



Message from the President

New Staff Rep for Local 5030

I would like to introduce our new Staff Rep, Richie Halfacre. He comes to us with sixteen years of union experience with several of it being in a hospital setting. Richie will be orienting to our local with our present Staff Rep Joel Brooks. Joel will continue to be a resource for Local 5030 and will be the lead negotiator for our upcoming contract negotiations. Our contract expires May 31, 2017.

So please join me and the Local Executive Board in welcoming Richie to our Local 5030 family. WELCOME RICHIE!!

Negotiation Team

We are already starting our preparations for the upcoming contract negotiations. Part of the preparation is putting together a negotiation team. The team consists of 9 members and alternates.

We will be sending out a flyer seeking members who would like to be part of the team. The flyer will detail the trainings and meetings necessary to prepare you for negotiations.

If you are interested, please consider the time commitment that is involved in preparing for the negotiations and in the time spent in negotiations itself. Once you make the commitment, we expect you to be there till the end.

I hope I have not scared anyone off. It is a very interesting and rewarding experience to be part of the team that contributes to the history of our union contract!

Michele Burlington, Local 5030 President

Happy New Year 2017

The Local 5030 Executive Board – Michele Burlington, John McCausland, Zahia Zhort, Sharon Fisher and Nancy Martell - would like to wish everyone a Happy and Healthy New Year

STAFFING COMMITTEE REPORT

The new owner of our hospital, Hackensack Meridian, promised to improve the quality of care, patient safety and provide a safe environment for employees to work, but the reality is the same! Worse! As the union Chair of the Staffing Committee in 2016, here is a summary of what was happening in all the departments.

Staffing for individual units vary according to the types of patients cared for on that unit. Staffing issues are increasing in all departments and areas. In the last union meeting, our members discussed many issues that we are still working on. Of course, staffing is the biggest problem in this hospital. I invited management to take a tour in this hospital with the staffing committee members.

The ER is the first department which welcomes the patients and their family members. It is having short staffing issues pertaining to nurses, PCTs and housekeeping. Due to this problem, employees cannot deliver quality care and they don't have time for their lunches. Then, we have the radiology department where technicians are facing short staffing, also. In this department, the hospital has implemented many new diagnostic machines, but the number of technicians is the same.

The Cath Lab is part of radiology and they too are running many more procedures without enough nurses and technicians. They are working more than 10 hours and after finishing their job in the hospital, they must respond to on calls.

Moreover, the Med-Surg floors are running short staffed in nursing assistants. To date, the administration has not been able to find a way to retain new hires for a long period in the hospital. In addition, departments such as housekeeping, maintenance, and the store room are experiencing short staffing. When I started on the staffing committee a couple of years back I only had staffing issues in nursing, but now short staffing is affecting all departments of the hospital.

The question is: How long must patients and employees wait for staffing solutions? Management has a responsibility to provide a safe environment with adequate staffing in all departments that will support and facilitate the appropriate safe assignments. Safe staffing is required for patient safety and the health of all employees; and is the responsibility of HackensackUMC Palisades. If you have a staffing concern, please fill out an "Unsafe Staffing Form" and contact your Union Rep.

Nancy Martell, Co-Grievance Chair and Staffing Committee Chair



How Clean is the ED?

Our health and safety committee recently met to review standards for cleaning the Emergency Department. Joe from HR hosted the meeting with Steve, the director of Housekeeping at his side, and Kathy, director of the ED. Steve gave a wonderful educational presentation on the expectation and standards for ED cleaning. I learned that every surface, every stretcher, every chair and every floor must be cleaned before a new patient arrives to that treatment area. Common areas like the waiting room, the 9 bathrooms in the ED, the nurse's station, hallways, the dirty utility room and the break room all have to be cleaned continually throughout the shift.

We all understand why every area in our hospital should always be clean: to prevent hospital acquired infections, or nosocomial infections. These infections add to length of stay, decrease the hospital's profit margin and promote lower survey scores, which then even lowers our federal reimbursement rate. Our customers expect a clean hospital. Our housekeeping department is a major line of defense to prevent the spread of infection and increase customer satisfaction.

