



## PRESIDENTS MESSAGE

I would like to **Thank** each one of you that came out to our leafleting. We had over two hundred nurses stand in solidarity letting administration know that we are tired of hearing their empty promises. As we prepare for our 2024 contract negotiations, we must show this administration that we are together and will fight for what we desire.

Our leafleting was a true success. Cooper did not like the negative press coverage. We must let our community understand what we go through daily working at Cooper. Thank you for your support. We will do this AGAIN!

The seven Nurses alone, who sit on the Local Executive Board cannot do what it takes to move our Local Union forward. They need to know that we are speaking for the 1500 nurses in our local. They need to know when we take our final vote at the end of our contract negotiations that all the nurses will stand together to decide whether to ratify the contract or to go on strike.

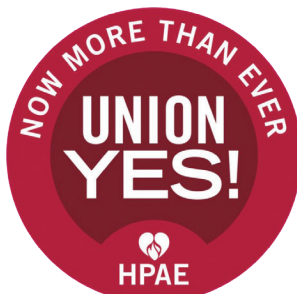
This is a very important time for us, and we need as many nurses as possible to stand strong just as you did at the leafleting. We made a lot of noise, and EVERYONE heard us!

The summer is here, and we need to be able to get through everyone's vacations and the increase in acuity. We asked Cooper about the SIP shortly after the leafleting and they immediately got back to us and extended it until 10/7. This should help us get through the summer vacations and help those of you who count on this money.

Our Local Executive Board would like to say that we hope you have a safe and fun summer!

Congratulations again to the Nurse Excellence winners!

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



## STAFFING RALLY IN TRENTON

May 11th was a day of epic proportion. It was a day in which hundreds of nurses rallied together in solidarity for a common cause to save the future of our nursing profession along with the safety of our patients.

As each bus opened its doors, we watched our fellow brothers and sisters step out into a sea of solidarity. We were all eager to let our voices be heard by legislators to pass the bill -NJ S304. The bill will mandate hospitals in NJ to provide safe staffing for hospital and Ambulatory Surgical Facilities. This bill is long overdue. We have been understaffed for over 25 years, well before Covid. Covid brought it to the frontline. and now post Covid; it has become a crisis "CODE RED".

The number of nurses leaving the bedside is traumatizing. New Jersey Hospital Administrators are putting profits before patients, and that's not ok. We are tired, burned out, frustrated, and frankly Done!!

So, what did we do... Unions members from all over NJ came together in front of the NJ State House in Trenton to rally in solidarity! We packed the courtyard with signs, posters, banners, whistles, and nurses with one purpose in mind. Our message to Gov Murphy is "Understaffing in healthcare is no longer acceptable" "We need NJ Bill S304 to be passed and NOW.

Repeat after me ...  
"What do we want... safe staffing, when do we want .... now!"

Our patients expect top-notch care when they are in our hands. Unfortunately, that isn't the case. It's simply not enough minutes in the day or nurses available to make that happen. The oath we took "to do no harm" is becoming virtually impossible to uphold.

The revolving door of nurses coming and going is astounding. It's becoming more challenging to provide safe, and effective assessments and treatments throughout our Healthcare System. Much of this is due to the increase in nurse-to-patient ratios. We are not machines, and our patients are not products. The administration would rather dump money elsewhere instead of reinvesting in their nurses.

### So how can you help?

Send a letter to Governor Murphy, Senate President Scutari, and Assembly Speaker Coughlin urging them to take swift action to pass legislation that will not only recruit more healthcare workers into the profession but will also keep them from continuing to migrate out of healthcare." When you stand for nothing, you fall for anything".

In solidarity  
**Tina Jones, RN BSN**

## HAPPY NURSE'S WEEK

As nurses we are always the ones taking care of others, so let this week be a reminder for everyone to step back and take care of yourself. Some retailers have confirmed they are bringing back their nurse's weekly discounts so remember to take advantage of them and spoil yourself!

Nursing gifts are being distributed now so keep an eye out! We have approximately 1500 union nurses at Cooper so please be patient as we make our way around in the hospital and in outpatient areas. We hope everyone enjoys the sarcasm of these gifts and hope they can get you through some of our harder shifts.

Happy Nurse's Week and Happy Birthday Florence Nightingale!

## UNION CONTRACT POOL/UBP LANGUAGE

We've noticed an increase in questions regarding Pool and UBP contractual language.

Below is some clarification.

1. **SCHEDULING:** Pool/UBP submits base time from an availability list provided by the manager during week 6 of Kronos. Choice of shifts is by Bargaining Unit Seniority.  
  
If there is **NO AVAILABILITY** for Pool/UBP nurses, the nurse has fulfilled work requirement for that schedule. The CD **MAY** approve Pool/UBP staff to sign up extra on shifts already at required number of nurses. This is the CD's discretion, and with the understanding nurse may be floated or canceled.  
  
