



President's Message

As we transition into this Fall season, let us enjoy all the pleasures that come along with it (apples, pumpkin spice, foliage just to name a few) but not fall into complacency. We recently renegotiated our contract and united to make gains that were well deserved. However, the fight continues. We have proven ourselves to be more than conquerors and heroes as we stood and fought on the frontlines of the battle that is the COVID-19 pandemic. You would have thought that would have been enough for management to recognize our value. However, in true management fashion they applaud us as heroes verbally but take no real actionable measures to show it. Nevertheless, we press on. We continue to be the foundation and backbone of the healthcare industry as we do what we are trained, honored and love to do – care for our patients with pride, passion and purpose in spite of the adversities we face. Let us continue to fight for safe staffing, continuing education and a work/life balance that we need and deserve. We cannot accept no as an answer, we must continue to fight for what is right!

In Solidarity,
Alice Barden, President, HPAE Local 5004

CONTRACT 2021

We are currently reviewing the changes to the contract in context of the full contract. Once that has been reviewed, it will be sent to J. O’Dea, Director of Labor Relations, for his review. Once completed it will be sent to the printers. We estimate that this process will take until December. Hopefully, the contract will then be printed and available in January of 2022. In the meantime, you can access changes to the contract on HPAE 5004 web site by clicking on the link entitled “*Memorandum of Agreement May 31, 2021*”

During our contract campaign the members united for many activities –

- ❖ **SUPPORT** of HPAE Negotiation Team through the entire process of negotiations and the calamities of EHMC’s team in trying to block elected HPAE negotiation team members from attending sessions by devising a mean-spirited work schedule for HPAE team members.
- ❖ **STICKERS** – members on every unit telling EHMC where they stood on the contract issues.
- ❖ **LEAFLETING** – Claudia Portnoy (OR), Adele Thomas (5D), Jennifer Ryan, Eleanor Fatovic, Joyce Hau-Celestina (Radiology), and of course Laura Symons and Jane DiMasso, Communicator Co-Chairs. Clearly, EHMC did not like us leafleting the community as Dan Dooley, Head of Security called the Englewood Police to complain.
- ❖ **LAWN SIGNS** – did you not love all the lawn signs on the community lawns, members’ lawns, and all over Dean Drive and downtown Englewood. Thanks to members who distributed the signs. A very special thanks to Eric Maldonado (MSICU), who single-handedly placed over 200 signs around Englewood and on Route 4.

LEARN HOW TO USE THE POWER OF YOUR CONTRACT

Our power was shown through our unity. Remember this moment, for it now is the benchmark by which we enforce our contract. While we have always fought for benefits and wages, our union’s goals have always been defined by the standards of our profession – staffing, education and nursing practice that is evidence based, which in turn delivers high quality care to the community which we serve.

We achieved an excellent contract. But our objective is to enforce that contract and use it to attain those initiatives that we seek. The initiatives that we need to improve upon are:

- ✓ staffing/acuity
- ✓ vacation
- ✓ continuing education
- ✓ maintaining flex shift in units that have differing shift hours

The Local 5004 Executive Board is currently working on a plan for the above initiatives which will be presented to you for your input and approval at the next membership meeting.

WHY WAIT

We have to work towards addressing these initiatives now, not for another contract campaign. We are not telling you something that you don’t experience every day – nurses are leaving EHMC within the first few years of employment. Some just complete orientation and they are gone. Some leave before completion of orientation. Currently there are 67.4 FTE (i.e., a combination of FT, PT, and weekend flex positions) vacancies, and the vacancy rate is 13.5%. New Jersey’s average vacancy rate is 9.9%.

(continued on page 2)

CONTRACT 2021 (continued)

All of the initiatives listed above are reasons why nurses are leaving. All the literature on nurse retention/recruitment point to these reasons.(1)

(1) 2021 NSI National Health Care Retention & RN Staffing Report

Here is the Cardiac Cath unit's story. There is a mix of 10H shifts and 12H shifts. The nurses who worked 10H. shifts wanted 12H shifts. HPAE along with representatives from Cardiac Cath presented this to EHMC more times than we can count. HPAE proposals at recent negotiations, included addressing differing shift hours in flex shift units. EHMC's answer was always no.

HPAE researched the issue and found that since January 2020 to May 2021 there were 8 resignations of nurses in cardiac cath. Reason? All of these nurses worked 10H shifts and they wanted 12H shifts. Some who left were just off orientation.

- the cost of turnover \$56,000 (higher cost due to specialty)
X 8 = \$448,000
- the cost of recruitment for a 3-month period is
\$82,000 X 8 = \$656,000
- total cost = \$1,104,000 for 8 nurses!!!!!!
- cost of agency nurses - EHMC used 4 agency nurses every month for the first quarter of 2021 = \$1,850,160

FINALLY, EHMC realized they needed to make a change. Cardiac Cath positions changed to 12 hr. shifts in September of 2021.

