

### Message from the President

Talks have begun within the management team regarding staffing as we transition to the new facility.

The Hospital Move Side Letter 7 states:

1. Inspira agrees to notify the Union and bargain over effects of the relocation of the acute care facility positions currently located at Red Bank Avenue in Woodbury, NJ to the proposed new hospital site located near the Rowan University campus in Glassboro, NJ to the extent that it substantially impacts the terms and conditions of employment governed by the CBA.
2. Relocation of positions to the new hospital shall not be posted pursuant to Article 35 as RNs will not be required to reapply for the positions, they occupy at the time those positions are relocated to the new hospital.
3. The relocation of positions at the new hospital is not intended to result in layoffs.

Three phases are intended and will be presented by management for the staffing process. Some units will be combined consistent with the new facility floorplan. Contract negotiations, which will begin prior to our move, will have subgroups for new hospital issues.

As we continue to move forward, please attend meetings so everyone stays informed and up to date.

Please feel free to contact me, as always, with questions and concerns.

In Solidarity,

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President, Local 5621  
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**Purpose:** The purpose of the Unit Based Council is for nurses and nurses in leadership positions to convene with each other to work towards making clinical and business decisions that affect the delivery of nursing care in their unit.

**Goal**

The goal of the Unit Based Council is to:

- Evaluate policies and procedures of unit specific standards
- Analyze quality data and develop action plans in collaboration with the Nurse Manager
- Foster evidence-based practice
- Assess and plan to meet education needs of the unit
- Analysis data and develop action plans for turnover rates, vacancy rates, and staff satisfaction, foster a work life balance environment
- Carry out the Professional Nursing Model of Care on specific unit
- Foster effective communication among staff members
- Meet all goals and objective in accordance with the Department of Nursing Hospital Councils

**Advisor**

Nurse Manager and or Director of the specific area will be the Advisor to the council

**Chairperson**

The Council will be chaired by a direct-care nurse in the unit  
Meeting Schedule The council will meet once per month

**Members**

Direct-Nurse majority representing day shift and night shift

### Cancellations

Cancellations are done according to Article 71 of the contract. This outlines the order of cancellation. The language states:

71.7.2 Call-off will be within a unit or department of the affected division-with-consideration given to present ability and skill. Employees shall be cancelled in the following manner:

- 1.) Agency Nurses;
- 2.) Employees (FT-PT-PD) working overtime as defined 71.7.1;
- 3.) Employees working extra shifts as defined 71.7.1 that will result in overtime later that week;
- 4.) Employees who have volunteered to reduce his/her hours;
- 5.) Employees working extra shifts as defined 71.7.1 that will not result in overtime later that week;
- 6.) Per-diem;
- 7.) Full-Time and Part-Time and Flex Employees

71.8 A log shall be kept on the unit for tracking and will be available to all employees on the unit. Nurses should only record themselves in the log if they are involuntarily cancelled under #7 in the order of cancellation. Therefore, you only record yourself in the book if you are mandatory cancelled for any of your base hours. If you are cancelled for overtime (that day or later in the week), an extra shift (a shift equivalent to your regular shift), a shift you

volunteer to be cancelled or you are a per diem, you do not record yourself in the cancellation log book.

Also, you need to look at the entire week if you have an overtime or extra shift.

Example: You are a FT nurse who's regularly scheduled days are Monday, Tuesday and Wednesday and you pick up an overtime shift on Saturday. If you are cancelled on Monday because you have an overtime shift later in the week, you do not put yourself in the cancellation book because you will still work your base hours for the week.

If you are on an incentive contract, you either fall into the category of an overtime shift or an extra shift. If there is more than one person on overtime or extra shifts and a cancellation needs to be made, the least senior employee will be cancelled if all things are equal between the nurses.

This is not recorded in the cancellation log. It is our responsibility to make sure the log book is kept up to date. Management is not responsible for recording cancellations in the book. If you are cancelled involuntarily for your base hours before your shift, call your unit right away and ask someone to record this in the log for you.

## Your Role as a Union Member

The most important thing to know about your union is that YOU are the union. A union is only as strong, effective and powerful as the members who participate in its operation and activities.

You can best exercise that power by being informed, involved and active in your union.