REMEMBER- Pool/UBP time-even base time- is not guaranteed. **ARTICLE 7.3** for reference.
2. Pool/UBP is permitted 2 call outs within a floating 12 month period.
3. Pool/UBP may participate in Professional Ladder if 1000 hrs. are worked in the previous 12 months. **ARTICLE 5.5** for reference.
4. After Final Base Hours schedule is posted, a FT, PT or LPT nurse may ask a Pool/UBP nurse to work a shift for them, as long as it is not Overtime. **ARTICLE 19.4** for reference.
5. Transitioning to Retiree Pool does not require retiree to resign. Inform the CD that you meet requirements and would like to join the Retiree Pool. Be sure to give 4 full work weeks' notice. No PTO/PTU can be in those 4 weeks, in order to receive your PTO payout. **ARTICLE 9.7** for reference.

Feel free to contact me with any questions.

**Patti Scharff, RN**

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## UNION CONTRACT LANGUAGE

On of the outcomes of our April leafleting: Cooper extended SIP until Oct 7th! Action by our members speaks volumes to the hospital administration!

Staffing in Summer is always an issue. We continue to be short staffed, and the hospital is relying on staff picking up overtime/additional shifts and agency. If you feel like your assignment violates our contract in any way - please fill out an Assignment Despite Objection (ADO) form and put it in a union mailbox! Please reach out to a rep or unit covering officer as well.

Call outs are higher in summer months. You have a right to use your callouts you are entitled to in our contract. Please refer to full article - Article 13: Call Outs in our contract for more information.

Remember to call out at least 3 hours before the start of your shift time to avoid a late call out discipline.

Remember to give yourself enough time to cancel overtime or additional scheduled shifts to avoid discipline. You are allowed to cancel your overtime/additional shift at least 24 hours in advance of the shift for shifts Monday 7A through Friday 7A. You need to cancel at least 48 hours in advance Friday 7P - Sunday 7P. Canceling OT/Additional shifts without enough notice will result in an unpaid PTU for purposes of discipline.

Call outs cannot be used to extend PTO. Using a call out the shift before or after scheduled PTO can result in discipline.

### Articles Related to Job Postings for Reference

Article 15.8 - When Cooper posts a new or vacant open bargaining unit position, the opening shall be posted on Cooper's Job Posting Portal. The posting shall be posted for at least five calendar days. The posting shall include minimum qualifications, additional requirements if needed, shift and hours of work.

Article 15.9 - Cooper may start interviewing before the expiration of the posting period for the open position. Qualified bargaining unit employees who submit a bid before the end of the job posting period shall be granted an interview.

Article 15.10 The open position shall be awarded to the applicant with greatest bargaining unit seniority provided that the employee is qualified for the position.



## GRIEVANCE CORNER

♥ Recently the Local Executive Board (LEB) was made aware that in one of the units an RN was temporarily assigned as a flow manager for several months. This is in direct violation of **Article 37 Non- Supervisory Status** of our contract. Bargaining Unit Employees cannot act in any capacity as a supervisor to other employees. If the situation should arise that a managerial position is needed temporarily, there is a process that must be followed and agreed upon between the hospital and the union. There is a specific start date and a definitive end date. The RN is NOT a member of the union during that time period. If, at any time, you are aware of this happening, notify a member of the LEB as soon as possible. NOTE: a charge nurse is not considered a supervisor.

♥ We have noticed an uptake in the number of incorrect cancellations and/ or RN' s giving proper notice of their availability to pick up shifts and being told there was nothing available and then agency working, etc. If there is ever a doubt as to whether you should have worked, please contact me **ASAP**, so we can discuss the next step. **PLEASE REMEMBER**, I only have ten business days from the date of the infraction to file a grievance. Please do not wait until the last minute to contact me or it may be past the timeline to file.

**Ann McCausland**  
Grievance Chair

### LOCAL EXECUTIVE BOARD WELCOME, EVA

Hi everyone! My name is Eva Gelernt and I'm a new Union Officer and am so excited to be working for all of you! Some of you may have seen me around the hospital delivering Nurses' Week gifts. We're looking forward to getting those out to everyone soon!

While I am still learning the ropes, it is my priority to listen to everyone – concerns, frustrations, feedback in general – and advocate and push for everything we all need.

I started as an RN on K8 and later transferred to the CCU where I now work. I served on the LEB for a bit previously but then started up in school and, unfortunately due to my schedule becoming too jam-packed, I had to step down. Now that I've finished, though, I'm so excited to be back!

We are working, especially right now, to rev up and continue fighting for the rights and voices of all union members.

Please reach out with anything you ever need. I'm here and always happy to help! I'm so excited to start back up working for all of you.

### KNOW YOUR WEINGARTEN RIGHTS AS A UNION MEMBER

THE FIRST QUESTION YOU SHOULD ASK YOUR MANAGER WHEN THEY ASK TO TALK WITH YOU, IS:

If my responses to your questions could lead to **discipline or termination**, or adversely affect my personal working conditions, **I respectfully request a UNION REP.**

The manager cannot proceed with the meeting after you make the request to have Union representation. You want Union representation to ensure that your rights are protected. They are there to support you, ask clarifying questions and take notes. If you do not have representation, it is our word against their word.

A Newsletter for the members of  
HPAE Local 5118 at Cooper Hospital

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## NURSES LEAFLETING IN SOLIDARITY TO HAVE THEIR VOICES HEARD

