



President
Lorna "Mickie" Miquiabas

Co-Vice Presidents
Gary Unger
Nancy Martell

Treasurer
Ryan Hannagan

Secretary
Corazon Matos

Co-Grievance Chairs
Vivian Infante RN/Pro
Mylle Ramos S/M/Tech

Labor/Management Committee (meets 3rd Thursday of month @ 2pm)
Mylle Ramos
Corazon Matos
Mickie Miquiabas
Vivian Infante

Staffing Committee (meets 4th Thursday of month @ 2pm)
Mickie Miquiabas
Nancy Martell (Chair)
Sharon Fisher

Health/Safety Committee
Corazon Matos (Chair)
Carolina Leano
Ryan Hannagan

Message from the President

Spring has finally sprung, and it could not have come soon enough. The union has been addressing several issues with the new CNO regarding the class action grievance that was filed on February 22 with regards to inadequate staffing and unsafe workplace. We covered 5 areas at the meeting on March 12 that the union felt would improve the chronic short staffing occurring at Palisades;

1. Making sure that vacant positions are filled
2. Article 14 - creating a float pool and posting said jobs internally first then externally
3. Article 22.11 – establishing 12 hour shifts throughout the facility
4. Establishing a on-call in the ED, ICU and med-surg units
5. Union has given a demand to bargain over limiting per diem hours to 960 a year which would not help with staffing

The CNO said that she would respond to our proposals and once we hear back from her, we will share with all the members. As leaders of your local union we understand that staffing is a major issue and we are addressing it daily. Thank you for all you do and please continue to fill out your unsafe staffing forms so that we can track the short staffing and to protect your license.

Mickie Miquiabas
President

LOCAL 5030 MEMBERS TRAVEL TO STATEHOUSE

Several members from Palisades traveled to the statehouse in Trenton on March 14 to lobby for safe staffing and workplace violence legislation. Senate Bill 989/Assembly Bill A1470 is the most comprehensive bill that has made its way to the NJ Senate, but the bill has not had the full support of the Senate or Assembly. This legislation will save lives and improve outcomes. Get educated! Know about the bills we need passed and spread the word. Call your Assembly members and Senators and tell them to sponsor the bill. This is the link to find your elected representatives. <https://www.njleg.state.nj.us/districts/>



HPAE Local 5030 members lobby in Trenton for safe staffing and meet with Angelica Jimenez

Cora Matos – Secretary

I wanted all the members to know that we have put a union binder in every unit in your break area. The binder includes a copy of your contract along with unsafe staffing forms and missed meal breaks. If you miss a meal break due to chronic short staffing, it is important that you fill it out and give it to your supervisor, so that you get paid. If you have any questions, please contact your union rep.

MEMBER ALERT

If you took vacation, personal day or a sick day during the pay period 3/24 – 4/6, it should not have come from your new PTO bank but rather days you already had accrued. If you took a holiday which you were owed, it should not have come from your holiday bank but rather a holiday you had accrued. Finally, any hours past 8 should have been time and one half.

The hospital has reassured us that they are committed to making any corrections that are needed.

If you were affected, please inform your union rep so that the matter can be corrected.



CNAs meet with the new CNO over issues on the 5th floor

Nancy Martell – Co Vice President

As you know we continue to meet with management on a weekly basis to address all staffing issues and to hold their feet to the fire to make sure vacant jobs are being filled. It is of the utmost importance that you continue to fill out your unsafe staffing forms because this is how HPAE tracks the chronic short staffing and management must address each staffing form that we bring up in the staffing committee meeting. The CNAs from the 5th floor meet with the CNO recently and we addressed several topics with her. I have been requesting more unit meetings with her and we will get to your unit if we have not yet to address any and all staffing issues. It's important that we communicate with her on what is going on in each unit so that we can resolve the issues as they come up. Please get involved in your union and help us make a difference. If you don't speak up, then we will not know that there is a problem that needs to be corrected. HPAE Local 5030 is here to make sure that management abides by the agreement. We will always have issues but if we stick together there is nothing that can defeat us. If you have any questions or if a supervisor calls you into the office, please make sure that you request a union rep. Keep up the good work and I will see you on the units.

Vivian Infante Co Grievance Chair

The most important thing to know about your union is that YOU are the union. A union is only as strong, effective and powerful as the members who participate in its operation and activities. You can best exercise that power by being informed, involved and active in your union.

Every member can take a few simple steps to make your union a more powerful and effective vehicle for advancing your interests and the interests of your colleagues. These steps include:

- Read your contract and keep it handy – Your contract delineates your rights and benefits at work and represents the focus of your union's activity.
- Go to your union leadership if you have questions – if you are unclear about what your contract says, or what your union is doing to address an issue, go to one of your elected leaders and ask them. The names of your leaders are posted on the union bulletin boards.
- Attend meetings – if you can not make a meeting, send a surrogate from your floor who you trust to express your views and help you stay informed
- Read newsletters and e mails – your leaders have stepped up efforts through productions of our newsletter and email blasts to keep members informed on ongoing issues.
- Participate in the activities of your union – as your union does its work on your behalf, it will engage in several activities. The success of these activities depends on broad participation by the membership. If your union is engaged in an activity, participate. Remember the Union is you.
- Be politically informed and involved – you need to stay tuned in to state and national issues affecting health care. Also, you need to develop and maintain a relationship with your state legislators by e-mails and phone calls.

Again, you are the union and by engaging in some or all of these activities you can guarantee that the union is successful in representing your interests.