



HPAE

LOCAL 5131

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

HPAE LOCAL 5131 NEWSLETTER

AUGUST 2016

Message from the President

Hello! I can't believe summer is already winding down and soon kids will be back to school and cool weather will be here! Hopefully you all got at least a little break this summer, some rest and relaxation.

As you know, we ratified a new contract at our July 7th general membership meeting. This contract came at the end of the longest and most difficult course of negotiations our local has faced to date. In an effort to bargain for the strongest contract for our members, we had many events with member participation. These included a legislative breakfast, staffing presentations, meetings with administration regarding on-call and reassignment, leafleting at hospitals, local businesses and community events, to name a few. We negotiated with Woodbury's local, giving us more strength in numbers. And the negotiating team from Woodbury stood by us for months while our contract was extended three times and our fight continued.

The new contract is not perfect and didn't come without some blood, sweat, and tears. However, there are many improvements for members in the new contract. Staffing guidelines have been included in the contract, something we have been fighting for since we began ten years ago! We see substantial raises, as well as an additional step increase on the wage scale this year, and a step for nurses who were 'maxed out' on the wage scale. There were limits set to on-call for some units, providing for increased safety for nurses and patients. Reassignment language was modified, in order to cut down on cross-campus and inter-campus reassignment.

Member involvement during negotiations was at an all-time high for our local and this was the reason for many of our successes. Please - now that negotiations are behind us for another few years, don't fade back into the woodwork! There is always need for member involvement. Is there someone active in our local in your department? Do you have a union rep? If not, consider being that person for your unit. It is vitally important that each area of our local have someone that is familiar with the contract, and is communicating with officers and other members about situations we are facing. We all know there is power in numbers, and if the 800+ nurses of our local stand strong together, we will be a force to be reckoned with!

You will receive your new contract copy soon! Read it...become familiar with it. If you don't know your rights and responsibilities, you have no way of knowing if things are being done in accordance with the contract. Remember that addressing issues in our contract is time-sensitive, so if you are unsure about something, contact someone on the local's officer list.

Dana Barrett RN
President HPAE Local 5131

**"We are only as strong as we are united, as weak as we are divided."
– J.K. Rowling**

RESIGNATION

It has certainly been a busy year for Local 5131. Our nurses at Inspira have a new 3 year contract with several changes. With this thought, once you receive your new contract book, it is imperative that you read it and understand what this contract provides.

It has been an honor to represent the nurses of Inspira. I have been involved since the inception of the Union. I was one of several nurses involved with holding boldly-stated signs at a hospital golf outing, long hours of contract writing, many hours of negotiating, many meetings and conventions. At this time, I have other endeavors to follow and do not have the time to devote to union matters. I will be resigning from the Local Executive Board as Vice President of the Bridgeton and Community Services Division as of September 1, 2016. Please make every effort to assist the local officers and representatives to enforce the contract.

Beth Manganaro RN

Thank you, Beth Manganaro!!!



Beth Manganaro has decided to step down from her position as Vice President of Bridgeton and Community Services after serving for the past 10 years.

Beth has been a dedicated and vital member of Local 5131 from the beginning. She was instrumental in organizing our local in 2006. Who can forget her standing at the golf course with her sign that read "Chet, you're on the wrong course" when we were organizing? She was a member of the first and every subsequent negotiating committee and she has served as a local officer since 2007. Beth's energy, enthusiasm and humor are contagious.

Even though Beth did not work in Community Services, she took on the task of VP when no one else would. She ran the Labor/Management meetings every other month from the beginning, and without Beth, there would never have been a Clinical Ladder for that section of our local.

Beth met with legislators at the local and state levels to push for safe staffing in all healthcare facilities. If a member had a problem, Beth never hesitated to get right on the phone with our top administrators to address it immediately.

Although Beth will no longer be an officer, there is no doubt that she will continue, as she has always done, to be an advocate for patients and nurses throughout our system and our state.

There are no words to express our gratitude for all you have done, Beth.

Thank you so very much!