Looking at the above standards for cleaning our ED, how can 1 housekeeper per shift achieve this expectation? It is not physically or mentally achievable. I do not believe the almighty Steve is physically capable himself of achieving his own standard.

In our last contract we negotiated that two housekeepers were to be assigned to clean the ED. What happened to the second housekeeper? Was this position removed by management to help pay for executive bonuses?

We all know there is a shortage of housekeepers at PMC. Some days, customers are waiting easily 3 or 4 hours in the ED because they have a room but it needs to be cleaned. How long will this dysfunction be allowed to go on?


We at PMC have some of the best workers in our housekeeping department. They are dedicated employees that want the reputation of working in the cleanest hospital possible. But they are set up for failure daily and are given an impossible task to accomplish. It is time for management to wake up and have the appropriate numbers of housekeepers to successfully achieve the standards of cleanliness.

John McCausland, Vice President

Co-Grievance Chair

I want to wish every union member a Happy New Year. I also want to remind everyone that our negotiations is this year and that the contract expires on May 31st. I need to emphasize the importance of us coming together and working with one another so we can overcome the unknown and secure a great contract for all of the members. I want to thank everyone who participated in every activity that was asked of them, including the contract negotiations surveys, which were a huge success. I want to thank the Reps for doing such a great job this year. In 2016 the Reps were more engaged in their union and fought hard to make it stronger. You guys really made me work. It is because of you I have become a better speaker, fighter, and leader. Hopefully with the confidence that I have of all the union members at Hackensack Meridian Health Palisades, our union will build on a better contract as we move forward in 2017. So, from the bottom of my heart: HAPPY NEW YEAR.

Zahia Zhort, Co-Grievance Chair



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Education Days

Health Safety and Well Being!

Tuesday, March 7th, 2017 Kenilworth Inn 60 S. 31 st St. Kenilworth, NJ Time: 9:00am – 4:00pm	Thursday, March 9th, 2017 Hotel ML 915 New Jersey 73, Mt. Laurel, NJ Time: 9:00am – 4:00pm
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Safe Staffing – Safe Work The problem of short staffing impacts every aspect of healthcare worker and patient safety. Healthcare, the fastest growing industry in the US, is also one of the most hazardous to workers and patients. According to the US Bureau of Labor Statistics there were 656,300 healthcare worker injuries and illnesses in 2014. That's more than in construction and mining! About one out of every 25 people who are hospitalized and seventy-five thousand patient deaths each year are attributed to healthcare associated infections. The link between short staffing, staff injury and illness, and negative patient outcomes is obvious to frontline workers. Nationwide AFT and allied healthcare unions are mobilizing to pass mandatory safe staffing ratio legislation. Upon completing this interactive workshop, participants will be able to: <ol style="list-style-type: none">1. Document the negative impacts of short staffing on patients and staff.2. Combat the myths about mandatory staffing ratios.3. Advocate for state and federal safe staffing legislation.4. Take action at the workplace to advocate for safe staffing. <p>2.0 Contact hours will be awarded</p>	Respiratory Protection for Healthcare Workers Far too many healthcare facilities fail to provide adequate respiratory protection for healthcare workers exposed to infectious diseases and hazardous chemicals, including glutaraldehyde, waste anesthetic gases, antineoplastic drugs and surgical smoke. The National Institute for Occupational Safety and Health has documented gaps in healthcare respiratory protection programs in six states. Inadequate respiratory protection programs can result in exposure to a wide host of pathogens such as tuberculosis, measles, influenza, SARS and Ebola virus infections. The goal of this workshop is to educate participants on key elements of effective respiratory protection programs, with an emphasis on preventing healthcare worker exposures to aerosol transmissible diseases. Upon completing this interactive workshop, participants will be able to: <ol style="list-style-type: none">1. Identify common pathogens and chemicals that are respiratory health hazards.2. Explain OSHA's key requirements for an effective respiratory protection program.3. Detail respirator selection, limitations, use maintenance, cleaning and storage.4. Take action at the workplace to advocate for improved respiratory protection. <p>4.0 Contact hours will be awarded</p>
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Workshops - 9:00 am - 4:00 pm Registration - 8:30 am Ways to register ✓ Go to http://www.hpae.org/events/ ✓ Call union office 201-262-5005	LUNCH WILL BE PROVIDED! Registration Fee: Members: \$25 (refundable, with attendance) Non-Members: \$60 (non-refundable)
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ACCREDITED ORGANIZATION
AFT Healthcare is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on

