



HPAE

LOCAL 5621 Newsletter

A NEWSLETTER FOR THE
MEMBERS OF HPAE LOCAL
5621 INSPIRA-WOODBURY

OUR VOICE NEWSLETTER

April 2017

Message from the President

As we look forward to Spring and Summer 2017, one of our important goals is to increase member involvement in our local union.

We have a General Membership Meeting scheduled for **May 10th, 2017 at 8am, 12pm, 4pm, and 8pm**. The Local Executive Board will be there to discuss upcoming events and issues we are discussing with management. The meetings are a great opportunity for you, our members, to voice your opinions and concerns. We cannot be effective unless we hear from everyone. It is strongly encouraged that you attend. We look forward to seeing you all and hearing what is happening in all the units.

The new hospital in Harrison Township has been approved by the state. We have language in our contract that protects every nurse's job. We were able to win this article in the last negotiations. I believe this was important because it gives us the protection we need to secure jobs in the new facility.

We have positions open to become Unit Representatives. If anyone is interested, please contact anyone on the Local Executive Board or a Unit Representative. Thank you very much! I hope everyone has a wonderful Spring and Summer.

In Solidarity,
Jaclyn Pohler

LABOR MANAGEMENT AND STAFFING COMMITTEES

On March 28th, the Labor Management team met with management to discuss issues occurring within Inspira Woodbury. We discussed the new holiday staffing and rotation schedule. The Labor Management Team consists of **Jaclyn Pohler, Amy Chew, Tracy Cefaratti, and Art Matthews**.

On that same day, the Staffing Committee met with management to discuss staffing issues occurring throughout the hospital. This committee consists of **Michele Carey, Colleen Kupsey, Liz Hice, and April Ferrara**. The Staffing Committee brings all the Unsafe Staffing forms submitted via the Intranet to the meeting to discuss issues and trends in staffing. It is extremely important for our members to fill out the Unsafe Staffing forms, so that the team can address issues at the meetings. The meetings occur bi-monthly with management. It is a way for us to resolve issues in between negotiations.

LEB AND Unit Representative Contact Information

President- Jaclyn Pohler- 6PW	7a-7p	Jpohler5621@gmail.com	609-458-4069
Vice President- Amy Chew- MSICU	7p-7a	Achew5621@gmail.com	609-617-7922
Secretary- Colleen Kupsey MCH/Peds	7a-7p	Ckupsey@gmail.com	856-381-7192
Treasurer- Michele Carey- 5PW	7p-7a	Carey4621@aol.com	856-718-6088
Grievance Chair- Tracy Cefaratti- MSICU	7a-7p	TracyCef5621@gmail.com	856-981-0160

HPAE Staff Rep- Aarti Patel

Apatel@hpaе.org

856-546-8623 ext. 307

Unit Representatives:

David Bartley ER	7a-7p	856-553-3821	Dbartley01@my.gcu.edu
Casey Baxter OR	7a-7p	856-904-4532	christinalyon.baxter@gmail.com
Ryan Carns 6E	7a-7p	856-905-6964	Rjcarns@gmail.com
Julia Carotenuto-Sutton 7E	7a-7p	609-221-5564	rsutton1550@comcast.net
Leslie Conrad 6E	7a-7p	856-986-4197	Ltrain0625@yahoo.com
Janet Cornacchia 6PW	7a-7p	856-430-6850	Jjc126@verizon.net
Nicole DeMarco Per Diem		856-371-1290	ndemarco7108@gmail.com
April Ferrara MSICU	7a-7p	856-693-5273	April.ferrara67@gmail.com
Donna Gardiner MICU	7p-7a	609-221-2567	Donnagardiner@verizon.net
Elizabeth Hice Per Diem	7a-7p	856-340-1700	elizhice@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	7a-7p	856-498-5831	
Diana Racobaldo MCH	7p-7a	856-397-2898	dianaracobaldo@comcast.net
Brittany Savage ER	7a-7p	856-982-1678	Mrs.brittanysavage@yahoo.com
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

Steps to Use the Electronic Safe Staffing Form



1. Go to InspiraNet
2. Click on "Clinical and Quality" square
3. Click on "Nursing" square
4. Click on "staffing form" that is in blue above the calendar

When You Leave Inspira Woodbury What Benefits Do You Have From the HPAE Retiree Medical Trust?

Full-time and part-time employees participate in the HPAE Retiree Medical Trust. What are the benefits from being in the Trust?

There are two types of benefits in our plan, depending on how long you have participated in the Trust.

For members who aren't in the plan very long (less than 5 years) and thus don't have a lot of money contributed, there is a "**limited beneficiary**" benefit. When the member is eligible to access the benefit, they can get reimbursements equal to the amount of money which they (and/or the employer) contributed. They will submit reimbursement claims to the Fund office until they have nothing left in their account. If someone has a couple of big bills, say \$2000 for a surgery co-insurance and \$1000 for dental work, that money will be useful, but the limitation of this type of benefit is that once the member's account goes to \$0, they have no money left, even if they have used up the money in one year. They will have used up all of their reimbursement benefits.

