



President's Message

As we continue to forge through 2022 and the Covid-19 pandemic we are reminded of just how tough we really are. While a reprieve would be nice, we must continue to persevere. As nurses, we continue to fight the good fight and yet we remain undervalued and under appreciated by our employers and sometimes even the ones we fight for. Nevertheless, we must continue to show up and continue to fight. Now more than ever we must send a message to management that we know our worth and will not stand for anything less. The pandemic has magnified and exacerbated issues that were already present and can no longer be ignored. Safe staffing and commensurate pay are not optional. We did not have the luxury of working from home. We were and still remain on the frontlines of healthcare risking it all for our patients and the communities we serve. We need to be treated like the healthcare heroes that we are. While we all may be weary from the fight, we must not back down now. We cannot be apathetic and expect someone else to do it for us. We are the only ones that can get it done. The only way we can do that is if we all come together as one with our collective voice and send a clear and resounding message to management that our working conditions are not acceptable. It must be all of us, not some of us.

In Solidarity
Alice Barden
President, HPAE, Local 5004

CONTRACT RE-OPENER – We just settled – why do we want to open the contract?

Staffing (1)

- EHMC TURNOVER RATE FOR 2021 IS 21.4%. The average turnover rate for New Jersey* is 13.5%.
- EHMC current Vacancy Rate is 21%. The average vacancy rate is 9%
*according to the 2021 NSI National Health Care Retention & RN Staffing Report
- Inability to take vacation and holiday time

HPAE is proposing:

- ❖ charge the staffing/acuity sub-committee to explore*
 - o retention and recruitment strategies
 - o benefit use
 - o impact of expansions of Valley and Holy Name Hospital
 - o market analysis

Wages

- EHMC is paying traveler agency nurses on average \$150 to \$225/hour.
- EHMC nurses earn anywhere from \$38 to \$60/hour

HPAE is proposing:

- ❖ 2022 increase the starting rate
 - o all members will move up on the scale
 - o percentages will be applied to nurses off the scale and per diems

Education (1)

- LMS system is not appropriate for all education

HPAE is proposing:

- ❖ establishing an education committee* to review
 - o orientation to all specialties
 - o review education and competencies for low volume high risk procedures
 - o establish education on new technologies and medications

(1) Committees will be 50% union and 50% management representation as selected by staffing and professional development co-chairs. These co-chairs will lead these committees. There will be cross-divisional and cross-shift membership on committees.

HPAE stated position will not be unreasonably denied by Englewood Health.

SURVEYS

Why do nurses leave? – Why do nurses stay?

Those questions have been posed so many times to management. It is clear that Human Resources is not invested in their nurses. HPAE has decided to survey the nurses who left and what lead to them leaving. The membership will be receiving a “stay interview” via survey monkey. The stay interview-unlike an exit interview-focuses on remaining employees and can give insights into employee turnover. Please take a moment to fill out the survey when you receive it. Thank you.

DEFINED BENEFIT PENSION

- The Pension Benefit Guaranty Corporation (PBGC) ends upon the purchase of an annuity or payment of the lump-sum.
- EHMC pension plan administrators will purchase an annuity from an insurance company listed in notice of October 2021.
- Once purchased by an insurance company your pension benefits fall under your states guaranty association. Individual states guaranty associations can be found on the web.
- Each state's Department of Insurance requires that insurance companies meet or exceed the minimum financial requirements in order to continue to conduct business in the state. Annual reporting is required.

It is expedient that members contact their own financial advisor.

NOTE: Members of the bargaining unit employed after January 1, 2007 were not eligible for the defined benefit plan.

CAN'T MAKE THIS UP! – ED NURSE

A nurse who works in ED applied for maternity leave. She has been employed at EH for less than 6 months. According to our contract she would have had to be continuously employed for 6 months in order to take a leave. She was told she was fired. Alice Barden appealed this decision by speaking with J. O'Dea and stating that the union would agree to waive that contract requirement. He was not in agreement. Let's put this into perspective –

- how much money did the hospital invest in this nurse for recruitment and orientation - \$80,000.
- current vacancy rate of the ED – A shift 20.4%, B Shift 24% and C shift 55.4% -makes perfect sense to terminate a nurse
- how many traveler agency nurses are used weekly in ED – 13

PRECEPTOR PAY

Contract Section 11.11 B Preceptor- negotiated changes

Effective the first full pay period in July 2021, the preceptor will earn a differential of \$1.50 per hour for every assigned hour spent precepting.

All preceptor credits earned prior to the first full pay period in July 2021 must be used by May 31, 2024. Total accrued but unused credits are displayed on the Preceptor Incentive Form. All unused credits will be forfeited as of June 1st, 2024.

Approved educational purposes are listed below.

- Academic Courses leading to a degree (above tuition reimbursement)
- CE Courses (including mandatory CE classes taken outside EHMC)
- Conferences (may include airfare and hotel costs)
- Professional Books and Subscriptions to Professional Journals
- Professional Organization Membership Dues
- RN License Renewal
- Additional Uniform Costs above Uniform Allowance (i.e. stethoscope, shoes, compression socks, etc.)

