



From our President

Hello members, I would like to wish you and your families a happy, healthy and safe holiday season.

We are actively seeking to recruit more union reps /leaders for the units and departments that currently have none. It is very important that the concerns and issues of all members are accurately represented. You are the experts in your respective units and departments, and your voices deserve to be heard and your issues and concerns addressed.

Managements recruitment effort that was implemented here at Episcopal campus appears to be working ...mandations have ceased and the number of new nurse hires have increased ... however the use of agency nurses is still in effect.

Despite the Unions repeated requests of management to recognize our members that have remained and worked through the devastation of the COVID crisis, management has chosen not to recognize our members with a retention bonus. They are not "interested" at this time. Management has however agreed to look into a pay adjustment for the auxiliary staff (the technical units) to make their wage rates more competitive with other health systems in our region.

The COVID crisis once again is spotlighted with the new Omicron variant. TUHS will be offering the vaccine booster shots to all employees already fully vaccinated. We encourage members to get their boosters. At the present time there are still only two testing sites for our members who received a medical or religious exemption. Sites are located at TUHS-Main Campus, and the second at TUHS Jeanes Campus. Temple is only recognizing these two testing sites, as according to chief medical officer Doctor Tony Reed ...outside testing sites for COVID test results are not as reliable or as accurate as the testing results performed at the Temple University Health System.

I extend a heartfelt thank you to Gary Peoples our Vice President of the Technical Unit and Co-Grievance Chairperson for his longstanding service, leadership and dedication to our local. We wish you the very best and pray for a speedy recovery.

In Solidarity,

Chris Lewis, President, Local 5106

Message from Co-Grievance Chair

Happy Holidays to the HPAE 5106 members! I hope you are all making it through this season, with grace, and that you are taking time to enjoy the quiet moments that refill our tanks. I know how much of ourselves we bring to our work every day, and rounding out the year always requires that little bit more. For those of you who may not know me personally, my name is Zein Hassanein and I am a music therapist working in the BHT department. I am also a union rep on PM6, as of very recently, the incoming Grievance Chair for our local. I am honored to occupy these positions, as I am deeply passionate about community organizing, making sure my coworkers are being fairly treated, and generally being around people. I would like to extend my gratitude to Gary Peoples, Chris Lewis and Betsy Nulty (and the rest of the LEB, and all of you) for their warm support and faith as I perform these roles. If you have not met me in person, please introduce yourself, I think I am approachable. You will generally find me roaming the halls with my cart of instruments.

Speaking of music, I wanted to elaborate a bit on a grant that developed in partnership between the music therapists and the executive director of the hospital. The grant is disbursed by the Hospital Association of Pennsylvania, and is specifically designated for frontline workers to receive music therapy services. You may have heard me speak in the town hall, but this is something very exciting and innovative in the healthcare industry, and a sign that someone, somewhere, recognizes the immense pressure we have been under in the last twenty-one months. Ultimately, we will have two series of music therapy sessions for staff focused around cultivating resilience, celebrating ourselves and resisting burnout, as well as deepening our connections to each other. The other component is a room specifically designed for mindfulness that staff will be able to access. Called the 'Flow Space' it will be equipped with soft decor to relax, reenergize and look inward, as well as tools and resources for meditation; and a recording studio that folks can reserve to let some of those feelings out in a creative way. Stay tuned folks, as things start to roll out, we will keep you in the loop.

In Solidarity,

Zein Hassanein, Co-Grievance Chair

Message from the VP

Hello HPAE union members, I know it has been a rough time with so much going on with COVID-19, policy changes in the hospital, new administration, and new hires but the stress has not gone anywhere. I would first like to thank you guys for continuing to do a wonderful job, good deeds do get recognized, and we notice them. I wonder if anyone attended the recent town hall meeting. They mentioned informative updates on what is happening on the campus. One interesting topic the 'behavior health' department mentioned was developing a 'mindful and relaxation' room for employees to wind-down and meditate. PLEASE, speak with the music therapist for more details. They are great and easy to approach. Importantly, positive energy transfers so I am sure once you engage with them (Zane) you will emotionally feel the difference. Next, I would like to touch on getting to know new faces. With so many new personalities and trying to adjust to Episcopal "culture" it can be challenging. I take my hat off to our senior staff who have been here: allowing others to shadow you, reiterating policies, and introducing the hospital's culture on what is expected. Again, keep up the great work!

