



Presidents Message

Hello members I would like to thank the members who attended the General Membership meeting on April 26th 2023. It was good to see many new faces in attendance. Mike Wilson (Secretary) and Venus Weaver (Treasurer) helped new members with the authorization/application online process. A lot of important information was disseminated to our members that day and this year's gift to our membership was a black and red shoulder bag with the Union's emblem on it. On May 11th the Rally for Safe Staffing was held in Trenton NJ. The Professional units were represented by Venus Weaver (Treasurer) the Technical units was represented by Christopher Lewis (President) The Nursing Units (no representation). All though our local is not large in size Safe Staffing affects every Healthcare worker. It is important that we have every members support in this effort. It is easy to file a Unsafe staffing notice and "talk the talk" but when it came down to "walking the walk" our numbers were sadly under represented. In early May 2023 the city of Philadelphia lifted the mandation on mask wearing In Healthcare Facilities. On May 17th 2023 Temple University Health Systems followed suit and lifted its mandation on mask wearing In certain areas of practice. Now that Covid-19 has been downgraded from a pandemic to an endemic the use of ADL time for Covid-19 related illness needs to be clarified by Human Resources. Update on parking in the Doctor's Parking Lot. As per Yvette Valiente Senior Director of Facilities the next phase of construction will impact a significant number of Parking spaces in the Doctor's lot fifteen to be exact. It was necessary to remove those employees who should be utilizing other parking on campus. The existing assigned; after 3pm daily and weekends remain open to those with assigned designated parking. Parking remains free at Episcopal Campus. To all the membership have a safe and summer.

In solidarity

Christopher Lewis

"Helpers Need Help Too"

Mental Illness can take on many modern forms, and as clinicians, we cannot afford to ignore our health. As front-line workers, there are numerous factors contributing to elevated stress. Most hospitals have been overwhelmed and short-staffed, making their workers feel overworked and exhausted. Since the pandemic, healthcare workers have experienced many symptoms.

It has become quite apparent that helpers need help too! Unfortunately, workers feel the need to disguise their mental health struggles from colleagues and employers, despite feeling less able to cope. Organizations need to build a broader work culture that promotes mental wellness rather than threatening possible employment separation. We have seen too many employees become sick and lose their jobs. Repercussions can range from being let go to being considered a weak colleague by their peers. There is a fear of seeking mental health treatment that could jeopardize their jobs. This has led some employees to suffer in silence and try to hide their symptoms.

We hear the word "hero" a lot these days, typically about front-line healthcare workers: doctors, nurses, and emergency medics who bravely show up every day, and often they put their lives and family lives at risk. Mental health care should be mandatory for front-line health care workers, not a reason for termination.

Michael Wilson, Secretary
HPAE Local 5106

Union Solidarity

Dear HPAE 5106 Members,

This newsletter's article is focused on solidarity, just as the last one was and the one before it. As the Grievance Chair, my role sees me regularly interacting with members of our local who are dealing with disciplinary or contractual issues, and this is one of the core elements of what makes a union important. The fact that we can come together as members of diverse backgrounds, training, and expertise to support each other against management when injustice is occurring is a fundamental reason that we have been able to achieve some of the positive changes in our respective jobs and the hospital community at large.

However, when members are focused on each other with malicious or self-indulgent intentions the overall state of the union suffers. We are all here to do our jobs, to provide care to the best of our abilities, to engage respectfully and uplift one another (because only we know how hard our work truly is) and to go home safely to our loved ones. While workplace safety is always a priority, we need to ask ourselves at times if there might be avenues that can be taken on an individual or departmental basis that can address workplace conflict (which is natural) before resorting to reporting coworkers. While we do owe certain responsibilities to maintain licensure or accreditation, sometimes a real conversation (mediated by a trusted mentor within the team if you want to avoid bringing in management) will go much further in addressing the issue without disciplinary outcomes. The state of the union is only as strong as the solidarity between our members. It is US against THEM, not US against US.

I am aware that we live in a divided country currently, but we have the power to multiply through union solidarity. Please deeply reflect on this as we move through the summer. And if you are taking any trips take advantage of the benefits we get through our membership. You deserve them.