VACATION GUIDELINES

EHMC Vacation Guidelines for January 1st 2022 to June 31st, 2022 can be found on the HPAE 5004 website. Just enter HPAE 5004 and click on vacation guidelines link.

ARBITRATION SETTLEMENT

HPAE Class Action Work Preference Arbitration
Contract Section: 6.09

Issue: Preference for available work time shall be given to bargaining unit employees over nurses supplied through outside agencies. Nurses in MSICU were denied work preference.

Settlement: Several nurses in MSICU received pay for hours denied work where an agency nurse worked.

UPCOMING EVENTS

- ✓ April 5th, 2022- Communicator Conference & Luncheon
o Maggiano's – Riverside Sq. Hackensack
- ✓ May 11th, 2022 – Membership Meeting
- ✓ June 7th, 2022 – New Hires Luncheon
o Maggiano's – Riverside Sq. Hackensack
- ✓ September 14th 2022 – Membership Meeting
- ✓ September 14th, 2022 – Preceptor Conference Luncheon
o Clinton Inn – Dean Drive Tenafly
- ✓ October 12th, 2022 – HPAE Conference – Financial Planning
o Maggiano's – Riverside Sq. Hackensack



Membership has its Privileges

Active members of HPAE are now given access to exclusive **Aflac** plans and rates with their membership.

This is your opportunity to participate in four new offerings through your Local!

We are now offering:

Group Hospital Indemnity Insurance helps pay the out-of-pocket costs associated with a hospital stay.

Group Accident Insurance helps pay costs that arise from covered accidents such as fractures, dislocations and lacerations. This plan includes a wellness benefit.

Group Critical Illness Insurance helps pay the expected and unexpected expenses that arise from diagnosis of a covered critical illness such as cancer (internal or invasive), heart attack, stroke, end-stage renal failure or a limited benefit major organ transplant. This plan includes a health screening benefit.

Group Whole Life Insurance helps provide financial security for your family members. Whole life insurance offers fixed premiums and guaranteed death benefits. The policy builds cash value on a Tax-deferred basis.

Your Personal Aflac Representative: Marilyn Goldfischer (201) 960-4159

calendly.com/marilyn_goldfischer





HPAE

A Newsletter for the members of HPAE Local 5004

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Remembrance

HPAE Local 5004 has suffered two tragic and untimely deaths of our members.

Jenny Martinez, who worked in Infusion and previously on Dean 4.

Craig Rifkin, who worked on 2 Kaplan.

Our sympathies go out to their families and their colleagues.

DID YOU KNOW?

Nurse2Nurse – Peer Support Helpline- Confidential, Compassionate, Peer Support

To help nurses experiencing mental health issues during the coronavirus pandemic, the [Rutgers University Behavioral Health Care National Call Center](#) and the [New Jersey Nursing Initiative](#) have launched [Nurse2Nurse](#) (1-844-687-7301), a confidential peer support helpline that connects them with retired or former nurses trained in mental health who can assist them. They will also help families of nurses. Check out their website at www.nurse2nursenj.com

The helpline is not affiliated with any healthcare system or nursing organization. Nothing that is shared will ever be shared with your employer, co-workers, or peers in any way. The program is safe and confidential space for you to access supportive care.

PUBLIC SERVICE LOAN FORGIVENESS/ FEDERAL STUDENT AID

If you have loans under the William D. Ford Federal Direct Loan (Direct Loan) Program you may qualify for the Public Service Loan Forgiveness (PSLF)

In this program your student loan debt may be forgiven after a certain number of payments. For more information, please visit the government student aid website at: [Public Service Loan Forgiveness | Federal Student Aid](#)

Concerned About Mental Health?

MOVING FORWARD. GETTING STRONGER.

A series of virtual trainings and workshops, free and available to all.

Presented by the Faculty of:



Visit HPAE.org or use QR code to view details on:

- Mental Health First Aid;
- Trauma and Traumatic Stress;
- Coping and Resiliency; and
- Creating and Providing Peer to Peer Support.



Free Contact Hours Co-Provided by American Federation of Teachers and HPAE

ACCREDITED PROVIDER: AMERICAN FEDERATION OF TEACHERS/NURSES AND HEALTH PROFESSIONALS IS ACCREDITED AS A PROVIDER OF NURSING CONTINUING PROFESSIONAL DEVELOPMENT BY THE AMERICAN NURSES CREDENTIALING CENTER'S COMMISSION ON ACCREDITATION.



SUCCESSFUL COMPLETION: THE LEARNER MUST ATTEND 100 PERCENT OF EACH CHOSEN SESSION. AFTER THE LEARNER HAS COMPLETED ALL OF HIS OR HER CHOSEN SESSIONS, A CERTIFICATE OF ATTENDANCE PROGRAM EVALUATION/SURVEY MUST BE COMPLETED AND RETURNED TO THE PROVIDER. CONTACT HOURS: IF APPLICABLE, CONTACT HOURS AWARDED (100% OF ACTIVITY, OR MISSING NO MORE THAN 10 MINUTES OF ACTIVITY: ATTENDEE WITH A SUCCESSFUL COMPLETION (NOTED ABOVE) WILL BE AWARDED CONTACT HOURS

www.HPAE.org