For members who have 5 or more years in the plan, they are eligible as a "**regular beneficiary**" for a monthly reimbursement benefit for life which rolls over in any month the benefit is not used. While the monthly amount may be relatively small if you're retiring with 7 or 8 years in the plan, it's actually more financially lucrative than the lump sum benefit. Your monthly reimbursement amount is based, in part, on applying a 6% interest rate to all of the contributions that have been made, whether by an employee and/or an employer. As a result, a regular beneficiary gets back in just less than 7 years an amount of reimbursements equal to what has been contributed and then keeps on having a monthly reimbursement benefit for the rest of their life.

In that sense, the benefits for the regular beneficiary is more like a monthly pension, which typically can't be used to pay off big bills, but does provide the retiree with secure, added income. A regular beneficiary could use their reimbursement benefit, for example, to pay part of their monthly health insurance premium for a Medicare supplement plan or pay part of Medicare B monthly costs.

If you have a big bill, say \$500 for an eye glass exam and lenses, you will be fully reimbursed but over a period of time. In this case, you would submit your reimbursement claim for the \$500 bill, and the fund would pay you your monthly reimbursement amount each month (e.g. \$50 per month) for ten months until the total amount of the bill was covered.

More information on our Retiree Medical Trust can be found on the HPAE website at <http://www.hpaе.org/wp-content/uploads/2016/06/RMT-FAQ-June-2016-1.pdf> and at <http://www.hpaе.org/wp-content/uploads/2016/06/FAQAnnualParticipantStatement.pdf>

To find out about the benefits you are eligible for and how to access the benefits, please call **Tara Carter at 201-947-8000**. She works at Benserco, the company that administers the Trust.

MORTGAGE
The Union Plus mortgage program makes buying or refinancing a home easy for you and your children.

CAR RENTAL
Up to 25% discount on car rental deals with Avis, Budget, Hertz, Dollar, Thrifty & Payless.

Four Ways to Save

AT&T WIRELESS
The only national unionized wireless provider. 15% savings for union members on the monthly service charge of qualified plans.*

CREDIT CARD
Several credit card choices,** all with competitive rates and U.S.-based customer service, designed to meet the needs of union members.

*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. 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 and 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 and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Shares plans, applies only to monthly plan charge of plans with TGB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/AT&T or contact AT&T at 866-489-8000 for details.

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Grievance Corner

When Facing a Possible Discipline....

1. If you are contacted by your supervisor or management for a meeting, ask if the subject matter of the meeting could lead to a discipline. If the answer is yes, request a union rep. If one is not available, the meeting can be postponed until a rep is available.
2. We have many wonderful reps that have been educated regarding the grievance process. There is a list of UNIT REPRESENTATIVES on our WEBSITE - <http://www.hpae.org/wp-content/uploads/2016/06/5621-Reps.pdf> There is also a list on our bulletin board down the hall from the time clock.
3. The rep will then attend the meeting with you and management. They are there to take notes, witness the meeting, and support you during this stressful experience.
4. If a discipline is given that is believed to be unjust and the BU employee wants to fight it, they would then contact me to file a grievance. Once a grievance is filed, we set up a meeting with management and meet to discuss discipline. I attend most of these meetings, if I can't a member of the Local Executive Board will attend in my absence

What to Do if a Contract Violation Occurs....

1. If you feel that the contract has been violated in any way, please reach out to one of our union reps or a member of the Local Executive Board.
2. Please keep copies of the staffing grids on your floor at all times. When your staffing does not follow the grid, please continue to fill out the safe staffing forms.
3. Please remember that if you don't file a grievance on a

contract violation it can be viewed as waiving your rights.

4. Filing these grievances helps to make us stronger as a union, showing that we have a voice and that we are using it!
5. Please also remember that the wording in the contract is extremely important and has led us to some stalemates with management; we take this very seriously and intend to use this information to improve the language during next negotiations.

Current Grievances & Avoiding Grievances.....

We have filed many grievances over the past few months - from incorrect cancellation process, incorrect reassignment, up to and including several terminations. We, as the LEB, take each and every one of these grievances very seriously and do our best to help provide positive outcomes. I would like to offer some advice based on what has been going on.

1. If you are dealing with a difficult patient or family, notify your manager immediately. Make sure to document in your nurse's notes clearly and professionally.
2. Please make sure you have documented orders. Even if a verbal order is given, please be sure you write the order, and document in your notes.
3. Always stay within your scope of practice.
4. Please remember and adhere to the no venting policy.

Tracy L Cefaratti RN, BSN, CCRN & Grievance Chair