All the best and solidarity forever

Zein
Grievance Chair

Changes at Episcopal

There are some major changes going on at Episcopal Hospital. Episcopal has successfully maintained two Extended Acute Units (EAU) for more than 20 years on the fourth floor, the largest EAU in Philadelphia County. Recently, within the last 3 months, Episcopal's senior Management has begun the process of converting approximately half of the 44 EAU beds to Acute beds.

The major difference between Acute and Extended Acute is length of stay. Acute patients have shorter hospital stays usually averaging around 7 days, while EAU stays are much longer averaging around 1-2 years and sometimes longer. The rationale for the changes is the fact that there are not enough housing options available for EAU patients to get discharged into, therefore decreasing the number of EAU patients will allow them to fit better into the resources available.

However, despite a well thought out plan the changes have been at times very challenging for several reasons. In the past, new admits to the 4th floor would be only EAU, now the new admits could be EAU or Acute. Acute patients have different paperwork, different discharge needs and different insurance requirements that need to be met for funding. In a one-word explanation it can be "confusing". There are usually several conversations among employees at the time of admission asking, "is this patient EAU or Acute"? But, we will make it work.

Charles Bowen

HPAE LOCAL 5106 REP MEETING CONFERENCE CALL

March 20th, 2023 @ 7:30pm

Minutes

Attendance: Christopher Lewis, Zein Hassanein, Terry Leone, Charles Bowen, Venus Weaver, Yvonne Coffee, Rashida Small, Bindu Joseph, Emily Guinan, Ryan Ankriszak, Rachel Diaz, Cody Brown, Michael Wilson

REVIEW OF MINUTES: Approved

TREASURE'S REPORT: \$8677.63

COPE REPORT: Venus/Jamie: Discussed a rally for short staffing. A flyer of the rally is in the binders and posted on the information board.

GRIEVANCE REPORT: March 2023, Zein/Terry/Chris

- Thamon Wright : Closed – Resign induce of termination.
- Tanisha McClendon: Meeting scheduled 3/20/23, We are awaiting a decision.
- CLASS ACTION GRIEVANCE: HOLIDAY PAY: open

OLD BUSINESS:

- Tracking of assigned areas
- New Rep Training (TBA)
- New union binders on Floors (green union binders)
- Recruitment of new members
- HPAE LOCAL 5106 2023 Rep/LEB Schedule
- HPAE LOCAL 5106 Election committee 4/14/23
- HPAE LOCAL 5106 2023/24 Contract Prep Timeline
- HPAE LOCAL 5106 Contract Expiration February 29th 2024
- Union Dues (still an issue)
- Uniform policy in effect
- Uniform Allowance (Still awaiting Dec 15th Disbursements)

NEW BUSINESS:

REP'S: Terry was able to give some important aspects of the Rep duties:

- How to file a grievance and types of grievances:
 1. (Just Cause). Management must present the burton of proof.
 2. (Contract Violation) Is when management violate an article in the contract.
 3. (Pass Practice) Is when a practice has been established for an extended period of time.
 4. (Violate a policy) or (Violation of Local, State and Federal Laws)
 5. (Class action). When two or more employees have the same issue. We can file them together.

Not everything is a grievance: We have a jurisdiction and outside our contract covers we don't have a right to file a grievance.

- We only have 5 business days to file a grievance.
- Reps should contact the Grievance Chair: Zein immediately

Reporting to Representation at a Meeting:

- Each staff member has Weingarten Rights.
- Staff have the right to have a Rep with them if it is possible to have disciplinary action.

TYPES OF MEETINGS REPS WILL ATTEND:

INVESTIGATORY MEETINGS

- Reps need to take detail notes of the meeting.
- Reps should have a discussion with the employee prior to the meeting. Gain as much info as possible before the meeting.
- Brief your members to be honest and it is ok to say. "I don't recall this"
- Reps should not argue with management about the case.
- We will decide later if we will grieve this case.
- If things get out of hand you have the right to stop the meeting.
- Don't discuss what happens on your unit or other employee behaviors.

DISCIPLINE MEETING:

- Only one thing the employ will do is provided the employee with their decision.
- You are not there to argue the case.
- Reps don't have the rights after the case have investigation.

NEXT REP MEETING: Training will include how to write a grievance.