Happy holidays, Jamie Barge VP

HPAE LOCAL 5106
VIOLENCE PREVENTION COMMITTEE MEETING
PHONE CONFERENCE CALL
October 19th @ 8:30 AM
Minutes

Attendees: Al Dattilo, Christopher Lewis, Betsy Nulty, Jamie Barge, Marcus Presley, Chaudron Carter, Kenneth Gentle, Jeanine Penn, Cheryl De'Vose, Shane McDevitt

REVIEW OF MINUTES:

- Minutes adopted

OLD BUSINESS:

DOH Joint Commission update:

- Still on provisional license
- Joint Commission came three weeks ago for an unannounced survey after the hospital responded to the JC letter. Survey found no deficiencies. Kudos to the team
- DOH will come back on Nov 1st and again Before January 31st to renew license

Stat 13's ER, CRC, C6, BH Floors:

- CRC still has the most stat 13s. Decrease on C5, CRC has held steady at the same number this month. Next unit for new pilot on C5, will continue to monitor to see what positive changes occur – will go to 3 nurses at night.
- ER – plateau or going down. Chaudron will get that data.

PPA UPDATE:

- Update for group number – Chaudron – will get back to us with an update

Electric outlet covers

- Need follow up, management will report back

Active Shooter Drills

- There will be a drill sometime in November
- TUPD and PPD, planning active shooter training Zooms Oct 29th in person in tower 4 before November live drill

Security in the CRC:

- Magnetic doors are failing, any reports – Kevin reported he was not aware, will follow up
- Union asked about increased security officers at the doors. Plans for Metal detectors in the near future. Management: Can't say yes or no. we are doing a security risk assessment

Eloperments

- Patient and nurse came back together, no repercussions, developing policy now.
- C6 rapid response overdose - management doing a root cause analysis, currently at TM

Member Assault:

- Member was assaulted this weekend, any news – Management unaware, will follow-up.

ED Diversion

- Due to in-patient holds, 90 hours in October.

Mandatory in ER

- Management mandated twice. Have recruited 3 FT staff starting in the next few weeks, 2 or 3 agency, hoping for no further mandating moving forward. Hiring has been going well, positive reports from the bonus

HPAE LOCAL 5106
LABOR MANAGEMENT COMMITTEE MEETING
PHONE CONFERENCE CALL
October 19th @ 9:30 AM

REVIEW OF MINUTES:

- Minutes adopted

OLD BUSINESS:

New Doors Safety Concerns:

- C5 door plunger issues – All have been fixed. And further issues should be brought up to management

Group Attendance

- Chaudron will get back to us with the numbers

COVID Screening and Update – has the procedure changed? Members reported no questions

- No more temperature screenings – not effective
- TE – No COVID patients, 20 across the health system

- Any issues with improper masking? – No, other than patients
- Any staff on COVID leave? Cheryl to get back to us

NEW BUSINESS:

COVID Vaccination Mandate

- Across TE, 24 outliers
- If no exemptions or vax, members will be off the schedule. Chaudron will get numbers.
- One person currently quarantined
- Number of medical or religions approvals: Management will send us information
- Alternate testing sites – Yes, they just have to let Occupational Health for approved sites. Cheryl will send list of approved sites

continued on next page

LABOR MANAGEMENT COMMITTEE MEETING *(continued)*

- ENDO – test patients coming in, can they be tested there? Management will get back to us
- Any hiccups from testing site? A few complaints, not from HPAE

Weekend Make-up Policy

- Union restated agreement with the policy so long as it is uniformly enforced in all departments. Management will report back once it goes into effect
- Will it expand to non-union staff? – Management to clarify

C6 New Tele Protocol

- Often only one patient on tele
- With 5 one to ones, techs can be pulled from back room, alarm is loud enough
- 3 or less nurses, monitoring will be moved to the front, if more, tech will be used. more than 3 is a lot.

