HPAE

LOCAL 5106 Newsletter

A Newsletter for the members of HPAE Local 5106 at Temple University Hospital

THE FRONTLINE NEWSLETTER

June 2022

From our President

Hello members, I would like to thank those members who attended our first in-person General Membership Meeting In two years due to Covid-19 restrictions on April 27th 2022. There was a wealth of information provided to attendees as well as breakfast refreshments, lunch and gifts of appreciation which an insulated lunch tote bag and an insulated cold tumbler cup imprinted with the HPAE logo and our local 5106. The LEB is looking forward to the next General Membership Meeting In September.

At the last Labor Management meeting we were informed that we are well on our way to having the provisional license rescinded. There were only seven deficiencies dealing with mental health patients in gowns which has since been corrected. The Department of Health will return late June or early July to complete a final survey. Management is confident it will be the last survey and a full license will be issued. This would not have been possible without the hard work and cooperation of our members.

On June 8th 2022 HPAE LOCAL 5106 representatives will meet with management to discuss the retention/ pay increase bonus offered to other unions in the Temple University Health System of five dollars with a one year contract extension. Although we were not offered that deal we will discuss with management potential pay increases at Episcopal Campus for our membership. This will be the initial meeting of many and we will keep our members updated. Have a safe summer.

Chris Lewis
President
Local 5106

Greetings HPAE Local 5106!

We have been through a lot together. Obviously the COVID Panini, bot to mention all the surveys, contruction and other changes we have to navigate daily. Every time I sit down to write a little something for this newsletter, I am forced to pause for a second and really appreciate what we are all doing. You should all be very proud that you have chosen the path of healers, it's beyond noble. I never really resonated with the "Hero" moniker, but I do think that everyone who has been pushing through and providing excellent care as policies and procedures shift from day to day, you all are superstars. I have never seen Superman help someone experiencing withdrawal and psychosis simultaneously (I imagine he would get up out of that situation really quickly). It's the moments I see a nurse on PM6 concurrently calm down an anxious pt, provide another else with meds and a meal, and still manage to make eye contact and share a laugh with a coworker that truly drop my jaw. There is not a word that speaks to the kind of incredible you all are. We don't hear it enough from each other, and sometimes we don't hear it enough from our loved ones who we try to spare the details of our work with, so let me say, and I invite you to join me reading aloud, "I am doing a phenomenal job. I am changing lives for the better. Also, I look GOoOooD.

Take care and feel free to stop by my office in MAB or my office hours in the Flow Space on PM2 to play a little music!

Zein Hassanien
Grievance Chair

"Lessons from Our Past"

As our local 5106 begins to take on the arduous task of contract negotiations, it is imperative that we take the lessons from our past to prepare for the future.

No one could have ever imagined our challenges during this COVID Pandemic! It has been devastating to our community, our lives, and our jobs. COVID literally trampled over our collective bargaining agreement. We were subjected to federal and state mandates that superseded our contract, which amended policies with providing virtual and direct services.

We experience extreme staff shortages, new hires, and many protocol changes during this process. Subsequently, we were exposed to COVID. Unfortunately, the administration offered administrative leave to specific members, and others were pressed to prove how and when the virus was contracted. Unsafe working conditions took on a whole new meaning. We had to fight for personal protective equipment to do our jobs safely.

In addition, management imposed greater responsibilities, longer hours, and newer policies. They were met with our right to challenge and grieve. We are still fighting for COVID bonuses and retention support.

The last two years have given us much to consider as we approach contract negotiations.

We realized the need to fight for a comprehensive contract that will possess the language and content to address such issues as they arise.

