



### MESSAGE FROM THE PRESIDENTS

Let's face it, healthcare has changed. Dramatically. I don't know about you, but change is difficult for me. However, change that shows clear progress...change for the better, I can accept. My problem arises when the changes I am forced to deal with don't seem to be making things better, only worse.

As healthcare systems in our country have become corporations, it seems the 'care' has been lost from healthcare. In a book I'm reading called Code Green, the author Dana Beth Weinberg refers to the "mounting shadows" of managed care "threatening to transform healing from a covenant to a business contract." In my career, I feel like I've witnessed that happening. And because it's a huge problem...definitely nationwide and possibly world-wide, it seems like an insurmountable issue. What can I possibly do to change something like that? It's estimated, though, that there are roughly 3,230,000 registered nurses in America employed in nursing right now. Think of what 3 million nurses could do for healthcare, with our voices joined together in advocacy for our patients. Imagine what 3 million nurses would look like walking through Washington, D.C., sending a message to our national leaders that we will no longer accept the corporations that are standing in the way of our delivery of exemplary patient care. America HAS publicly recognized this problem. We hear constantly of the shortage of nurses practicing in nursing. Yet, for many years now, nothing seems to have been done to rectify the grave problems in healthcare that we are seeing. We all have busy lives... work, families, advancing education. And yet, I would challenge you to do a little research on healthcare in America, the problems it is facing and potential solutions. Get involved in a staffing committee, even if it is just to become more educated on the situations we as nurses are currently facing. Get involved with your union local... again, even if it's only to find out more about the way things are being done. There's an amazing event coming up in April of 2020, **Nurses Take D.C.** Bus transportation will likely be provided by HPAAE from local stops, and I would urge you to participate in this. In the past, there have been many moving speakers, people who have been fighting for the nursing profession and patient care for many many years. Many people talk to our legislators, but there is no pressure to do so. If you have a story to tell, you'll be encouraged to, but never forced. It's so empowering to band together with hundreds and possibly thousands of our colleagues to fight for a worthy cause. I go to a LOT of meetings with nurses from all over the state of NJ. Sometimes that can feel very overwhelming. But, more often than not, I learn fascinating things when I sit down with nurses from other healthcare systems. I almost always find that we have common goals. A nurse's soul wants what's best for his/her patients, no matter what kind of patients they serve. Together, we are strong. We are invincible. And we can make exceptional healthcare a reality for the patients we serve. Mahatma Ghandi said "Be the change you wish to see in the world." Change happens. It's inevitable. Make sure it's positive change.

In solidarity,  
Dana Barrett, RN  
President HPAAE Local 5131

Hello all, happy Fall. Greetings from your Elmer Vice President.

I am hoping with the upcoming cold weather it will mean a decrease in our ever present cancels and inter campus pulls. As always mandatory intercampus reassignment has to be a critical need. If you are being called off and want to volunteer to work at another campus, you can. If anyone has been cancelled or floated out of turn, feel free to reach out to me. It is the staffs own responsibility to keep the cancelation and float books up to date. If you are being floated, please indicate in the book where you are being reassigned. If you are being cancelled please indicate if you are being placed on standby. I am keeping track of all of this information to make sure the contract is followed. Help me help you with this stuff, its important.

When you contact me about a possible cancel or float out of turn, please send me a copy of the pull/float sheets along with the date of the incident and a brief synopsis about the incident.

I am always here for our staff, watching out for the little fish in the big pond.

Caroline Sands  
HPAAE Vice President Elmer





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## MESSAGE FROM THE GRIEVANCE CHAIR

Greetings and salutations, this is Kelly Fordyce Grievance Chair. I hope this letter finds you well.

As Grievance Chair, it is my job to uphold the contract. Serve and protect, if you will. For those of you, who have not been written up, BRAVO!!!! But watch your back, because there may be someone lurking around, waiting to pounce. If that happens, what do you do?!? You first, need to take a moment and get yourself together. It is frightening when management pulls you into the office or tells you they need to talk to you. You, ALWAYS, ask to have a union rep with you. The Reps job is first: to support you, just having someone with you can be a huge relief, when you are sitting in a meeting with management. You are not alone. Second: to document the conversation, of both management, their vision of what happened, and your truth of what actually happened. Third: send a detailed report, to me, a written documentation of what was discussed throughout the meeting, both sides. These meeting take usually around 10 minutes. Having been on both sides of this, I can't stress how comforting it is to have a Rep with you when you go into a meeting, just to have someone to support you, who knows how it is to actually work on the floor, with patients, not sit at a desk and critique our every move. Being a nurse is a rewarding job, but it is also extremely difficult at times. It's hard work, both mentally and physically. It's fulfilling and draining. Yet, we continue to do it, day after day, some days are better than others. No one is perfect. I have yet to see anyone walk on water. Yet try as we might, sometimes mistakes get made, someone's perception of your care, did not "WOW" them, and you get called into the office. Take a Rep. Now having said all this, we are in need of Reps in many departments. If you have been called into the office, you especially know how it feels and the comfort it brings to have someone on your side. Please pass that warm fuzzy feeling forward and become a Rep. If you don't like how things are being done within your unit, hospital or union, become a Rep, get involved, come to meetings, call. We, your

officers, are always available to talk to you. Reps receive individual training, at your convenience, by no other than Karen Bailey her self, in person, one on one training. Who can pass that opportunity up? Karen has quarterly meetings, keeps you updated on what's going on, and even provides dinner!!! For all this, you only have to make a phone call, to Karen Bailey, or any officer and we will gladly get you set up on a one on one date with Karen, one of the original officers, from the birth of our union. And if that isn't enough, you will be not only getting involved with your work place, on a whole other level, but you will be helping your fellow nurses. We must stick together. Help me, help you.

This is what we do...

Updates: several nurses were denied clinical ladder pay this year, because of a "July deadline date" that didn't exist. Working with you, we filed a step 3 Grievance and won. This was a big win for about 12 nurses, who were wrongfully denied their bonus for hours of hard work. Elmer ICU, has been over staffed and people are constantly being cancelled or pulled. We were able to block a PT position from being posted, which would further increase the cancellations, and pulls to Vineland. Several nurses were cancelled out of rotation, those nurses were paid back.

We don't always win, as hard as we try, and as right as we are, but just having someone fight with you, give you a voice, let you be heard, is what your union does. You are not alone. Before, if you receive a discipline from management, that was it. No one could help you, no one cared. You had no where to turn. Be the person someone can turn to. Become a Rep. You won't regret it.

Fighting the big fight

Kelly Fordyce RN  
HPAE Grievance Chair