



Presidents Message

Hello members,

With the elimination of the agency personnel, members transferring to other campuses and member's resignations and terminations, now more than ever, it is imperative that you read and understand the contract and the employer's policies. I have been asked on multiple occasions by members whenever the employer implements a procedural, departmental or policy change, "is the union allowing this?". My response has been 'it is in our Union contract. Please read Article 2. You can also refer to our copies newly refurbished green HPAE binders located in each department.

We, as Union members absolutely have specific rights under our Union contract. The employer has certain rights as well. It is your responsibility as an informed union member to have read the contract and know these rights and the employers' policies.

Never waive your Weingarten Rights. The Weingarten Rights gives you the right to have a Union rep in a meeting which may lead to discipline. This is known as an investigatory meeting. If the employer wants to have a conversation with you for any reason; first, ask will this meeting lead to disciplinary action. If so request to have a union representative present during the conversation, this prevents the employer from coercing you to admit to false statements. If the employer refuses your request, they are in violation of the National Labor Relations Act (NLRA).

Finally, this is a negotiating year for our local. It is important that you fill out the contract surveys once they arrive to your home via The United States Postal Service later this year, so that we can negotiate the best contracts for all bargaining units.

In solidarity,

Christopher Lewis, President,
HPAE Local 5106

Hello Membership

It has been an interesting couple of months since I last sat down to write to you all. Doing the work of representing members in disciplinary and grievance hearings is difficult but important work and I hardly get the time to truly reflect on it all. Of late, I have been feeling this tension between growing into the person, leader, community member I want to be and need to see; and the pull to remain the same or to close off from everyone when things get overwhelming. It's not personal, it feels like a natural response to the everyday life of a healthcare worker in the post-pandemic (and really post-Reaganomics) reality. I don't know if I am the only one feeling this, but it seems linked to this strange winter/spring transition period we are all having. We know brightness and warmth should be right around the corner, and we are starting to see the budding signs all around us, yet the cold winds and rainy days are still hitting us more often than we would like.

In many ways, I think this local is in a similar transition. We have been facing a cold wind of challenges which has left us damp as we try to shake off the excess and keep moving forward. Changes to routines, changes in staffing, changes in management, all reminding us that change is the center of our reality. Yet it is these changes, this rain and wind and mist, that hydrate our roots, and give us the energy we need to emerge bright and strong. I am looking forward to what is to come and I know that if we work together and stay strong and vigilant, our garden will be beautiful and resilient for years to come (especially going into next year's contract agreements)

Best

Zein

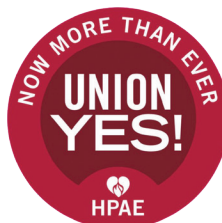
The Impact of Federal Funding Cuts in Healthcare

National healthcare journalists and experts have been reporting for years about the impact serious cuts in federal funding for healthcare will have on our communities. The impact is being felt the most in rural hospitals and those that serve communities with a large percentage of people on Medicaid. Journalists report that up to 90% of rural hospitals are operating in the red.

In a December 9, 2022, article the New York Times reported that for forty-six million Americans the closest rural hospital has been a lifeline and yet, increasing numbers of them have been closing for lack funding. The Federal Government offered a program that would provide 3.2 million dollars a year in funding for each hospital but with the criteria that these hospitals would have to stop inpatient care and transfer all patients to larger hospitals within 24 hours. The Government program would essentially turn these small rural hospitals into 24-hour emergency rooms. So how will these problems be resolved?

As a community we should remain knowledgeable and informed about these issues. Our unions should continue to remain politically active and support candidates that work on and pass legislation in favor of the issues we care about. And in the workplace, being actively involved has always been an effective way to bring about positive change.

Charles Bowen



HPAE LOCAL 5106 VIOLENCE PREVENTION/ SAFETY COMMITTEE MEETING Minutes

REVIEW OF MINUTES:

Approved

OLD BUSINESS

- Safety Issues/BioMed vs. MIDAS:
 - Members must scan badge first and then apply their fingerprint to open the door.
 - PPA was tested and working correctly.
 - BioMed scanners are in operation and being distributed to staff by their managers.
- Wheelchair transport from ED to CRC (Security vs. RN/PCT)

NEW BUSINESS

- Automatic Door leading from triage not functioning correctly
 - Doors have been repaired. Yvette checked them and ensured they were operating.
 - Members must stand under the sensor for the doors to operate
- Having MHTs or Security Rounding in group rooms during hours of group.
 - Every single patient is rounded every 15 minutes.
 - MHT has been stationed outside of the groups. Jeanine said sometimes our staffing is short, and not always able to staff the groups.
- ED- Bus stop for patients appear to present a safety issue. Ken reported that patients were stationed in a high-traffic area which appeared unsafe. Patients are seated in a place where they are not being monitored. Kevin said that this is a new process to remove patients from the back of the waiting area. Management shared removing patients helps reduce potential risk. This process has reduced issues at Temple Main. Kevin said this would decrease waiting time and move patients from the front door and see the Doctor faster. These are level 2 patients that are extremely

Safety in Our Communities

While there continues to be mass shootings, robberies, killings and car jackings in our public areas, we as the people need to practice safe precautions as we move about in our communities. I would just like to mention a few safety tips to alert you to and with hopes to practice and be aware of, for your safety.