Michael Wilson
Secretary
HPAE Local 5106

HPAE LOCAL 5106
VIOLENCE PREVENTION COMMITTEE MEETING
PHONE CONFERENCE CALL
March 15th @ 8:30 AM
Minutes

Attendance: Christopher Lewis, Ken Gentle, Marcus Pressley, Michael Wilson, Chaudron Carter, Shane McDevitt, Jeanine Penn, Yvette, Cheryl DeVose, Kevin Giles

REVIEW OF MINUTES:

Read and Approved

OLD BUSINESS:

Safety Items:

Update on C5 entry doors metal sheath keeps coming off (potential weapon)

White outlet Covers PM5, C5

Security is not posted in the East/Visitors lot from the hour of shift change 6:45 pm to 7:45 pm

Quarterly Numbers (October, November and December)

Stat 13's
- C6
- Behavioral Floors
- CRC

Rapid Responses
- C6
- Behavioral Health Floors
- CRC

Elopements
- C6
- Behavioral Health Floors
- CRC

Staff Assaults (HPAE)

Update on Code Blue for the Homeless

ED/Tent
- Number of times ED on Divert
- Number of Stat 13's
- Number of Assaults

NEW BUSINESS:

DOH Jeanine reported:
- We are still waiting to hear from the last visit.
- We expect them around the first week of April.
- Management has increased rounding and the staff presence on the units.

All staff should have completed the education or will be taken off the schedule until completed.

Security Issues:
- Bike Patrol - still not posted in East or in the Visitor's lot area from 6:45 pm to 7:pm. During shift change (bike patrol posted 6:45 am to 7:45 am shift change)
- Visitors 'parking lot entrance and exit arms are still in the up position 24 hours, seven days a week.

Rear ED Door:
- Broken (ETA on the part needed to fix it).

Quarterly Numbers:

	January	February
Stat 13's:		
- C6,	4	17
- BH Floors,		
- PM6		16
- PM5	13	
- P-4		
- C-5		
- C-4		
- CRC	58	45
Rapid Response:		
- C6,		
- Behavioral Health Floors,		
- CRC		
Elopements:		
- C6,	Jan 2	
- BH Floors,	None	
- CRC	Feb 1	

Staff Assaults: (HPAE)
- CRC – An MHT was hurt; unknown about the specifics at this time.
- Condition unknown, but they are being followed.

ED/Tent
- Current Number of times ED on Divert: February- 10 days (75 Hours) January 245 hours, Dec 235 hours.
- Current Number of Stat 13's in Feb 38: We have been in the 30-40 in the last three months.
- Current Number of Staff Assaults 1 assault in January.
- Current Number of Elopements. Dec & Jan (11%). And Feb -Down to 6%

Current Renovations:
- We had minor delays because of DOH, but we should be back on schedule and moving to the next phase.

HPAE LOCAL 5106
LABOR MANAGMENT MEETING
CONFERENCE CALL
March 15th @ 9:30am

Attendance: Christ, Marcus, Michael, Jeanine, Cheryl, Yvette, Kevin, Shane, Al Datillio,

REVIEW OF MINUTES:

Read and Approved

OLD BUSINESS:

DOH

- Any resent Inspections (DOH, Joint Commission ect,)
- Results from 5100 Survey : Waiting for the response from las
- We have increased rounding to monitor the changes and insure that we are complying with the new requirements.

Privacy Issue

- Black out screens for the WOW
- We were sited at Temple Main
- We had to address all PPI issues
- Education should be completed

Covid-19 Update:

- Number of Staff on leave due to Covid-19: Numbers are down to 1%
- Number of Admissions
- BEHAVIORAL Health Floors: None

Testing Sites for Employees for Covid-19 Update: remains the same unto

Number of ADL time granted

Staffing Updates:

- C6, Behavioral Health Floors, CRC
- Use of Agency for C6, BEHAVIORAL Health Floors
- Staffing Updates ED: Currently have 8 to 10 Traveling nurse, we are looking to recurrent PCP, and we are looking at job fairs.
- Use of Agency
- Staffing Updates for Technical Units
- (Lab, Respiratory, Ultra Sound, Radiology, BHT Professional Units)

Smart Square Transparency Report:

- Incentive Pay for Nurses picking up a late call shift

NEW BUSINESS

DOH Updates:

- Any significant changes to Action Plans
- Are we complying with the Action plans

Blackout Screens

- What precipitated the use of these devices
- DOH sited us at the main campus for privacy regulations.
- The new Wows came with (black Screen) Privacy Screen.
- HIPPA Education also need to be completed.
- Staff who fail to complete the HIPPA training will be taken off the schedule with possible disciplinary action to follow.