Smart Square

- Initial bonus will be sent out on the 29th (later clarifies to Nov 5th) then on next paycheck thereafter

- Data on disbursement of overtime will get pulled and sent to Union prior to meeting

ED staffing

- Several new folks on orientation, should be coming off late October

Member Attack Update

- Information did come in, patient did push a staff member, Midas was filled out.

Retention bonus:

- Chaudron – At this point there hasn't been and conversation on that. Working currently on recruitment, can't speak to retention.

Smart Square Update:

- Once the program begins management must "validate" the incentive, which is why there is a delay, first payout from here on in will come out at the next pay period. First payout will be Nov 5th, 2021.

HPAE LOCAL 5106 VIOLENCE PREVENTION COMMITTEE MEETING PHONE CONFERENCE CALL November 16TH @ 8:30 AM

Attendance: Christopher Lewis, Michael Wilson, Ken Gentle, Chaudron Carter, Jeanine Penn, Shane McDevitt

REVIEW OF MINUTES:

- Minutes Reviewed

OLD BUSINESS:

- Joint Commission Update
- Electrical outlet Covers
- C6 New Telemetry Protocol
- Active Shooter Drills
- Two BH Patients Elopement to Attend Puerto Rican Day Parade Update
- The number of Stat 13's in the ED.
- ED Tent
- Number of Times ED on Divert

NEW BUSINESS:

Current Stat-13 Numbers:

- Jeanine will forward this information to us and state that we decreased overall.
- C6, Behavioral health Floors, ED

The number of Rapid Responses:

- Jeanine will forward these numbers as well.
- C6, behavior health floors, ED

Rapid response protocol:

- The ED is responsible for checking the rapid response equipment and bringing that to the location. The equipment

has been checked and available. Each incident is reviewed and addressed by management. This has not been an issue.

Lights in parking lots:

- The East parking Lot and visitors' parking lights come on about 8 pm.

Patient Elopement from CRC on October 20, 2021:

- No incident reported. A patient was discharged without a doctor's order but not an elopement.

Current numbers of staff assaulted by patients:

- Oct/2021, there were two incidents and one inappropriate touching and another where a staff member was hit and was seen in the ER. No charges were filed

The current number of times ED has been on diverting:

- Numbers will have to be forwarded later to HPAE.

ED Tent:

- Incident where a Midas Report was done. The patient family attempted to enter the tent while the patient escalated, and a stat was called.
- New Construction is on target. We are waiting for the DOH, Division of Safety and Inspection is on-site today. Once the City has approved, we will schedule with the Department of Health to proceed with phase zero.

Next Mouths Meeting

- Cathy has sent out the link for the next VP meeting to everyone.

**HPAE LOCAL 5106
LABOR MANAGEMENT MEETING
CONFERENCE CALL
NOVEMBER 16TH @ 9:30 AM
Minutes**

Attendance: Christopher Lewis, Michael Wilson, Chaudron Carter, Kevin Giles, Jeanine Penn, Al Datillio, Shane McDevitt.

REVIEW OF MINUTES:

- Approved

OLD BUSINESS:

Weekend Make-Up Policy:

Joint Commission Update:

- Cited – A wound care discrepancy.
- Cited - Sanitation issues in the kitchen

Current COVID Updates:

- Number of Admissions with COVID
- Percentage of Staff Vaccinated
- Number of Staff out on Covid Leave
- Number of Staff Resigned due to mandated Vaccinations.
- Number of staff taken off the schedule due to non-compliant Covid Vaccinations.
- Alternative testing sites for staff with exemptions are TUHS-Maine/TUHS-Jeanes.
- Staff with exemptions are expected to test while on vacation, leave of absence, and sick leave?

Smart Square:

- Initial Bonus payout for the Episcopal Campus.