NO MATTER HOW FRUSTRATING, NO MATTER HOW MANY TIMES WE HEAR NO – WE MUST CONTINUE TO PURSUE THE ISSUES!

EDUCATION DAYS

Take advantage of your new contract!

FT employees get **two** education days (at eight hours pay) per year, PT and Weekend Flex employees get **one** day (at eight hours pay).

Request your education in a dated reproducible format:

- Use an IOC form or request for professional activities form.
- Send an email to your manager or assistant nurse manager.
- You should get a reply within 10 business days...

UPCOMING EVENTS

MEMBERSHIP MEETING

Wednesday, October 13th
Clinton Inn or via ZOOM
7:30A – 4P – 7:30P

2022 Events

REINSTATEMENT OF CAFETERIA DAYS
NEW HIRES LUNCHEON
CEU PROGRAMS
PRECEPTOR MEETING

What if my days are denied?

Tell your manager that you are eligible for education days according to our mutually agreed upon contract. If you are still denied, ask your manager or secretary to get you a CE tracking form. Fill it out and return to the union box in the nursing office or give it directly to a union officer on your unit, or at cafeteria day, or at a membership meeting. The manager does not have to give you any requested day off, but your request should not be unfairly denied either.

Need more help?

Reach out to your Professional Development Co Chair
Elaine Van Buren-Rizzo, MSN, RN, CCRN
(845) 558-7061

8.07 VACATION SCHEDULING

- As of 2021, in no case will the **minimum** used for granting vacation leave during the normal vacation period be less than 1.0 FTE* per unit, per shift.
- As per the contract vacation guidelines, established by the medical center, are reflected on **Schedule L**.
- **Schedule L** guidelines are the **minimum** used for granting vacation during the normal vacation period. The nurse manager shall have discretion to grant vacation **in excess** of the **minimum** guidelines.
- Guidelines will be evaluated semi-annually based on changes in staff accruals and unit operations.
- HPAE has also calculated **minimum** vacation guidelines. Members should use these guidelines to support their argument with their managers for vacation approval.
- HPAE will post on HPAE 5004 web site, the semi-annual EHMC Vacation Guidelines and HPAE Vacation Guidelines.

PLEASE NOTE

EHMC VACATION GUIDELINES ARE ATTACHMENT A

HPAE VACATION GUIDELINES ARE ATTACHMENT B

*FTE
1 FTE = 1 fulltime position
.6 FTE = 1 part time position

8 hour Fulltime = 5 days
12 hour Fulltime = 3 days

PER DIEMS – PLEASE TAKE NOTE

You should have received a separate communication from HPAE regarding your winter holiday obligation. If you have not received this notice, it means we do not have your email or home address. Please email Corrado Cotumaccio, HPAE Staff Rep at ccotumaccio@hpae.org with your information.



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 HPAAE Local 5004

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SALLY RIVERA A REMEMBRANCE

HPAE lost Sally Rivera, RN who passed away suddenly in August. Sally retired from EHMC several years ago, but maintained a lasting connection to her colleagues in MSICU. Sally was also a certified school nurse and subbed in all the schools her children attended. She was also an instructor at The Center for Allied Health and Nursing Education. She was the most incredibly kind, gentle, and thoughtful person. She advocated for her patients and never uttered one word in anger to anyone. She was supportive of her colleagues and especially MSICU orientees. We offer our condolences to her colleagues & her family. We share with you the words of her children and colleagues.

Fred Rivera & Stacey Rivera Cook

Our mom was driven, self-motivated and had a strong work ethic. She was an amazing role model! She was also caring and along with our father they gave us a good education, family values and a loving home.

Carol Boutillier, RN

I worked with Sally Rivera for 34years. Sally was the ICU nurse you aspired to be. Caring, compassionate, and attentive to details with highly developed critical thinking skills. Her quiet sense of humor would peek through from behind the curtain giggling with her patient. She showed her leadership skills as a charge nurse, preceptor, and mentor. Sally was respectful to everyone, no matter what position they held. In return she was loved by everyone. Her professionalism was impressive when she returned to work after losing her husband and expected us not to treat her special but be given a regular assignment. We were friends outside the hospital going to multiple social gatherings. She had many friends that she cared about. She was religious. She was the mother of two, which was her life. She was the grandmother of two beautiful granddaughters who she was so proud of she couldn't stop bragging about them. Whether we are the family, the friends, or the coworkers we will all miss Sally. She touched our lives.

Virginia Murphy, RN

I worked with Sally Rivera for 30 years. As a new nurse in the ICU, I learned so much from her about care of the critically ill patient and how to keep an organized, neat workspace-a very important thing for Sally. Sally was generous with her time to her coworkers and the unit. She came in for extra hours when there was a need and was always willing to switch her schedule to help out a colleague. Sally retired 7 years ago, but never forgot about her fellow nurses. Any breakfast or celebration we planned; Sally was there. Sally's caring for her coworkers lives on through her children.

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](#)

