



Llanfair House

Hello members,

You have a new Vice President, Eugenie Adolphe. She has agreed to take on the responsibility of being a leader in the workplace and to represent all members at Llanfair House, but she needs your help. We need HPAE Union Reps for our Local Union here at Llanfair House. Our goal is to have a rep on every shift. The more reps we have, the quicker our issues, concerns and questions will be addressed.

Union Reps go through a comprehensive training on how to properly address problems we encounter at work. This includes when the facility violates the language in our Union Contract and/or when they violate one of their own policies.

If you are interested please contact Eugenie Adolphe, VP adolpheeugenie@yahoo.com or Sheila Schicker, staff representative sschicker@hpae.org

The Phoenix Center for Rehabilitation and Pediatrics

Bargaining Update

Your Union Leadership met with Management for our first bargaining session last week. We presented our first set of proposals - putting several rights & benefits we have already won into writing as well as expanded Health and Safety language.

These were some of our easier proposals - and they were fairly well received. So far, we're making good progress

Our next bargaining session will be March 29th, where we hope to discuss economic issues.

Health and Safety

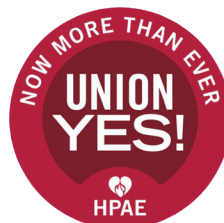
Health and safety is a key issue in this contract negotiation - especially Safe Staffing. Make sure to always fill out your unsafe staffing forms whenever you're working short. Not only does it protect you- It also helps your union make the case for better staffing.

<https://www.hpae.org/resources/unsafe-staffing-form/>

Per Diem

For the first time, Per-Diems will be protected by our contract, and are eligible to become Union Members. Union Membership entitles you to a whole range of rights and benefits.

Join today <https://tinyurl.com/2tx633cs>



VNA Health Group

Hi members, Its Tamara your VP from VNA Health Group

As we welcome the Spring months and its warm weather, I would like to keep you updated on our monthly labor managements meeting. Management and Reps are working together for better patient care and work load. Let's welcome all the new nurses and give assistance if and when needed. Our reps are always available to help. The union reps and members have a WhatsApp group, where we provide contract information and support for each other. Please contact your rep or myself to join. Reps contact information are listed below. VNA continues to offer sign on bonuses for nurses and also if you refer a nurse.

The reps and I are continuing to reinforce/remind management of the contract and have several conversation since the last news letter update. One important meeting I want to highlight, we were able to remind management of the education reimbursement language in the contract and no changes will be made, we will continue to follow the contract. If any member continues to have an issue, please reach out to your rep. Another major win for the Union, that needs to be mention, there were many members who reached out regarding issues with ADP and their timecard. A few members filled out their necessary paperwork required by the Union. By filling out paperwork and coming forward, the union was able to have conversations with management about these issues. I am excited to inform you, these members were able to get their time paid out by management. Detailed record keeping is needed, for us to have a favorable outcome. This would includes screenshot of the hours you worked and what was approved. I would recommend daily account of time worked in ADP and also your personal records. The union continue to request any member having any issue with their timecard to reach out to the reps.

I was able to get management to orders us 2 sets of uniforms, due to the fact members had not received uniforms in years. The second round of uniform is being ordered by Marie, please reach out to her to get your uniforms.

Thank you
Tamara Williams Joseph

Essex Reps

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A Newsletter for the members
of HP AE Local 5107

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Join your union at the State House in Trenton to tell Lawmakers, Safe Staffing Saves Healthcare. RSVP and reserve your seat on a bus to Trenton.



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 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.

