



MESSAGE FROM THE PRESIDENT

As I hope you know, we are about to negotiate a new contract for the nurses of Inspira. Truthfully though, and more importantly, we are about to negotiate a new contract for the patients of Inspira. One of the rights in the American Nurses' Associations Bill of Rights for Nurses, is for nurses to "freely and openly advocate for themselves and their patients." In the many years that I have been a nurse, I have often considered this our most important right, and even a responsibility. When we go to the table to bargain for a contract that governs our work for the next three years, our priorities almost always focus on improving our patient care. We focus on staffing, training and education, and shared governance. Yes, we want raises and paid time off, but they are almost never the things we draw our lines in the sand over. First and foremost, we want to have the ability and even the support to be able to take exemplary care of the people entrusted to us. It's who we are.

Often though, nurses don't speak up for themselves. We don't like to cause trouble, or rock the boat. But, according to Michelle Podlesni, President of the National Nurses in Business Association, "negotiation starts with assuming your power." Nurses aren't lasting in bedside positions because they aren't empowered. And our entire nation is experiencing a shortage of bedside nurses. It seems the answer to this shortage is to empower our profession. A nurse recently tweeted "People say I need this job. I say this job needs me." She's right, you know. As much as the corporations that are running healthcare today despise the thought, healthcare cannot exist without nurses. Nor should it. Have you ever been a patient? Or had a family member needing treatment? Now picture that experience with no nurses. Even though you can't imagine such a thing, some of us stay silent. Some of us let a grossly wealthy organization intimidate us into not standing up for ourselves, our patients, and each other. In a few months, you may be called upon to come to negotiations, wear red in support of your local, spread information in your units, maybe even relate a memory you have of a time that your patient suffered due to short-staffing or poor administrative decisions. Don't be silenced or intimidated. It is not only our right to advocate for our patients and for ourselves, it's our responsibility. There is strength in numbers....be our strength.

Dana Barrett, President

Greetings union members, this is **Caroline Sands** HPAE VP Elmer with a "know your contract" update. Inter campus floats have been happening frequently. There is specific language in the contract that staffing should follow. There has to be a critical need in order for a nurse to float from one campus to another. Intercampus floats are only supposed to happen as a last resort after all reasonable efforts have been made to cover the short floor/unit. The steps that need to happen before an intercampus float are as follows; request of volunteers, float from within the same campus, offer incentive pay after the critical need was established. After all of those steps were taken a mandatory intercampus float takes place. Calls to float between campuses should happen two hours prior to the start of the shift.

If you are floated between campuses, feel free to contact a union rep or officer so we can inquire about the float and make sure the contract was followed.



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Hello HPAE 5131!!!! It's here.... contract negotiations for 2019!!!

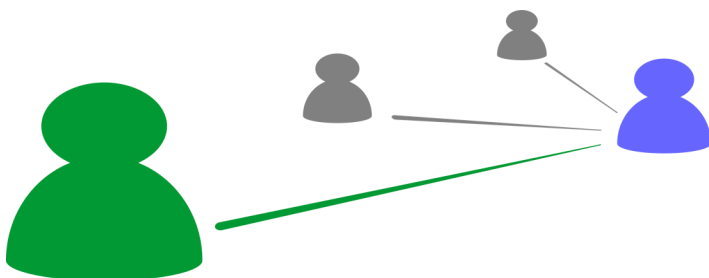
We are all geared up and ready to work hard to get us a strong, new contract for the next 3 years. Our contract expires at the end of May, and the LEB have been reading your surveys and coming up with a game plan, based on your concerns, needs, and wants. We are very hopeful, and looking forward to working with our sister hospital, Woodbury on this endeavor. But as you know, we can't do it alone. We need your help and positive support during this time. We will do our very best to keep you informed, as we work towards our contract. We will need your help as well, getting information out, as it comes available, and coming to us with concerns along the way. We want everyone involved in this process, to ensure specific concerns are heard and addressed, as best as we can. If we don't know of a problem or a issue, we can't fix it, or help find a solution. Try to remember during this time, we have to keep the entire bargaining unit, at the top of our priority, not individuals, but will try our best to help everyone the best way we can. It is so important to try to keep this positive and productive. We as a union, need to unite and stand strong for the good of all of us. And only by your support, positive energy and help is this going to be possible.

Please continue to be vigilant with short staffing forms, and call off/pull logs. If you have a discrepancy and want to file a grievance remember to contact me ASAP, text is always best.

Stay strong, and prosper,

Kelly Fordyce RN
HPAE 5131 Grievance Chair

The first day of negotiations is March 25th at the Marriott Courtyard in Glassboro. Members are invited to attend.



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