

MESSAGE FROM THE PRESIDENT

In the last couple months since being elected, I and the rest of the officers have been busy attending workshops and trainings to educate us on what we need to do to properly represent our membership. We have recruited some members to be Union Representatives who have also attended a workshop to learn their role in the union. The Union Reps will assist the officers in keeping the members in their areas informed and accompanying members in meetings with management over discipline issues. Every member has a Weingarten right that permits them to have a representative of the union with them while being disciplined. When a representative is unavailable, then a meeting with your manager must be rescheduled at a time when a representative can accompany the employee.

There will be a General Membership Meeting on January 19 at the Best Western Hotel in Thorofare. There will be 3 sessions that can be attended at 8am, 12 noon and 8pm. This will be an important meeting about the Retiree Medical Trust. We will be discussing the trust and the advantages of joining. The members will be able to ask any questions they might have to help them fully understand this benefit. The option to have this benefit has to be voted on by the membership. The whole membership will be in the plan or nobody will be in the plan, so it will be important to learn about the Retiree Medical Trust so an informed decision can be made. The ballots for this vote will be mailed out on January 18 and will need to be returned for the final vote tally on February 3.

As we move into the New Year we will have direct our energies toward our next contract. We will need input from the membership about issues they have with the current contract. What we need to change or improve. What are our priorities when we renegotiate. This was our first contract and with it being new there have been issues with management having one way of interpreting it which is different from our interpretation. We have met to work out these issues and try to come to an understanding we can all agree on. Our hope for the next contract is to produce one in which the terminology is clear and precise so there is no confusion as to the meaning of the articles between management and the union.

I wish everyone a Happy New Year and hope to see you at our General Membership Meeting on January 19.

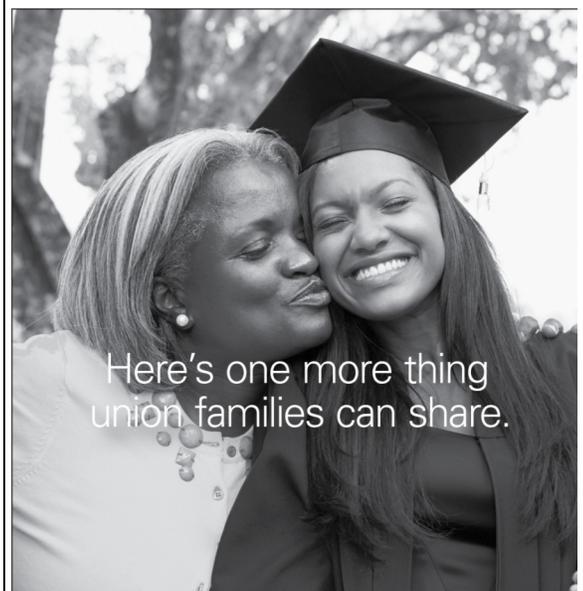
In Solidarity,
 Richard Wear BSN, RN, CCRN
 President Local 5621

SAVE THE DATE

Please save the date for our upcoming General Membership meetings- **January 19th 8am, 4pm, and 8pm and March 15th from 8am, 4pm, and 8pm.** Please try to attend these meetings so we can inform you on our union's progress and we can address your concerns for your units. At the January 19th Membership meeting we will be discussing the Retiree Medical Trust.

REMINDER TO ALL NURSES - SHORT STAFFING FORMS

Please fill out short staffing forms when necessary or appropriate. Please make 3 copies- one for your manager, one for yourself, and one for the Union. Please hand the Union copy in to one of your Union Reps or Labor Executive Board members. Thank you!



Here's more thing
 union families can share.

Save on education expenses with Union Plus. The rising cost of higher education can be a real barrier to union families who want the best for their kids. Union Plus offers annual scholarship awards, discounts on college test prep courses and college counseling, plus grants to help erase college loan debt. Don't let money complicate your family's college goals. Turn to Union Plus for help.



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MEET THE LOCAL 5621 OFFICERS



Hello, my name is **Rich Wear** and I was voted to be your union President. I currently work in the Cardiac Catheterization Lab and have been there for four years. I have worked at the hospital for 33 years. I started out working as an orderly first, then a Mental Health Aide while going to school. I remained at the hospital after graduation and worked on Telemetry and the MSICU before moving to the Cath Lab.

I would like to thank my co-workers for electing me President. It is satisfying and humbling that my co-workers put their trust in me. I entered the union on the day the contract was settled so up to that point I had not been involved. I was a little surprised when I was approached by the membership and asked to run for President. I decided to take on the role so I could be more involved. I want to help provide a positive work environment while also helping us provide the high quality care we do for our patients.