Covid-19 Update

- Number of Admissions with COVID-19

- Behavioral Health Floors

- C6

- Number of Staff on leave due to Covid-19
- Testing for Employees with Exemptions

Staffing Updates

- Behavioral Health Floors
- CRC
- C6 - RN open positions and Pool PPT positions are open.
- Use of Travelers C6, BEHAVIORAL HEALTH FLOORS

Staffing Updates

- Still utilizing 8 to 10 Travelers in ED.
- We are looking to recruit several students from Temple
- Another recruitment effort is our upcoming job fair.

Retention Bonus

- The other unions at Temple Hospital and Jeanne Hospital were offered $5.00 retention pay increase and 1 year's extension on their contract.
- Management said they have had some discussions about the topic of retentions but have not made any decisions.
- Management was open to proposal from our Union and would like to meet.

Request to complete videos

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

Attendance: Christopher Lewis, Chaudron Carter, Cheryl De'Vose, Ken Gentle, Al Dattilo, Jeanine Penn, Marcus Presley, Michael Wilson

REVIEW OF MINUTES:

Read and Approved

OLD BUSINESS

- Security still not posted in East and Visitor lot area from 6:45pm to 7:pm shift change (bike patrol posted 6:45am to 7:45am shift change)
  - *Security has been posted during the selected times
- Visitor's lot entrance and exit arms still in the up position 24 hours 7 days a week (no inclement weather)
- Rear ED Door still broken (ETA on part needed to fix it)
- Has been fixed
- Quarterly Numbers (January, February and March)

Stat 13's

- C6, Behavioral Health Floors, CRC

Rapid Response

- C6, Behavioral Health Floors, CRC

Elopements

- C6, Behavioral Health Floors, CRC

Staff Assaults (HPAE)

ED/Tent

- Current Number of Times ED on Divert
- Current Number of Stat 13's
- Current Number of Staff Assaults
- Current Number of Elopements

NEW BUSINESS

Security Issues

- Person unescorted by security arrived to the CRC without being pre-screened in ED
  - Management was unaware and did not receive any they will investigate these issues
- Person eloped while being escorted to CRC by Security and ran out the ED
  - Management confirmed the incident but not aware of the particulars
- Outside vendor unescorted to Lab for overnight pick-ups:
  - The protocol needs to be revisited and discussed how to make it safer
- Can there be an additional security officer signed to Bike patrol on the overnight shift
  - This will be revisited and discussed
- Security Officers congregating at Unit #4 ED post and sometimes they get loud
  - Management will address this issue
- Code Red Training and no overhead paging was conducted for the training
  - There was no location directed

ED/Tent

- Current Number of Times ED on Divert
  - Kevin was not present to report
- Current Number of Stat 13's
  - Kevin can report at a later date.
- Current Number of Staff Assaults (HPAE).
  - No staff assaults this month
- Current Number of Elopements
  - Kevin was not available – (Elopements)

Implementation of Escalation of Encounter Policy:

- No second search for patients coming from the ED in the CRC
- Medical patients that have already been searched, ED and then transferred to the CRC will not need to be searched.
- Concern that contraband that is confiscated ED/CRC should be the same
- This is a guideline to escalate security issues and incidents
- We must ensure incidents are reported properly
- This in not a new notification policy but a guideline to reenforce that staff is being informed

Current numbers of Rapid responses, Elopements, Stat 13's.