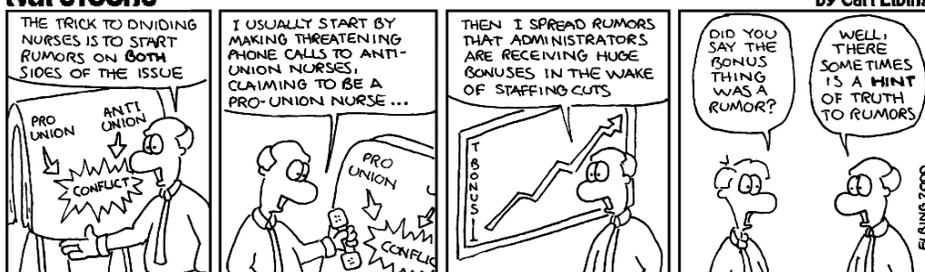
Every member can take a number of simple steps to make your union a more powerful and effective vehicle for advancing your interests and the interests of your colleagues. **These steps include:**

- **Read your contract and keep it handy** – Your contract delineates your rights and benefits at work and represents the focus of your union’s activity.
- **Submit ideas for contract proposals** – When contracts come up for renegotiation members have the opportunity to submit proposals to be considered for inclusion in the negotiation. This is your opportunity to propose changes or new ideas to improve your workplace.
- **Go to your union leadership if you have a question** – If you are unclear about what your contract says, or what your union is doing to address an issue, go to one of your elected leaders and ask them. The names of your leaders are posted on your MNA bulletin boards.
- **Attend meetings** – If you can not make a meeting, send a surrogate from your floor who you trust to express your views and help you stay informed.
- **Read newsletters, E-Mails, etc.** – Your negotiating committee has stepped up efforts through the production of our newsletter, contract updates and email blasts to keep members informed of ongoing issues. Review this material so you know what is going on. MNA has provided WebEmail for every full member to further assist the union members in receiving timely communications.
- **Participate in and vote in the election of leaders of your unit** – Your bargaining unit has by-laws that dictate a process for holding elections of its leadership and negotiating team. If you have the time, run for election. If you don’t have time, learn about who is running. If you know of a member who shares your views and is a strong leader, encourage them to run for election. Make sure you vote.
- **Participate in the activities of the bargaining unit** –As your union does its work on your behalf, it will engage in a number of activities, including leafleting, member surveys, petition drives, picketing and, if needed, strike votes and even strikes. The success of all of these activities depends on broad participation by the membership. If your union is engaged in an activity, participate. Remember the Union is you.
- **Be politically informed and involved.** Because nursing is highly regulated and sensitive to changes in public policy, you need to stay tuned in to state and national issues affecting health care. Also, you need to develop and maintain a relationship with your state legislators by e-mails and phone calls. You can do this easily by visiting the MNA newsletter.

Again, you are the union and by engaging in some or all of these activities you can guarantee that the union is successful in representing your interests.

### Nurstoons

by Carl Elbing



## Let's Talk About New Jersey Safe Ratios

### Why Safe Ratios?

The relationship between nurse staffing and patient outcomes have been studied for several years. Evidence shows that less nurses caring for patients leads to an increase in mortality. Providing safe staffing is essential for patient safety, but the New Jersey Hospital Association (NJHA) and their partnered Organization of Nurse Leaders (ONL NJ) have repeatedly opposed bills that would require hospitals to provide safe staffing levels. Most patients and the public don't know that unsafe staffing is occurring, because nurses are told by employers not to disclose how many patients they are assigned. Few politicians have supported safe staffing due to push back from the hospital executives.

**Senate Bill 989/ Assembly Bill A1470** is the most comprehensive bill that has made its way to the NJ Senate, but the bill has not had the full support of the Senate or Assembly. California was the first state to successfully pass a law and implemented safe staffing in 2004. This legislation will not only save lives and improve outcomes, it will also **improve nurse retention**.

## What can New Jersey Nurses do?

Get educated! Know about the bills we need passed and Spread the word!! Talk to your family and friends.... Tell them why we Need Safe Patient Ratios! Tell your stories, share your voice.

We have a lot of work ahead of us but we together we will get there! There are 80 Assembly members and 40 Senators. I would encourage all of you to take the time and reach out to your district's Assembly members and Senator by emailing, calling or sending them a postcard. **Ask them to sponsor the bill. Share with them your experiences.** This is the link to find you elected representatives.

<https://www.njleg.state.nj.us/districts/municipalities.asp>

**For More information please visit:**  
NJSaferatios.com  
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