My role as President is fully defined in our Constitution and By-Laws. It is my duty to administer to the affairs of the membership in conjunction with the other members of the Labor Executive Board. I am also a delegate to represent our members on the State and National Conventions. I will also be a representative of the State Executive Council (SEC) along with our Grievance Chair, Tracy Cefaratti.

Sincerely yours,
Richard Wear BSN, RN, CCRN



My name is **Tracy Cefaratti**. I started my career at Inspira back in 2003 as a nurse aide while attending OLOL nursing school. Upon my graduation in 2005 I was fortunate enough to be hired as a nurse into the ICU. Over the years I have been blessed to have worked with and learned from so many amazing nurses who I am proud to call my friends and family.

Going through the process of forming our union from the initial meetings, leafleting, getting educated, and finally negotiations has not been easy. However this journey was necessary to get us to where we are now, "Local 5621". With the nominations and appointment of our Local Executive Board we are forging ahead. I was very happy to be appointed to the position of Grievance Chair and I take my responsibilities very seriously. Please feel free to contact me at any time if I can be of assistance to you. I have developed an email address for all union business, tracycef5621@gmail.com.

Sincerely Yours,
Tracy L Cefaratti BSN, RN, CCRN



My name is **Amy Chew**, and I am honored to be Local 5621's first Vice President. I have

worked as an RN in the MSICU 7p-7a for the past 18 years. I started as a new RN at Underwood in 1995 on a medical floor. Inspira is my second home, and I consider my coworkers family. Forming a union has been a long road, but I've learned a lot along this journey. One of the most rewarding things has been getting to know other nurses from various departments/shifts within the hospital. We united to improve our working conditions and to have a real voice with our employer. I look forward to this next chapter as a local with our first contract and officers.

My role as Vice President is defined in our by-laws as: "The local shall elect a member to serve as Vice President. The Vice President shall oversee the Unit Reps and local elections. In the absence of the President, the Vice President shall perform all duties of the President and when so acting shall have all the powers and be subject to all the restrictions upon the President. The Vice President shall be a delegate to the State and National Conventions."

Sincerely yours,
Amy Chew BSN, RN, CCRN



My name is **Michele Carey** and I am the Treasurer for our local 5621. I work on 5PW, night shift. I am grateful to be elected into this position as I feel passionate about having a voice in decisions made affecting all of the nurses at Inspira Woodbury. I believe our unity has proven to be strong and we can make positive changes together.

My role as treasurer will be to supervise the

maintenance and distribution of all funds of the Local and shall keep accurate and current records of such funds. I will also work with State Federation budgets and be a delegate to the State and National Conventions.

Sincerely yours,
Michele Carey BSN, RN



Hello, my name is **Jaclyn Pohler**, your union secretary. I am a nurse on 6 PW. I

started out as a pool nurse aide in 2007 and I became a nurse in 2009. I have worked on 5 East and 6 PW. I enjoy the people I work with and feel as if they have become a second family to me. I have met some of the most amazing people through working at Inspira (Underwood). I became active in our union in order to have a voice and work toward better working conditions in our daily lives. I am pleased to be your secretary and strive to help us form the strongest union, in order to have power in the workplace. It is important that we have solidarity and power in numbers in order to bargain effectively with the employer. I believe that our union can accomplish many great things. Please feel free to e-mail me with any questions or concerns at JPohler5621@gmail.com.

My role as secretary is defined in our by-laws as: The Secretary shall keep or cause to be kept an accurate record of minutes of the meetings of the Local and shall give or cause to be given notices of all meetings in accordance with these by-laws. The Secretary shall be responsible for the Local newsletter, communications and shall in general perform all duties incidental to the Office of Secretary. The Secretary shall be a delegate to the State and National Conventions.

Sincerely Yours,
Jaclyn Pohler BSN, RN

Contact Information for Local Officers and Reps

Local Executive Board (LEB)

President- Rich Wear- Cath Lab- Richard.Wear13@gmail.com 856-761-8633
 Vice President- Amy Chew- MSICU 7p-7a- Achew5621@gmail.com 609-617-7922
 Secretary- Jaclyn Pohler- 6PW 7a-7p- Jpohler5621@gmail.com 609-458-4069
 Treasurer- Michele Carey- 5PW 7p-7a- Carey4621@aol.com 856-718-6088
 Grievance Chair- Tracy Cefaratti- MSICU 7a-7p- 856-981-0160
 HPAE Staff Rep- Aarti Patel- Apatel@hpae.org 856-546-8623 ext. 307