1. Travel in well-lit corridors
2. Try to travel with someone else.
3. Be alert of your surroundings
4. Be able to hear clearly, remove headphones and air pods
5. Be aware and stay aware of high-risk places
6. Communicate to someone that you are going out
7. Be aware of routine traveling
8. Think of investing in a security system for your home
9. Lock your car as soon as you enter
10. Get involved in your neighborhood watch and get to know your neighbors

Venus Weaver

sick. Kevin shared that DATA shows that it is much safer for the patient to be removed from the waiting area. Kevin will forward the data to the union.

Monthly Numbers (January 2023)

- Stat 13's: 8-C6, 9- P6, 35-P5, 0-P4, 18 – C5, 2-C4, 40-CRC
- Rapid Responses: C6-3, CRC-2, Behavioral Health Floors, CRC 0
- Code Walkers: None C6, Behavioral Health Floors, CRC
- Staff Assaults: 2-P5, Staff have returned to work, No police involvement.

ED (January/2023)

- Stat 13's: 28-ED
- Number of Times ED on Divert: 145 hours, decreased from last January 2022. Due to unavailable beds.
- Staff Assaults ED: 1 staff member has been injured and reported it to the police. Management will follow up with staff members. The staff has been updated and trained on utilizing alarms and flagging potentially harmful patients.
- Code Walkers ED-NONE
- Update on Suction Vacs in ED - patient's rooms: Several Vacs were not working in room 5, but they have been repaired.

Nursing

I want to start off by acknowledging the excellent work nurses are doing and encourage you to stay positive and work together, as a team.

What cannot go unnoticed is that we are short staffed most days. This makes it more difficult for us to provide the quality of care our patients deserve to receive. There is a national health care staffing shortage. What I have noticed is administration has really stepped it up with trying to staff accordingly. Sometimes it is hit-or-miss, but they are on the phones checking staffing throughout the day and sending extra staff when they are available. I urge everyone to please be a team player during these tough times. Working together eliminates stress and feeling overwhelmed.

Lastly, I want to mention in 'Solidarity', HPAE is having a Staffing Rally, where we will meet in Trenton to voice our concerns about short staffing. Please speak with me about more information. I will say, "The more, the merrier!"

Jamie Barge



SCAN THE CODE
TO SIGN UP

**RALLY for
SAFE STAFFING**
Thursday, May 11
Trenton NJ

**NOW MORE THAN EVER,
we need to unite and make
our voices heard in Trenton.**

Scan the QR code to sign up.
Visit [HPAE.org](https://www.hpae.org) for more information.

So many of us are exhausted, overworked and ready to quit. Nearly one third have already left hospital bedside nursing.

Our patients are suffering.
Lawmakers are failing us.

Now is the time to unite and act.
Spread the word. Share online. Wear your stickers. And sign up for the May 11 rally today.



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 remind 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
 - Mask Mandating: There is no change with our mask mandating.
 - 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 Nighttime C-6
 - 1 Nighttime - P6
 - 2 Part-time RN -C5
- Use of Travelers in ED: 2-C6

Staffing Updates Technical Units:

- Number of positions available
- five on Nights
- three on Days
- three job offers were pitched to several members.
- Interviews are in process and offers are being made.
- We do have an international member.
- 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.

What Is Plaguing Kensington?

We have a new drug plaguing Kensington in Philadelphia. An opioid crisis has overrun Kensington for years and another drug on Philadelphia's streets is making a devastating situation catastrophic. Temple University/Episcopal Hospital Campus serves this community. "Tranq" is the new zombie drug fueling high levels of overdoses. This "zombie drug," Xylazine, can be easily found in Kensington, just as it can be throughout Philadelphia, the Northeast corridor, and increasingly, other sectors of the U.S.

Xylazine is becoming a human health problem. Its presence in drug-related deaths rose from 0.3% to 6.7% between 2015 and 2020, according to the Drug and Alcohol Dependence. That rate was more than 10% in Connecticut, 19% in Maryland, and nearly 26% in Pennsylvania.

It is challenging to identify which drugs contain tranq, "the City of Philadelphia tests batches of street drugs and has found that 90% of the supply contains some amount of xylazine," says Silvana Mazzella, associate executive director at Prevention Point Philadelphia.