Grievance Report

I am pleased to state that some members of the grievance committee have been filing Step 1 and Step 2 grievances. Please check the HPAE website - http://www.hpae.org/wp-content/uploads/2016/03/5131_GrievanceCommittee.pdf - for a list of names and numbers of the grievance committee members.

If anyone is interested in becoming more involved in learning how to file grievances, please contact myself or Karen Bailey, Unit Rep Coordinator.

The most recent grievances have been addressing staffing, reassignment and scheduling. L&D has been very diligent and provided a list of nurses to file a class action grievance for that department related to the schedule not being posted two weeks prior to the start of the next schedule. Also, they are having scheduling issues which has been filed as a class action. NICU also has informed us of scheduling issues.

Reassignment, as always, is a difficult situation for us and the staffing office. We are constantly working to minimize the reassignment and have it done fairly.

Also, please note that we won the policy grievance and call outs and lateness are no longer clustered together for a discipline. If your manager tries to give you a discipline that involves both, please let us know. They may not be aware of the change.

Joanne Savidge
Grievance Chair

NEW CONTRACTS COMING SOON

Your officers and Inspira will hold a review of the new contract on August 19th to review the new contract before it goes to the printer. Once the contracts are printed they will be mailed out to your homes so please keep an eye out. In the meantime, you can go to our webpage HPAE local 5131 to view the current contract articles.

Just click on the red tab on the right labeled [Local 5131 Memorandum of Agreement with Inspira.](#)

PENSION QUESTION?

Many of you have **QUESTIONS REGARDING YOUR PENSION.**

The target benefit plan has been eliminated and replaced with a new 403 B plan. To view a summary of the changes go to: <http://www.hpae.org/resources/local-5131-tentative-agreement-summary/>

The current balance in your Target Benefit Plan has not been affected by the new plan. Once Inspira is able by law to close the TB plan, you will have access to that money to invest any way you choose. Please be sure to check with your accountant or financial planner before making any changes.

At our last Labor Management meeting, we were told that information will be going out from the Benefits department to all employees regarding the changes and your options. Please keep a look out for that information. In the meantime, it was suggested that you contact Kim Schwint, Director of HR Operations, with any questions. If you have trouble getting the information you need, please contact a Union officer.

Joint Committee Reports

Labor Management:

This committee last met on July 14th. The Union asked for more information regarding accessing LTS, as well as Target Benefit (TB) balances and short term disability. The Director of HR operations could not attend, but emails did go out to employees on July 28th with information about disability sign up. There is no information yet on access to each person's balance in the TB plan. We suggested that a rep from Lincoln Financial schedule regular visits to each campus. Employees may contact an HR business partner or representative with any questions.

The Union and administration will be meeting soon to discuss the new process for **holiday rotation** that is agreeable to both sides. Since there is now an even number of holidays, we want to ensure a fair rotation process.

Both the Vineland and Woodbury facilities are trialing a remote monitoring project. We often have up to seven 1:1 patients, which takes needed staff off the floor. The virtual sitter is a portable camera and can go anywhere in the hospital to monitor and communicate with patients to help prevent falls.

We have asked why Woodbury Mother Baby follows AONE guidelines of 3 couplets per RN but Vineland does not. Janet Davies is checking into that.

Staffing:

Increased holding of admitted patients in both EDs: The Elmer SD unit has been closed for the last couple of months. We have asked why hold patients in the Vineland ED cannot go to Elmer for admission. The patient has to agree and their doctor has to have admitting privileges. We have asked repeatedly if there are plans to close Elmer and have been repeatedly told "No". Administration is working to find the right solution for Elmer. They are working with doctors' groups to admit more to Elmer and looking at possibly making Elmer a specialty hospital.

Bed alerts have been restructured and EVS working to clean rooms more quickly to get patients admitted faster.

The Staffing Grids were requested by our VP of Elmer and the acting supervisor declined to provide them. We were assured that those grids are available in both Staffing offices, per our new Staffing language, and available upon request. We will have them posted on our local page.

We discussed ALL staffing forms submitted from Cardiac ICU, PACU, NICU, 1 East and emergency departments. Staffing forms in Bridgeton show a consistent trend of no Crisis RN for at least a portion of the night shift, which places additional burden on the ED staff. We discussed ways to rectify this problem.