Conflict of Interest:
The planners and faculty have declared no conflict of interest.

Criteria for successful completion:
Sign in at beginning of session. - Active participation for the entire workshop. - Completion of evaluation form.

Nuevo representante de personal para Local 5030

Me gustaría presentarles a nuestro nuevo representante de personal, Richie Halfacre. Llega a nosotros con dieciséis años de experiencia en sindicatos, varios de los cuales estuvo en un entorno hospitalario. Richie orientará nuestra sección con nuestro representante de personal actual, Joel Brooks. Joel seguirá siendo un recurso para Local 5030 y será el negociador principal para nuestras próximas negociaciones de contratos, que vencen el 31 de mayo de 2017.

Por eso, junto con la Junta Directiva Local, démosle la bienvenida a Richie a la familia de Local 5030. ¡BIENVENIDO RICHIE!

Equipo de negociación

El contrato del sindicato vence el 31 de mayo de 2017. Ya estamos comenzando con los preparativos para el gran evento. Parte de los preparativos es conformar un equipo de negociación. El equipo consiste en 9 miembros y suplentes.

Les enviaremos un folleto con el fin de buscar miembros que deseen ser parte del equipo. El folleto detallará las capacitaciones y reuniones necesarias para prepararlo para las negociaciones.

Si está interesado, tenga en cuenta el compromiso de tiempo que implica prepararse para las negociaciones y el tiempo que llevan las negociaciones en sí mismas. Una vez que tome el compromiso, esperamos que esté allí hasta el final.

Espero no haber desanimado a nadie. Es una experiencia interesante y provechosa ser parte del equipo que contribuye con la historia de nuestro contrato del sindicato.

Salud y seguridad; ¿qué tan limpio está su Departamento de Emergencias?

Nuestro comité de salud y seguridad se reunió recientemente para revisar los estándares para limpieza del Departamento de Emergencias (Emergency Department, ED). Joe de RR. HH. presentó la reunión con Steve, el director de Limpieza por su parte, y Kathy, la directora del ED. Steve realizó una maravillosa presentación educativa sobre las expectativas y los estándares para la limpieza del ED. Aprendí que todas las superficies, todas las camillas, todas las sillas y todos los pisos deben limpiarse antes de la llegada de un paciente nuevo a esa área de tratamiento. Las áreas comunes como la sala de espera, los 9 baños en el ED, la estación de enfermeros, los pasillos, el sucio lavadero y la sala de descanso, todos deben limpiarse en forma continua durante el turno.

Entendemos la razón por la que cada área en nuestro hospital debe siempre estar limpia, para prevenir infecciones intrahospitalarias o infecciones nosocomiales.

Estas infecciones extienden las estadías, disminuyen nuestro margen de ganancias y promueven menores puntajes en las encuestas, lo que se traduce en reducciones en la tasa de reembolso federal. Nuestros clientes esperan un hospital limpio. Nuestro departamento de Limpieza es la línea de defensa principal para prevenir la diseminación de las infecciones y aumentar la satisfacción del cliente.

Si miramos los estándares ya mencionados de limpieza de nuestro ED, ¿cómo puede 1 mucama por turno cumplir esta expectativa? No es ni física ni mentalmente realizable. No creo que el todopoderoso Steve sea físicamente capaz por sí mismo de lograr su propio estándar.