REP'S

- Rep Training (on going) Terry was able to discuss the training for the Rep department.
- Reps must have been trained before accompanying members at meetings with management.
- Reps receive year end stipend for attendance at Rep meetings.
- Reps will review stipend policy for Reps to receive monetary gift for representing members.
- Reps will report to Grievance Chair.
- Grievance Chair will ensure that all Reps have had Reps Training.
- Reps will submit all notes/ Corrective Action/Disciplinary reports to Grievance Chair.
- Grievance Chair will review duties of a Reps.

RECRUITMENT:

- Raquel Diaz expressed interest in becoming a Rep.

ELECTION COMMITTEE FORMED BY 4/14/23.

- Review candidate eligibility
- Two members will be selected for the committee.
- Rasheeda, Cody and Venus have volunteered for the committee.

TRACKING FORMS STILL NEEDED:

- Emily, Ari, Ryan, of the Emergency Department
- Rasheeda, Cody, of the CRC

HPAE LOCAL 5106

- Active membership 169
- The membership numbers are still being calculated and should increase.

DUES UPDATE:

- At this time all members and nonmembers Dues should be deducted from pay
- All new members applications submitted electronically.
- Gifts suggestions for membership: Venus and Chris have some ideas.

CONTACT LIST:

- Terry said that she will make a list of our Reps and LEB information and forward it to everyone.

HPAE LOCAL 5106 VIOLENCE PREVENTION/ SAFETY COMMITTEE MEETING PHONE CONFERENCE CALL

January 17th, 2023, @ 8:30 AM

Minutes

Attendance: Jeanine Penn, Terry Leona, Michael Wilson, Yvette Valiente, Cheryl DeVose, Kevin, Christopher Lewis, Ken Gentle,

Review of Minutes: Approved

OLD BUSINESS

- DOH latest visit updates
- Visitor brought patient on C6 (alleged control substance)
- Rapid Response Call updates
- Potential change in screening Visitors to C6
- Scanning Driver's License/Non-Driver's License
- Rapid Response Called to CHC Drive Security Officers Jenkins
- HAST System in ED update: It has been repaired
- X-ray Scanner Machine CRC update: In operation

NEW BUSINESS

- Safety Issues/BioMed vs. MIDAS: Management request to fill-out short staffing unions. MIDAS Reports should not be completed for short staffing. Staffing forms should be submitted to the supervisor and union.
- Wheelchair transport from ED to CRC (Security vs. RN/PCT): Security personnel transport patients. (Kevin and Yvette will discuss the protocol and get clarity)

ED:

- Patient transferred from Temple Main to Episcopal. Kevin will contact the health fleet and address the issues. Patients are being dropped off at the door. Healthfleet drivers are not providing paperwork but leaving patients at the door. Shayne requested that the ED report each incident.

- Ken requested that the patients be provided a different method to get service rather than a bell to ring in the ED. It could potentially be used as a weapon. Management will look into another method.

MONTHLY NUMBERS (December/ 2022)

- Stat 13's
C6, Behavioral Health Floors, CRC 37, C6-19, P5-27, P4- 2, C6-10, P5-7, C4-0,
- Rapid Responses
C6, Behavioral Health Floors, CRC-2, C6-2, 6 in the main entrance and other locations.
- Code Walkers
C6, Behavioral Health Floors, CRC = Dec 0
- Staff Assaults
C6, Behavioral Health Floors, CRC

ED (December/2022)

- Stat 13's ED - 21,
- Number of Times ED on Divert in December: 98 hours, based on inpatient admissions
- Staff Assaults ED Decembers 0
- Code Walkers ED: Decembers 0

* CBH Recent Survey: We did very well.

- Code Blue was handled very well, and no problems were reported.

* Biometric meters have been installed and activated.

- Most staff have been registered.

UNION POWER

A Union is only as strong as its members.

To have a strong powerful Union, there must be unity and solidarity amongst the membership.

We say it often enough: This is your Union. Underneath these words is the heart of what the labor movement is about. A union is not the leaders' solving problems for members. Nothing happens unless the membership is part of their union.

What does it take to make this YOUR union? It takes stepping up to the plate and getting involved.

- Find out what's going on
To find out what is going on, always start with our local leadership. They are the best resource for the latest information and if they don't have an answer, they will find it for you.
- Get involved
There are so many ways to participate in our union. Get trained to be a union representative. Join one of our local committees (Violence Prevention, Labor Management, Health and Safety), etc. Attend HPAE actions, conferences outside of our local. This helps to broaden our union knowledge.