The next meeting is September 8th in Elmer.

30 RNs signed up at our last Union meeting to help us monitor and enforce our improve Staffing Language. We will be scheduling a meeting for the second week in September to work on our strategy for using the new staffing language in the contract. We need everyone's help to address this overwhelming problem. Thank you and please remember to sign your staffing forms. That way, we can follow up with you.

Michelle Silvio RN
VP HPAE Local 5131

Vice President's Report

I hope you are all having a great summer. While we were unable to negotiate no mandatory reassignments between campuses, we are dedicated to policing the contract language that we do have. That they demonstrate that it is a critical need and why it is a critical need. That volunteers were sought first and that PIP was offered to those volunteers. That appropriate intracampus reassignments were made prior to mandatory intercampus floating. We have been actively pursuing this information since the contract was ratified. We are keeping an ongoing record of these reassignments. This information will be discussed at our bimonthly Staffing Committee Meetings. So if you are reassigned to another campus please let me know so I can request this information in a timely manner. Thanks.

Barbara Slavoff, Vice President, Elmer
bjslav@aol.com

Making Memories and Staying Connected

Celebrate Labor Day with union member only Savings from AFT+.

Savings on just about everything from clothing and flowers to gift certificates. Discounted tickets to movies, plays, sporting events and theme parks. Great deals on car rental, travel and more.

Stay connected with 15% off qualified AT&T wireless plans through Union Plus*.



UnionPlus.org/AFTDiscounts

*Available only to current members of qualified AFL-CIO member unions. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card & subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Plus and AT&T & may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice & data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to the monthly plan charge of plans with more than 300MB, not to additional mobile device access charges. May take up to 2 bill cycles after eligibility confirmed & will not apply to prior charges. Discount applied after application of any available credit & may not be combined with other service discounts. Additional restrictions apply. Contact AT&T at 866-499-8008 with questions.

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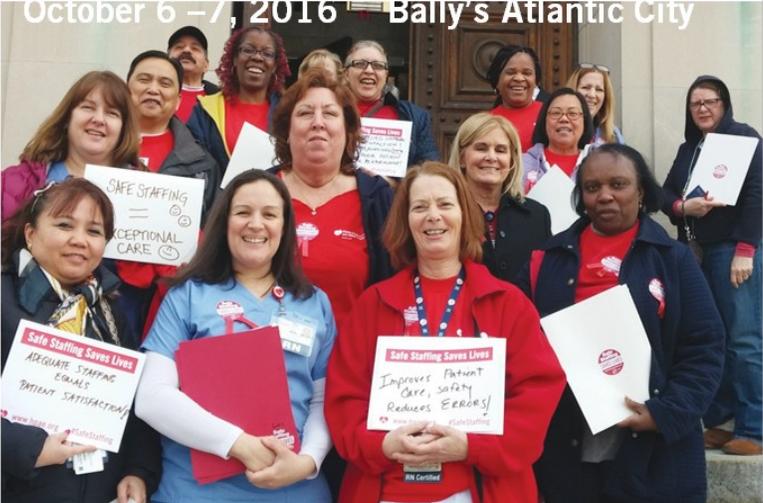
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**HPAE CONVENTION 2016:
"Challenging
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October 6 –7, 2016  Bally's Atlantic City



**REGISTER
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[www.hpae.org/campaigns/
convention2016](http://www.hpae.org/campaigns/convention2016)

HEAR FROM national healthcare advocacy experts, including Jessica Curtis of Community Catalyst and Dr. Fred Hyde from Columbia University, on the trends in corporate healthcare affecting our members and communities.

DISCUSS EFFECTIVE STRATEGIES for challenging corporate healthcare in bargaining, organizing, community alliances, and politics.

VOTE ON HPAE's strategic plan for challenging corporate healthcare, and updating our union's constitution, bylaws and dues.



HPAE Local 5131 Executive Board

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VP Vineland	Michelle Silvio	856-305-6935
VP Elmer	Barbara Slavoff	856-358-2854
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