



President Speaks

Hello members.

The end of year is approaching fast, where has the time gone? It has been a very productive year. We have accomplished many of our goals while management has addressed the issues brought forth over the year.

There has been an increase in nursing staff on the behavior health floors, CRC, and C6 Med-Surg to handle the influx of patients. Extra lighting was installed in the east parking lot and visitors parking lot. A security officer was posted at night from 6:45 PM to 7:45 PM to secure the safety of our staff during shift change. The X-ray scanner in CRC has been repaired and is fully functional. The haste system in the emergency department has also been repaired. All Perimeter exit doors have been installed with a delayed Alarmed exit lock. Finally, all exit doors on the behavior health floors will have a biometric exit swipe to release

the doors to prevent elopements. Through our hard work and commitment to our patients, the Department of Health rescinded the provisional license and granted the hospital a full license to operate. And most importantly, we negotiated a contract extension with a \$5 pay increase for RN's and a \$3 pay increase for the technical and professional units.

But there is still more work to do in the coming year. We will start to formulate a negotiating committee and solicit you, the members; for your input with surveys and questionnaires so that together, we can strategize a cohesive proposal for the contract negotiations. Our greatest goal in 2023 will be to strengthen our contract. Happy holidays to all members and stay safe.

In solidarity,
Christopher Lewis

Homeostasis

I just want to check on everyone's mental status. It has been a rough year but we are still managing. Taking the time to care about your own well-being is important. I must admit, I have been neglecting myself for so long. Recently, I realized that self-awareness is important because your body signals when you are unbalanced. Maintaining a stable self was coined by a Harvard physiologist.

Homeostasis is a self-regulating process that allows an organism to retain internal stability while adapting to shifting external situations; It has emerged as the key unifying idea of physiology ~ Walter Bradford Cannon.

Take care and happy holidays.
Jamie Barge VP

Influenza- Safety and Effectiveness

Covid-19 has decreased but it is not gone. Old and familiar ailments such as influenza remain a severe health issue. The stress that influenza puts on your body could cause serious conditions. This is a fact that many of us are learning in this present and upcoming flu season. The flu is not a common cold. It taxes your body; there is a lot of stress put on your system as it works to fight off infection and that is what leads to all sorts of complications. Risks of severe flu complications increase if you are asthmatic, have COPD, are diabetic, or have heart, lung or kidney diseases.

So... why not protect yourself? Continue to wear your mask, practice good hand hygiene, avoid contact with those who are sick and live a healthy life style. I encourage all of you to get your flu shot to lower your risk of sickness.

Venus Weaver- Treasurer, Local 5106

"Never Forget Where We Came From"

We must remember those who sacrificed. Many of our members risked it all for these rights. We must not forget the struggle we fought to have a voice! Through organizing and tough negotiations, our members were willing to risk everything to ensure our working environment was free from intimidation, threats, and retribution.

When we decided to unionize and stand up against the tactics of intimidation, It was then when we received the most unfair labor policies. We were being singled out to be made examples. We were threatened with being laid off, and the nurses received salary cuts. Management labeled as ungrateful and troublemakers and told us if we continued to seek to unionize, things would get much worst. But we stood together for better working relations, fair labor wages, and fair and equal treatment.

We can never forget those who shoulder this hardship, so that we could have freedom and liberty. The sacrifice and the commitment of those who came before us allowed us the working environment. We can't relent on the need to be strong and not to falter. We must remain vigilant and willing challenges ourselves.

Although we come from different walks of life, we realize that these differences make us much more robust and have broaden our outlook. We come together collectively to embrace each other. We can't afford to let our difference undermine those things we have in common.

We must work toward the true bond of unity in solidarity to overcome oppression and tyranny. Our experience of the past tells us that there is strength in numbers. We possess the power to break through terrorism, persecution, and strife. We fight for equality, for be able work in an environment we feel safe, productive, and appreciated-our journey to prevail against the organization's design to break us down.

In Solidarity, Michael Wilson, Secretary



A Newsletter for the
members of HPAE Local 5106

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Unified 2023

Dear 5106 members,

As we round out this year of years, 2022, you all continue to show just how strong, resilient, compassionate, and creative you all are. Being a worker of any kind, let alone a hospital worker, is simply just getting more difficult. We are all stretched so thin. And yet, seeing you all there to support each other and our patients is so inspiring. For many of us this work is much more than a career, as much as we would sometimes like to it to be that simple, it is something we are compelled to do. We are healers. And as you all know, the barriers to being a healthy healer are many, and sometimes those barriers are structurally built into the system we work in. Sometimes they are imposed on us in order to build separation between us: nurses, social workers, behavioral health therapists, medical technologists, etc. We carry many titles, but the most important thing is that we are united under our HPAE banner, and we cannot be successful in our own jobs without each other. This is why the union is so critical, because without each other's boundless encouragement, we are not the sum of our parts.

In Orwell's book, *Animal Farm*, the overworked farm animals band together against their human masters in order to attempt to build the free, egalitarian society they dream of. Unfortunately, due to the greed and ego of the pigs on the farm, the other animals' idea is sold out, and they are left with an even more brutal dictatorship run by the pigs who were once part of the movement for liberation. What can be learned from this: even within your own ranks, there are those who would sell out the

union for their own perceived power, who would work to their own benefits at the detriment of those they are meant to carry with them to greater heights. To quote the immortal John Lennon's words from the song 'Working Man's Hero': "There's room at the top, they're telling you still; but first you must learn to smile as you kill; If you want to be like them on the top of the hill". We must take this message to heart as we enter another year under our collective bargaining agreement and prepare for negotiations next Fall.

Finally, I want to note one thing: we are so fortunate to have a union. Many psychiatric hospitals in this city do not have the same benefit. In fact, the majority of our society for many years was fooled into thinking Union members are lazy and unambitious because they valued fairness and community over individual gain. But that doesn't make us weak, it makes us smart. It makes us visionaries for a better future. Many things our working society takes for granted would not exist without unions, and that is why it is important that we all take responsibility for seeing that HPAE 5106 remain here at Episcopal for decades to come. The many stories we hear in the national news indicate that droves of American workers are desperate for the same voice at the table that we already have: Starbucks, Amazon, and the Rail Workers. They are all working to organize as we have, to receive the benefits we and they deserve. Here's to a unified 2023!

Season's Greetings
Zein Hassanein, Grievance Chair

Wellness Through Positive Change

Our workplaces, the communities we live in and our lives at home can at times be hectic, fast paced, and stressful when that is the last thing we want to deal with. Maybe if we weren't working in a major city as health care Professionals life would move at a slower pace and have less stress. However, it seems very possible that life away from healthcare and the city could find a way to become plenty stressful as well. So we have to take good care of ourselves and spend some time doing things that promote our wellness. As the saying goes in healthcare "you have to take care of yourself so that you can take care of your patients".

With all the changes going on at work, the Holidays, and the regular stressful things we all deal with it's very important, when possible, to be involved in creating positive change. Even small things like demonstrating better communication with co-workers to complete a task can decrease the stress level for everyone and promote wellness. We should also consider getting involved in meeting with co-workers to promote better working conditions and problem solving because these things also enhance wellness. Over the last year we have demonstrated the ability to work well and effectively together to restore the hospital license and secure a substantial pay increase, all of these things decrease stress and promote wellness. Let's continue the progress.

- Charles Bowen