En el último contrato que negociamos, debían designarse 2 mucamas para limpiar el ED. ¿Qué ocurrió con la segunda mucama? ¿Quitó la administración ese puesto para ayudar a pagar los bonos ejecutivos?

Todos sabemos que hay una escasez de mucamas en Palisades Medical Center (PMC). Algunos días, los clientes esperan fácilmente 3 o 4 horas en el ED porque tienen una habitación, pero esta necesita limpieza. ¿Cuánto tiempo se permitirá que dure esta disfunción?

En PMC tenemos algunos de los mejores trabajadores en el departamento de Limpieza.

Son empleados dedicados que desean tener la reputación de trabajar en el hospital más limpio posible. Pero a diario son propensos a fallar debido a la tarea imposible de cumplir. Es tiempo de que la administración se despierte y tenga la cantidad adecuada de mucamas para lograr exitosamente los estándares de limpieza.

Vicepresidente, John McCausland

Feliz Año Nuevo 2017

Yo y los miembros de la Junta Directiva Local, **John McCausland, Zahia Zhort, Sharon Fisher** y Nancy Martell, queremos desearles a todos un feliz y próspero Año Nuevo.

MENSAJE DE LA COPRESIDENTA DE RECLAMOS Y MIEMBRO DEL COMITÉ DE DOTACIÓN DE PERSONAL, NANCY MARTELL

El nuevo propietario de Hackensack Meridian prometió mejorar la atención de alta calidad, la seguridad del paciente y brindar un entorno seguro para que trabajen los empleados; sin embargo, la realidad es la misma. ¡Aún peor! Como jefa del comité de dotación de personal, en 2016 entregué un resumen de lo que estaba ocurriendo en todos los departamentos.

La dotación de personal para las unidades individuales varía de acuerdo con los tipos de pacientes que se atienden en cada unidad. Los problemas de personal están aumentando en todos los departamentos y en las diferentes áreas. En la última reunión de personal nuestros miembros presentaron varios problemas en los que todavía estamos trabajando. Por supuesto, la dotación de personal es el mayor problema en este hospital. Invité a la administración a realizar un recorrido por el hospital, con los miembros del comité de dotación de personal. La Sala de Emergencias (ER, Emergency Room) es el primer departamento que recibe a los pacientes y sus familias. Tiene problemas de escasez de personal con respecto a los enfermeros, técnicos de atención al paciente y personal de limpieza. Debido a este problema, los empleados no pueden brindar una atención de calidad y no tienen tiempo para almorzar. Además, está el departamento de Radiología, en el cual también hay escasez de personal. En este departamento, el hospital ha implementado nuevas máquinas de diagnóstico; sin embargo, la cantidad de técnicos es la misma. El Laboratorio de Cateterismo es parte de Radiología, y allí también se realizan una gran cantidad de procedimientos sin los suficientes enfermeros y técnicos. Trabajan más de 10 horas y, al terminar su trabajo en el hospital deben estar de guardia. Además, los pisos se están quedando sin asistentes de enfermería.

A la fecha, la administración no ha podido encontrar una forma de retener a los nuevos contratados para que se queden por un período largo en el hospital. También, otros departamentos, como Limpieza, Mantenimiento y Almacén, están sufriendo la escasez de personal. Cuando comencé en el comité de personal hace un par de años, solo tenía problemas de dotación de personal en la parte de enfermería; pero ahora la escasez de personal está afectando a todos los departamentos en HackensackUMC Palisades. La pregunta es ¿por cuánto tiempo los pacientes y los empleados deberán esperar soluciones de dotación de personal? La Administración tiene la responsabilidad de brindar un ambiente seguro, con la dotación de personal adecuada en todos los departamentos, para que respalden y faciliten las tareas seguras adecuadas. Una dotación de personal segura constituye la seguridad del paciente; y la salud de todos los empleados es responsabilidad de HackensackUMC Palisades. Si tiene alguna inquietud con respecto a la dotación de personal, complete el “Formulario de inseguridad en la dotación de personal” y comuníquese con su representante del sindicato.