- Jeanine shared that the information is currently being collected and she will send it to the members once she has received it
- Behavioral Health Floors
- CRC
- C6

Staff Assaults (HPAE) on

- Behavioral Health Floors
- CRC
- C6

HPAE LOCAL 5106
LABOR MANAGMENT MEETING
CONFERENCE CALL
April 19th @ 9:30am
Minutes

Attendance: Christopher Lewis, Chaudron Carter, Cheryl De'Vose, Al Dattilo, Jeanine Penn, Marcus Presley, Michael Wilson

REVIEW OF MINUTES:

Read and Approved

OLD BUSINESS

DOH

- Updates
- Any significant changes to Action Plans
- Are we complying with the Action plans

Blackout Screens

- what precipitated the use of these devices

Covid-19 Update

- Number of Admissions with COVID-19
  - Behavioral Health Floors
  - C6
- Number of Staff on leave due to Covid-19
- Testing for Employees with Exemptions

Staffing Updates

- Behavioral Health Floors
- CRC
- C6
- Use of Travelers C6, BEHAVIORAL HEALTH FLOORS

Staffing Updates

- ED
- Use of Travelers in ED

Retention bonus/ Pay adjustments for others

NEW BUSINESS

DOH

- Updates: DOH is currently at Temple Hospital Campus and will be at Episcopal Hospital Campus and then Jeans Hospital tomorrow
- Thursday at Jeans and Northeastern Hospital
- Friday they will be back at Temple Hospital
- License Status: This is a full licensure survey, and we hope to do well

Covid-19 Update

(Cheryl reported that the numbers are not in yet, but she will forward them to us)

- Number of Staff on leave due to Covid-19
- Number of Admissions
  - Behavioral Health Floors
  - C6
- Implementation of Home Testing kits

For Employees with Exemptions

Reviewed revised Policy for Behavioral Health Floors

- Maintaining a Safe and Therapeutic Environment
- MHT/RN: Rounding & Hallway Placement: The timer for rounding has been adjusted so that it will alert the MHT to round earlier because they initially had 5 minutes to do all their patients so with the early alert it gives the tech more time

Staffing Updates

- Behavioral Health Floors (A couple of Part-time positions on EAU, PM-4)
- CRC
- C6 (Several Nursing open position)
- Technical Units/ Professional Units (Recently hired several members)
- Use of Travelers on these units (majority on C-6 until we fill the positions)
- We have several pool staff positions open
- Recruitment has been going well, per Jeanine

Staffing Updates (Kevin is not here to update on the ED)

- ED
- Use of Travelers in this unit

Set a date to discuss Retention pay/ House Bill 2

- Cheryl said that this will be discussed later in today's 11 AM meeting with Chris and Marcus

Meeting Adjourned

MESSAGE FROM VP OF NURSING

Just when we thought we have moved slightly forward, COVID-19 circles back around. Although other indoor facilities are at a less mask restriction, the hospitals are still required to protect themselves and others from the highly contagious virus. Granted, patients are still presenting to the CRC and ER COVID positive, and that led to the acute psychiatric units becoming a partially restricted COVID unit once again. It became real once the additional PPEs returned (goggles, N95 masks, and face shields). Just so happens, OSHA visited to follow up on COVID incidents from 3 years ago. As humble as possible I asked what took so long to address people needs, and the agent was very pleasant when she responded they were busy with other incidents. Today, Temple Episcopal has provided the proper PPEs to the units in a timely fashion and if your unit is not equipped with the necessities to stay safe please contact your immediate manager.

Jamie Barge, VP, Nursing ,Local 5106

HPAE LOCAL 5106
VIOLENCE PREVENTION/ SAFETY COMMITTEE MEETING
PHONE CONFERENCE CALL
May 17th @ 8:30 AM
Minutes

Attendance: Christopher Lewis, Al Dattilo, Ken Gentle, Michael Wilson, Marcus Pressley, Jeanine Penn, Cheryl De'Vose, Yvette Valiente, Kevin Desrochers, Shane McDevitt

REVIEW OF MINUTES:

