



# HPAE

# LOCAL 5131

NEWSLETTER FOR *THE NURSES OF  
HPAE LOCAL 5131 AT INSPIRA*

LOCAL BEAT NEWSLETTER

MAY 2019

## MESSAGE FROM THE PRESIDENT

**“Let whoever is in charge keep this simple question in her head :not, how can I always do this right thing myself, but, how can I provide for this right thing to be always done?”**

– Florence Nightingale

This is why I became active in the union...to ensure that, despite the innumerable obstacles we face in healthcare, the right thing can always be done for our patients. Nurses, collectively, together, united, are a powerful force of advocacy for the communities we serve. We have worked hard for many years to develop a contract with our healthcare system that governs the way things are done. This enables our patients to get the best possible care, under the best possible conditions for our nurses. Unfortunately, sometimes we don't work together as extensively as we could. Some of us are intimidated by the large, wealthy corporation we work for. Some of us have so much going on in our lives that we aren't able to make that a priority. And some of us don't even realize what a necessary and vital part of the process we really are. There are entire units, with many many nurses that are completely without representatives in our local. What does that mean to you, if you are a nurse in one of those units? I work in the Neonatal ICU in Vineland. My unit is a locked unit for the safety of our babies. So most employees don't even have access to my unit, and I rarely leave the NICU. I have no idea of the everyday workflow in other units of the hospital, unless I am able to meet with and talk to other nurses from those units. When a unit has no union reps, our local officers have no regular communication with the nurses who work there. So typically, we don't know when the healthcare system is following our contract and when it isn't. It is also nearly impossible for the local officers to keep those nurses updated on what is happening in the local, i.e. grievance decisions, contract violations, negotiations, etc. Being a rep for your unit is not a time-consuming job at all. It doesn't require any public speaking or intense bravery. You aren't asked to stand up in front of administrators and advocate or put your position on the line. It's primarily about communication and keeping yourself and your co-workers informed. I realize I say this all the time, but here it is again....YOU are the union. And our local is only as strong as our weakest member. If that is you, empower yourself! If you currently work in a unit that has no rep...become that person! Contact any of your local officers, even if its just to ask some questions. You have the opportunity to make a huge difference in the care of your patients...and mine.

In Solidarity,  
Dana Barrett RN  
President HPAE Local 5131

As me and my fellow Union Officers are actively engaged in negotiations, I figured I would remind everyone to “know your contract”. Inspira is tossing around the idea to start mandating floating to all hospitals within our system to cover “critical needs”. As a member of a union, the hospital can't just implement such a change. However, administration bringing up floating between all hospitals made me realize that I should remind my fellow members that there is already specific language in the contract addressing inter campus floats. Floating from hospital to hospital is 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 can take place. Calls to float between campuses should happen two hours prior to the start of the shift.

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

Hello everyone,

Here are some Articles in the contract that some may not be aware of.

**Seniority** for transfers to and from 5131 and 5621. Article 32.1.5 states that any employee who transfers from either local, to the other, will maintain bargaining unit seniority and system seniority at 100%. Simply put, if someone, from our local (5131), decides that they want to move to (5621), they will keep all their hospital seniority. So, if you have been employed by Inspira Vineland, and decide to take a position in Mullica Hill campus, your seniority goes with you, and vice-versa.

32.1.2 Also defines that seniority is based on “the length of continuous service with the employer from the date of last hiring in a bargaining unit position”. So if you worked as ancillary staff, that time does not count, as far as bargaining unit seniority. It also means if you quit a position at any time, then the time starts back at your rehire date. Keep this in mind when applying for jobs, positions, or change in shift. Little details like this, can make a huge difference.

Know your contract, it's your shield and armor.

Sincerely,

In solidarity  
Kelly Fordyce RN  
HPAE Grievance Chair

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A Newsletter for the members  
of HP&E Local 5131 at Inspira

Address Service Requested



## Health Professionals and Allied Employees

*By Your Side. On Your Side.*

### Local 5131 Union Reps

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### REP CORNER

Please join us in welcoming our new reps!

Jeana Errickson  
Vineland 2E

Latoya Slater  
Vineland 1E

Melissa Stavoli  
Vineland OR

Kathy Wilson  
Vineland PACU

An updated rep list is always available on [www.hpae.org](http://www.hpae.org).

Click on "locals" and then find 5131.

Does your unit have a rep? It is the best way to keep informed about issues and to make sure the contract is being followed in your area. Our goal is to have a rep in every department. If you are interested, please get in touch!