Unit Representatives

David Bartley	ER	7a-7p	856-553-3821	Dbartely01@my.gcu.edu
Casey Baxter	OR	7a-7p	856-904-4532	christinalyon.baxter@gmail.com
Julia Carotenuto-Sutton	7E	7a-7p	609-221-5564	rsutton1550@comcast.net
Janet Cornacchia	6PW	7a-7p	856-430-6850	jjc126@verizon.net
April Ferrara	MSICU	7a-7p	856-693-5273	April.ferrara67@gmail.com
Casey Florich	6PW	7a-7p	856-625-2723	caseybarrett7@hotmail.com
Donna Gardiner	ER	7p-7a	609-221-2567	Donnagardiner@verizon.net
Elizabeth Hice	PCU	7a-7p	856-340-1700	elizabeth@comcast.net
Beth Hornung	6E	7a-7p	856-340-0982	hornungpe@comcast.net
Colleen Kupsey	MCH/Peds	7a-7p	856-381-7192	Ckupsey@gmail.com
Marylou Marino	PCU	7p-7a	856-297-6308	mwhaley445@comcast.net
Nick Martorano	ENDO	630a-3p	609-221-5611	Nickmar1@comcast.net
Art Matthews	BHU	7p-7a	856-498-5831	
Diana Racobaldo	MCH	7p-7a	856-397-2898	dianaracobaldo@comcast.net
Sandy Spellman	PACU	730a-8p	856-419-4852	Sandy_Spellman@hotmail.com
Ernestine Wing	5PW	7a-7p	856-905-8628	esw_08096@yahoo.com
Maria Zeisloft	MCH	7a-7p	856-904-8655	cztruckin@verizon.net

Unit Representatives are there in your time of need. If you feel that you are going into a meeting with management that will result in discipline, please seek out a Unit Representative to assist you. This is where you ask your manager if the meeting will result in discipline and you can invoke your Weingarten Rights at this time. The manager must obey and allow you to find a Unit Rep that is available at a mutually agreed upon time for you and the Unit Rep. The manager will not invoke the Weingarten Rights for you, so we need union members to remember this.

PLEASE go to HPAE.org and click on "locals" and click Local #5621 to see more information



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Emerson, NJ 07630
www.hpae.org

 Facebook.com/hpaeaft

Grievance Corner

We would like to make sure that all bargaining unit employees are aware of their Weingarten Rights. Please take a moment to read the following. Know and exercise your rights!

As a union member you have a right to have union representation at any interview or meeting that could lead to disciplinary action against you. The Supreme Court case of National Labor Relations Board v. Weingarten, decided in 1975, established this basic entitlement and the procedures for when and how union reps may participate in interviews. Collectively, these rules are referred to as "Weingarten rights."

Next, we would like to keep everyone aware we are keeping very busy tackling grievances. Also we would encourage you to continue to contact your Union/Grievance Representatives with any potential grievances, contract violations, or to fulfill our Weingarten Rights.

Grievances Filed:

Contract states in Article 40.2- "PTO is accrued on all hours paid not to exceed forty (40) hours in a week." Grievance filed, meeting held with Inspira Labor Relations Director. They denied our grievance. Status pending at this time.

Contract states in Article 48.4- "The current Holiday Scheduling practices on each unit shall continue except as modified within this agreement, unless the union and employer agree to modify, in writing such practice changes". Article 48.4.3- "In the event two or more employees are regularly scheduled to work on a Holiday and it is determined that not all

Employees are needed to work the employer shall give the option to all the employees scheduled that day in order of BU seniority on a rotating bases year to year. A log shall be kept on the unit for this purpose". Management changed the holiday scheduling practice and the holiday cancellation rotation on several floors. A formal grievance was filed, meeting held with Inspira Labor Relations Director. We won the first part of the grievance to have the holiday scheduling practices returned to past practice. We were denied the second part of the grievance to continue with our past cancelation rotation practices.

Grievance was filed on behalf of the 6E nurses regarding their unit being shut down and appropriate rotation of work and cancelation was not practiced. Status pending.

We have assisted many BU nurses in the past few months, attending meetings with them and Management. We have also been successful in having a written warning downgraded to a verbal warning after the nurse was able to tell their side of the incident.

Won grievance when a nurse was cancelled out of order according to Article 71. The nurse was reimbursed PTO hours used without a loss of pay.

Please remember as a Bargaining Unit Employee you have the right to have proper representation when called into a meeting with Management. You also have the right to schedule that meeting for a later time when you can get a Union Rep who has been properly trained in this area. A list of Union Reps. can be found on hpae.org under our Local 5621.

Grievance Chair,
Tracy L Cefaratti RN, BSN, CCRN