Read and Approved

OLD BUSINESS

Security Issues

- The person unescorted by security arrived at CRC without being pre-screened in ED
- The person eloped while being escorted to CRC by Security
- We instituted a badge only at the entrances for the campus from 8:30 PM to 5:30 AM
- The outside vendors are unescorted to Lab for overnight pick-ups.: Yvette will follow up with this matter
- Will there be a security officer signed to Bike patrol on the overnight shift? Yvette stated that a bike patrol has been in place
- Security Officers congregating at Unit #4 ED post

Announcement of a new Security Director -

ED/Tent

- Current Number of Times ED on Divert
- Current Number of Stat 13's
- Current Number of Staff Assaults (HPAE)
- Current Number of Elopements
- Implementation of Escalation of Encounter

Current numbers of Rapid responses, Elopements, Stat 13's

- Behavioral Health Floors
- CRC
- C6

Staff Assaults (HPAE) on

- Behavioral Health Floors
- CRC
- C6

NEW BUSINESS:

Update on fire on CHC third floor

- Causation: Malfunctional and contained in the office.
  - No people in the location
  - Things went well.
  - The fire was well contained and was isolated to one office in the suite
- We are about 97 % cleaned up from the fire
- Response time to call or alarm
- Any changes/additions to fire drills or fire protocols
  - There are no new policies necessary because everything went well

Fire Lane Parking PM Drive

- After Hours and Weekend:
  - We have given multiple warnings about staff parking in the fire lane
  - We don't want to begin towing those who are parking illegally
  - Warning tickets are being issued
  - Several flagrant violator's have been warned and identified for towing

Security posted in Minor Care

- Hours On Post
  - There are some reports that security has been leaving before minor care closes
  - It's unknown if the minor care schedule is being shared with security
  - Shane will confirm with Karen to ensure that everyone is aware of the schedule

C6 rear door was taking off automatic opening

- DOH was concerned that it was a contributing factor to the elopement
- The recommendation was made to be controlled by staff and not automatic
- Also, the closing timer has been adjusted to 10 seconds

Security Rounding on Behavioral Health Floors

- Quarterly Numbers: April

Stat 13's during the month of April

- C6, 16
- Behavioral Health Floors; PM -6, 14; PM- 5 32; C5-18; PM 4-0; C 4-0
- CRC

Rapid Response (Yvette will forward the numbers later)

- C6
- Behavioral Health Floors
- CRC

Elopements

- No elopements in April:
- ED - 1 in the month of March.

Staff Assaults (HPAE). (Chaudron will validate the numbers and forward them to us later)

- C6,

continued on next page

VIOLENCE PREVENTION/ SAFETY COMMITTEE MEETING *(continued)*

ED/Tent

- Current Number of Times ED on Divert: Ken stated that only 12 hours in April
- Current Number of Staff Assaults: None reported
- Current Number of Elopements: 2 Elopements in April

Traffic Incident

- Hit and Run: Staff member was hit and crossing the walkway in front of Episcopal hospital at the Lehigh entrance. When a vehicle traveling at a high rate of speed ran the red light
- We have recently had multiple car accidents on Lehigh Ave.
- Yvette reported that they have reached out to the city for options to make it safer for pedestrians crossing Lehigh Ave. We have started the process and awaiting a response
- The staff member is currently recovering.

Pulling MHT

- Chaudron stated that we should not be pulling MHT when the ED is short
- We have hired MHT, particularly for the ED. We still have several open positions
- What we found out is that when we pulled MHT from behavioral health floors in the past has led to many issues in the units

HPAE LOCAL 5106
LABOR MANAGMENT MEETING
CONFERENCE CALL
May 17th @ 9:30am
Minutes

Attendance: Christopher Lewis, Al Dattilo, Michael Wilson, Marcus Pressley, Jeanine Penn, Cheryl De'Vose , Yvette Valiente, Kevin Desrochers, Shane McDevitt

REVIEW OF MINUTES:

Minutes reviewed and approved.

OLD BUSINESS

DOH Updates

- During the visit, we were cited for 5 patients in gowns

We have made it a policy to only let patients wear gowns when going for an exam or procedure and if a patient soil their clothes or an elopement risk.

