



President's Message

The quarterly newsletter is a summarized report for RNs and LPNs at The Phoenix Center for Rehabilitation and Pediatrics, Llanfair House, VNA Health group of NJ, LLC and VNA of Englewood. Season greetings to all the members and have a wonderful holidays.

LETTER TO PHOENIX CENTER MANAGEMENT

The members of HPAE Local 5107 are writing to you regarding the ongoing staffing crisis at Phoenix Center, particularly in Pediatrics.

We are Overworked.

We are Tired.

We Won't Give Up!

The membership met on December 13th to talk about the challenges we face and brainstorm practical solutions. In the short term, we need;

- 1) Help on the Floor – Too often, when we're short-staffed, tasks pile up faster than we can work.
 - A dedicated Charge Nurse on each shift, separate from the Clinical Manger.
 - Supervisors to help with tasks when we are short-staffed, like bringing supplies, answering the phones, and cleaning.
 - In-services for supervisors so they can admit patients and send them to the hospital independently.
 - A written rule that Respiratory Therapists are to help with tasks within their scope of practice, like trach ties & changing respiratory tubing, when there are fewer than four nurses on a shift.
 - Respiratory Therapists on each shift.
 - Better scheduling of CNAs.
 - A middleman staffer to deal with parents so they do not interrupt nurses' work.
- 2) More Thoughtful Scheduling.
 - Scheduling more nurses when doctors and specialists are making rounds.
 - Scheduling an alternative location to eat when the lunchroom is being used for orientation.
 - Scheduling more nurses during admittances.
 - New nurses should not be oriented when there are less than four nurses on the floor.
 - Assignments and medpass done on time.

3) Consistent Application of Policy.

- An official, and complete, policy book that includes;
 - a) A workplace safety policy.
 - b) Infection control and COVID testing policies.
- Standardizing bonuses and incentives, with bonuses paid out in separate checks.

Our members agree, in the long term, we need;

Defined Caregiver-to-Patient Ratios in Pediatrics.

Our union stands together in our demands for a safer, healthier workplace where we can deliver the care our patients deserve.

Your current officers and reps for Phoenix center are:

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In Solidarity,

Abdul Umoru
President Local 5107



Message from the Vice President

Happy Holidays members, from Tamara VP from VNA Health Group and my wonderful Reps.

Another year has come and ended. The year 2022 has seen the world returning to our new norm after the pandemic. VNA continues to offer sign-on bonuses for HHA physical therapists and nurses (both RN's and LPN's) This includes a bonus for the employee that refers any new employee listed above. This is combat the continued short staffing we face. We have some new members in each branch, please reach out and give a helping hand when needed.

VNA has implemented a new e-time system. This new system comes with its issues. Several members report issues with their paychecks in the Essex county branch. Our staff rep Sherill is collecting the names of members including their problems. Her contact information is 609 661 3989. Both branches have employee WhatsApp groups but The Essex branch now has a WhatsApp group that includes all the teams. Please reach out to any one of the Reps to join it. This is a great resource for members and an easy way for reps, members, and staff rep to remain in constant contact. We were able to have members meeting to discuss the issues with ADP.

We are in conversation with management for correct payment of "all time worked". Please continue to screen shot your ADP time card that you submit and then screen shot the one that was approved. If there is an issue reach out to our union staff rep and/or union reps listed below.

Essex Reps

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Englewood Reps

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Hi members, It's Tamara your VP from VNA Health Group

As we welcome the summer months and its warm weather, I would like to keep you updated on our monthly labor managements at both Englewood and Essex. After my conference with Carolyn, she reported Englewood has 4 new hires that are doing well, and management and Reps are working together for better patient care. Essex has also hired several new nurses and continues to recruit them daily. Let's welcome all the new nurses and give assistance if and when needed. Our reps are always available to help. Reps contact information are listed below. VNA continues to offer sign on bonuses for nurses and also if you refer the nurses. Please refer a nurse to help with the shortage that we continue to face at Essex.

At Essex we continue to work with management on several project to improve our working environment for our members. For example, case management class where you have questions with educational team and also give input that can help team/ organization. Please reach out to Marie, to order your uniform. I would like to compete this task.

Last but not least, I know everyone has been asking if management will be assisting members with the gas increase that we are facing. We have brought this to their attention several times but to no avail. The government has announced an increased in the standard mileage rate for the remaining half of 2022. This will go into effect July 1, 2022; therefore, the Union will be back at the drawing board with management requesting assistance for mileage/gas reimbursement.

Enjoy until next time from your VP,

Tamara

Llanfair House

HPAE and Llanfair House have been in bargaining since October, we held an informational picket on December 1, 2022, after management had given us their last best offer during bargaining. We had a great turnout, approximately 75% of the members participated along with our state officers, Debbie White and Alexis Rean Walker. We also had many leaders from other locals join the picket! After our successful picket, on December 6, 2022, management increased their last best offer. We held a membership meeting on December 8, 2022, to review this with the members and will be taking a vote next week.

Glad to announce "Llanfair house ratified their contract."

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