- Get trained
Grievance handling, bargaining, organizing, even talk about politics – all of it can be done well with good training. And if you are ambitious, local colleges offer labor education courses.
- Elections matter
Besides our own negotiations, the other time where we should pay attention is during elections. It is a simple modern fact: Politicians make decisions that can change our working lives. From safety to unemployment insurance, electing candidates who don't support workers can mean that gains we make at the bargaining table are wiped out in one law.

➤ Get Going!

Building our union is sometimes as simple as two members talking about an injustice. The simple act of listening to co-workers and learning each other's ideas is a big first step to finding common ground. We can't stop there – we are also about finding solutions. And by standing together, we are stronger.

For more information on how to get active, reach out to one of your Local Executive Board (LEB) Officers NOW.



A Newsletter for the members of HPAE Local 5106

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Name

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HPAE LOCAL 5106 LABOR MANAGEMENT MEETING CONFERENCE CALL February 21st, 2023 @ 9:30 am Minutes

Attendance Christopher Lewis, Cauldron Carter, Al D'Attilio, Yvette Valiente, Cheryl DeVose, Kevin Desrochers, Jeanine Penn, Michael Wilson

REVIEW MINUTES: Approved

OLD BUSINESS:

- Any changes in Staffing ratio on Behavioral Health Floors/ C6
- Any procedural changes in (Milieu/Environmental Rounding on Behavioral Health Floors)
- Any procedural changes in CRC
- Any procedural changes in ED
- Elimination of unit clerk positions in ED, how will it affect nursing staff.
- Uniform compliance
- Fit Testing (Employee compliance update)

NEW BUSINESS:

- Implementation of Provider Trust: The provider trust is a third-party company that monitors certifications and licensures. Members are reminded to maintain their current certification. It is an automatic system to reminds members to remain in compliance.
- Adherence to Lateness and Attendance policy: Management is enforcing lateness and attendance policies.
- Adherence to the Weekend Make-Up policy is being enforced.
- Recruitment/Sign on Bonus availability: These are still available.
- Downgrading of Covid-19 on May 11, 2023, how will it affect policies/procedures @ TUHS
 - o Mask Mandating: There is no change with our mask mandating.
 - o ADL Time: still available

COVID-19 UPDATE:

- Number of Admissions with COVID-19: None Behavioral Health Floors/C6
- Number of Staff on leave due to Covid-19: 2 Employees are Quarantine.

STAFFING UPDATES:

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

STAFFING UPDATES ED:

- Number of positions still available:
 - 1 Full-Time RN C-4
 - 1 Full Time P-5
 - Part-time C6

- 2 Pt time CRT- CRC
- 1 Daytime RN- C-6
- 2 Night time C-6
- 1 Night time - P6
- 2 Part-time RN -C5

- Use of Travelers in ED: 2-C6

STAFFING UPDATES TECHNICAL UNITS:

- Number of positions available
 - o five on Nights
 - o three on Days
 - o three job offers were pitched to several members.
 - o Interviews are in process and offers are being made.
 - o We do have an international member.
 - o No more travelers at the end of this week.

Construction continues at the ED.

- We are currently replacing the floors.
- Use of Travelers in Lab and NE-C

Lab meeting will be held later this week.

A radiology traveler is looking at joining the team.

Richard Miller is the New Chief Nursing Office, for Episcopal Campus and will start at the end of March 2023.

Safe Staffing

A rally for safe staffing took place on May 11th at the State House Annex in Trenton, New Jersey. The presence of Union Healthcare Workers, New Jersey legislators and Community representatives was there in full force. Many spoke about the importance of having Trenton law makers hear us loud and clear and to support us in passing an effective staffing ratio bill to keep everyone safe (patients and staff). Also, the bill needs to be passed to help stop nurses from leaving their profession due to unsafe conditions. Our nurses and healthcare workers are exhausted, overworked, and ready to quit.

We will continue to stand strong and address the staffing crisis in all of our hospital affiliations so that our patient care and healthcare system will stay in existence. There was a petition that was signed by many to present to the legislators in support of passing this bill. Remember, safe staffing has always saved lives, now let us have it save healthcare.

Venus Weaver, Treasurer, HPAE Local 5106