- Xylazine is an animal tranquilizer that goes by the street name "Tranq"

and is a common additive to illicit drugs like fentanyl, heroin, and cocaine.

- Those who repeatedly use drugs containing xylazine can develop open wounds with dead tissue that, left untreated, may require limb amputation.
- Experts call for increased drug checking, support services, overdose prevention education, and distribution of Narcan, an overdose reversal medication. Carolyn Barber cited this in Fortune Well on March 7, 2023.

Doctor Joseph D'Orazio is the director of medical toxicology and addiction medicine at Temple Health. D'Orazio says, "they've become the epicenter of the xylazine crisis due to their proximity to Kensington. At any one point in time, we probably have 50 patients in the hospital that have serious complications from injection drug use," D'Orazio said. "So, you must think that all 50 patients have been exposed to xylazine." Our health agencies must continue studying and researching this new epidemic's challenges.

Michael Wilson, Secretary



A Newsletter for the
members of HPAAE Local 5106

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www.hpae.org



Name

Address

HPAE AL 5106 LEB MEETING February 20th @ 8:30 PM Conference Call

Attendance: Christopher Lewis, Terry Leone, Venus Weaver,
Zein Hannasein, Jaime Bairge, Michael Wilson

REVIEW OF MINUTES:

Minutes Approved

Treasure's Report: \$ 8,308.16

COPE REPORT: 2/8/23

Grievance Report – 2023 Zein/Terry/Chris

- * Tamisha McClendon: We are waiting to hear back from management. Currently, Tamisha is out of the country for the next two-weeks. She was accused of violating policy 105.544 Section 4. After reviewing the statements, we are unsure if we have a cause to grieve. We need to investigate this incident further.
- * Thamon Wright: Grievance was filed, and Zein will follow up with Thamon.
 - CLASS ACTION GRIEVANCE- Holiday Pay/ OPEN:
 - Management realized there is a problem with the time clocks and how the time is being considered. Management said this appears to be a Kronos Systems problem. Chris will follow up with Cheryl to resolve this issue.

OLD BUSINESS

- New Leadership Orientation- 3/1/2023 (New Brunswick in-person)
- New union binders on Floors (green Union binders)
- Recruitment of new members
- HPAAE LOCAL 5106 2023 Rep/LEB Schedule
- HPAAE LOCAL 5106 2023 Cope meetings Schedule
- HPAAE LOCAL 5106 Election Committee 4/14/23:
 - Jeff Ball will reach out to our Local and instruct us on developing the election committee. - We will need to identify two Reps to form the committee.
- HPAAE LOCAL 5106 2023/2024 Contract Prep Timeline
- HPAAE LOCAL 5106 Contract Expiration
February 29th, 2024
- Union Dues (still an issue)
- Uniform policy in effect
- Uniform Allowance (Still awaiting Dec 15 Disbursements)
- Short Staffing form Protocol

NEW BUSINESS:

- New Leadership Orientation (March 1st, 2023, in-person) Mandatory
 - Chris, Zein, Mike, and Venus will attend the training.
 - Chris email an HPAAE vouchers to reimburse for our expenses.

- Submit mileage to Venus.
- Tracking of assigned Units/Areas needs to be updated and turned into Christopher.
 - All the specialized units have been tracked.
 - Venus has completed her tracking forms.
 - We are awaiting the CRC and ED tracking.
- * Reps are required to have training before representing our members.
 - The deadline for the Newsletter Articles is March 10th
 - Jenna Preno - ED nights expressed interest in becoming a Rep: We are looking at an incident that occurred in the ED and need to table this until further notice.
- * Sue will continue to attend the Cope Meeting.
 - There is an upcoming election in Philadelphia, PA. We will post the candidates.
 - CRT'S Mandatory Inpatient Rounding Orientation on Behavioral Health Floors
 - CRTs will receive orientation on the BH floors
 - Staff has been instructed on how to complete 15-minute rounds.
 - Article 2 gives the employer the right to change how they manage the units.
 - All LEB Members are invited and encouraged to attend Labor Management and
 - Safety/Violence Prevention meetings:
 - Please clear the time with your supervisor.
 - LEB Leadership Participation:
- * General Membership Meeting will be on April 26, 2023
 - Please support the meeting by handing out flyers and sharing them with your members.
 - LEB Stipend Hours: We will turn in your hours to Venus in March 2023.
 - Updated Contract Prep Timeline
 - We have adjusted the timeline.
 - We are scheduling the negotiation training and need a date in October 2023.
 - Union Dues Deduction Update:
 - We have a new contact person Kim (HPAAE), to help resolve the problems.
 - Uniform Allowance Distributed
 - We should have received the clothing allowance in the first check in January 2023.

Meeting Concluded/mw