NEW BUSINESS:

Recent DOH visit update:

- Unscheduled visit for two days: Several deficits were found:
- Citations: We did have one issue for wound care: consult was conducted but there were no physician's orders.
- Cited: Sanitation issues in the kitchen: such as trash cans were dirty, and the area where the dishwasher was dirty.

When will the program start at Temple Episcopal Campus?

- Chaudron stated that she has approved for start-up last week.

Most Recent COVID Updates:

- The Number of staff on COVID leave: 12 members throughout the Temple System
- The Number of admissions with COVID: 0
- The number of HPAE staff vaccinated: Systemwide is 99%.
- The Number of staff granted exemptions for religious and Medical
- The Number of HPAE staff voluntarily separated for non-compliance with mandated vaccinations.

COVID 19 testing requirements for staff with exemptions.

- Alternate testing sites other than TUHS- or Jeanes. List still not given by occupational health service

Smart Square:

- Emergency department scheduling vacation time. (Frank Smith and Jill were placed on the schedule during their vacation. Kevin said he would check on this.
- Emergency department: Some staff is scheduled for both Christmas and New Year's holidays without first agreeing to it. Kevin stated that might have been rectified,

Staffing:

- Hired
- No mandation has been required lately.
- Emergency Department
- C-6 Behavior Health floors CRC
- Use of agency: We are still utilizing agencies

Pay adjustments for the technical unit:

- We have not considered the Techs rates, but we were focused on the nursing. Chaudron will have HR look at rates and will have them
- Chaudron stated that we need an order to pressurizing wounds.



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Pressures of the Holidays

Growing up, I remember the holidays were a time of excitement and joy. The joy of family, food and festivities. The warmth of the fireplace. Green and red tinsel. Chestnuts roasting, and a warm mug of eggnog. Carolers at the door ushering in cheer, making the frigid winter a little less cold. This year feels markedly different than those memories. Many of us are anxious about the proximity to family that holidays traditionally brought. Should we gather? Should I make that dinner? Will I ever be able to travel again without fear of getting myself or my family sick? All this on top of the usual gift-buying madness.

How do we re-imagine the holidays so that we can retain the spirit while missing some of the rituals that get us into the spirit? We have already done this once, and none of us were prepared for the reality that this may be the new normal. One answer that comes to me is to focus on gratitude and our blessings... the simplicity of recognizing what we have, and who we have. COVID-19 has taught me the lesson of treasuring each other whether near or far. Life is not always about what we do, what we buy, what we make; it's about being who we are and appreciating the gifts already in our lives.

Michael Wilson,
Secretary
HPAE Local 5106

You Will Be Missed Mr. Peoples

By Betsy Nulty

Gary Peoples has been one of the dynamic leaders of HPAE Local 5106 for just shy of two decades. He has served as the Vice President of the Technical Unit and as the Co-Grievance Chair. His dedication and contributions to our local is unsurpassed.

Gary certainly deserves the title of Mr Congeniality of Local 5106Gary always has gone out of his way to meet and greet everyone he encountered on a daily basis with a friendly " Hi how are you?" and the most engaging smilehe immediately put you at ease, and you felt as though you had just reconnected with a dear friend. This friendly engagement with everyone was instrumental in Gary's ability to gain insight, and an accurate read on the pulse and goings on at Episcopal Campus.

If ever any member heard the unfortunate words "We need to meet, and you need a Union Representative" from a managerGary Peoples was the person that you wanted to stand by your side. Gary's handling of these meetings was unparalleledmembers felt reassured that Gary was there to support them and help them get through the stressful meeting.

Gary's insight into the issues and problems in the CRC and the Behavioral Health Units has been instrumental in our achieving new contract language which has benefited our members and patients. Most importantly Gary's endless passion and dedication to member and patient safety on campus has been critical in improving conditions and gaining contract language regarding safety on campus.

We all are appreciative and thankful for your dedicated service, and we wish you the best of health. We hope to see you back on the job as soon as you are able, and we seriously hope that you'll reconsider and continue to take on a more active role in our local again. Our members and patients need you!