- The next survey visit is anticipated from June 16th - July 31st

Blackout Screens

- What precipitated the use of these devices?

Covid-19 Update

- Number of Admissions with COVID-19
- Behavioral Health Floors
- C6
- Number of Staff on leave due to Covid-19
- Testing for Employees with Exemptions

Staffing Updates

- Behavioral Health Floors
- CRC
- C6
- Use of Travelers C6, BEHAVIORAL HEALTH FLOORS

Staffing Updates

- ED
- Use of Travelers in ED

Retention bonus/ Pay adjustments for other campuses

NEW BUSINESS

DOH Update

- Licensure Status
- DOH came for our Licensure survey
  - We were cited for 5 patients that were in gowns
- Deficiencies: Our criteria for gowns have been updated
  - 1) Elopement risk
  - 2) Patient going for medical procedures
- We expect a return visit from June 16, 2022, to July 31, 2022

Covid-19 Update

- PPE Supplies
- Number of Admissions with COVID-19
  - Behavioral Health Floors
  - C6
- Number of Staff on leave due to Covid-19

Smart Square

- Variables/Factors that negate incentive pay
- Bi-weekly payout

Cell phones for Charge Nurses on behavioral health floors

- Nurses have been issued iPhones
- There have been no complaints about missing calls

Vacation request ED

- May 1st deadline past still no response to Staff
- Kevin will talk with Karen to discuss this issue

continued on page 8

HPAE

A Newsletter for the
members of HPAE Local 5106

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LABOR MANAGMENT MEETING *(continued from page 7)*

Staffing Updates

We are in the process of hiring positions on:

- PM-6: 1 RN Position
- C-5: 1-RN position
- Chaudron will give an update on the other floors during the next review

Use of Travelers

- C6 has four traveling nurses whose contracts end by July. We are considering renewing two of the contracts
- Contracts on the Behavioral Health Floors are scheduled to end in two weeks and will not be renewed

Staffing Updates

- Technical Staff
  (Respiratory, Radiology, Lab, Cat Scan, Ultrasound, etc.)
- The lab has recently signed on 2 travelers
- The lab's manager did not post a schedule (4-6 weeks) but only given a 2 week schedule and that schedule was constantly changing. The contract states that the schedule needs to be posted in 4 to 6 weeks
- Cheryl set up a meeting with Ian to discuss this issue

Staffing Updates

- ED continues to recruit a couple of positions
- Use of Travelers in ED: There are about 8 positions and three decided not to extend their contract
- Karen has just signed on several more.

Set Dates to meet and discuss

- Retention bonus/pay adjustments
- Cheryl will send out a date for the meetings

Chaudron requested to communicate

- Health Stream Required Training:
- Health Streams training on gowns
- We are only at 21 %
- This training is due to be completed for DOH by May 31, 2022
- Also, the Elevator Training must be completed, we are currently at 71 %
- Chris will discuss with Marcus how best to communicate this with staff

MESSAGE FROM THE TREASURER

It is the expectation of employees working within the Temple University Health System that a safe working environment be provided. Temple is mandated to abide by federal, state and local laws regarding employee safety. It is also member responsibility to abide and follow Temple policies and guidelines in order to do our part in maintaining a safe working environment.

COVID 19 has shown us that having a safe workplace is more than just preventing injuries and preventing and controlling workplace violence.

It is all of our responsibility to maintain a safe workplace. It is Management, members and our Union working together to ensure that Episcopal Campus is safe for our patients and members. We will continue to gather member feedback regarding these issues and meet and respectfully discuss with management at committee to a satisfactory resolution.

Maintaining a safe work environment is an ongoing process. Members must be vigilant in regards to following rules and policies, be aware of your surroundings at all times, in reporting safety violations and concerns, using PPE appropriately and correctly, avoiding burnout/stress overload by taking breaks … if we all do our part we will succeed in making Episcopal Campus a safer workplace.

Venus Weaver, Treasurer, HPAE Local 5106