday 7a-Friday 7p and 48 hours prior to a shift Friday 7p-Sunday 7p. Canceling over-time & additional time with less notice can result in discipline. Canceling These shifts can also affect incentive shift bonus if applicable. CUH continues to discipline for patterns in call outs. We cannot call out before or after our scheduled PTO to extend our PTO. If this becomes a pattern, we may be disciplined.

*Lauren Kelly, VP*

## Welcome to the Local Executive Board

Hello Local 5118 membership! My name is Nicole Ansert and I am fulfilling the treasurer seat on our Local Executive Board. I've been a critical care nurse here at Cooper since 2011. I started my career on K10 in the INCU and then moved onto ICU level critical care. My current position is Critical Care Full Time Float. I am an active union rep as well and I was a member of the 2020-2021 negotiating committee. I am excited to contribute in this new role for our local and look forward to meeting the membership. Let's continue to work together to have our voices heard and always remain Union strong!

In Solidarity, **Nicole Ansert**

## Unions and Union Membership

A Union is an organization formed by workers who join together and use their strength to have a voice in their workplace. As a collective voice, we have the ability to negotiate from a position of strength with Cooper over wages, benefits, workplace health and safety and our working conditions.

As members, we serve an important role making sure that management acts fairly and treats us with respect.

Together, we speak with one voice that no one can ignore – not our managers, not Administration, not our elected officials at any level.

**FACT:** Union members earn 26.2% more than non-union workers. The difference is even greater for women and people of color.

**FACT:** Union members are more likely than their non-union counterparts to have access to health care and pension benefits. 95% of union members have health insurance and a pension plan available – versus approximately 68% (health insurance) and 63% (pension) of those not in a union.

**FACT:** When, as Union members we are Active in our Union, we are able to pressure our employer into meeting our demands.

### STRENGTHEN OUR LOCAL UNION, GET ACTIVE

- ♥ Become an Officer on the Local Executive Board
- ♥ Be a Union Rep for your Unit
- ♥ Join our Labor Management, Staffing, Safe Patient Handling, Health and Safety, Work Place Violence or Blood Borne Committee
- ♥ Represent your Unit as a Point Person

We are the Union. With that, we have the responsibility to build and strengthen it!

Contact one of our Executive Board Officers to learn more about being active in our Union.

**Patti Scharff, RN**  
VP Executive Board

## Grievance Corner Information

**Grievances:** There are several grievances filed for loss of incentive pay under the Pandemic Incentive Program. The hospital currently has denied these grievances and the LEB is in the process of determining the next steps.

**SIP:** Please note that the new Staffing Incentive Program is now in place. Any use of PTO/PTU or self-canceling will result in the loss of incentive pay for all OT/extra shifts in the period of which the shift was canceled. The hospital has taken a clear stance on this. Remember, you can schedule your extra shift up until the day before a pay period starts and still get paid the higher incentive pay.

**Call:** For those who work in areas that are required to take call, please be sure that you are answering your phone when the hospital calls you! Missing a call assignment will result in an automatic write up. Have an alternate number on file with your unit manager or secretary as extra assurance that you can be reached.

**Medication errors** are taken very seriously and, in some circumstances, can be viewed as diversion. Always verify that you are removing the correct medication and dose from the Omnicell. Medications should be scanned prior to administration and any unused narcotic should be wasted according to hospital protocol. Avoid distractions when removing and administering medications. Remember, this is YOUR nursing license on the line.

Union Rep List: Please go to [www.hpae.org](http://www.hpae.org), Local 5118 for an updated list of our Union Reps.

**Jamie Healy**  
VP, Grievance Chair



**HPAE**  
Putting care first

*Save the Date!*

**HPAE VIRTUAL CONVENTION**

**OCTOBER 6 – 7, 2021**

***Be Heard and GET CONNECTED NOW!***