



# HPAE

## LOCAL 5621 Newsletter

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

OUR VOICE NEWSLETTER

July 2019

During our labor management and staffing committee meetings we have run into issues we are trying to address. Management has asked for specific details, including who, what, where, and when management was notified. When communicating with your ANM or manager, it can be beneficial to have an electronic record that will automatically be date and time stamped. We recommend emailing specific questions and asking them to have responses emailed in return. Keeping an electronic record would be beneficial for both nurses and management to resolve issues in a timely manner.

Management has also stated in the labor management and staffing committee meetings, if there is a specific issue that needs attention and your direct manager doesn't respond, the nurse should escalate and not wait. With that being said, we are asking our nurses to do exactly that. The labor management and staffing committee meetings can be a way to bring to the attention of hospital directors issues you are not able to get resolved. Please reach out to one of the union representatives from each unit and/or a member of the local executive board. A list is provided on our website as well as on bulletin board by the time clock.

In Solidarity,  
Tracy L Cefaratti  
Grievance Chair

### Nurstoons

by Carl Elbing



As you are aware an email went out to all employees at 7:12 am that due to unforeseen circumstances the Bistro would be closed as well as the cafeteria. The house supervisor was contacted to see if the hospital would be providing food for employees and she stated no. This matter was also brought up during safety call to an administrator who stated she was sorry for any inconvenience and that a food truck may possible be available for the next evening. Union president, **April Ferrara** contacted members of the executive board who unanimously voted to provide pizza and drinks for nursing staff. An email was also sent to the Director of Labor Relations. She later called April and stated to keep all receipts for reimbursement from Inspira.

Thank you,  
Local 5621  
Labor Executive Board

## SUPPORT FROM OUR PEERS

Nursing has changed over the years, but the one thing that remains the same is that the nurses are always to blame. As a staff nurse, I have felt the unjust consequence of unfair practices. Having to go through multiple meetings with management can put you in a vulnerable position and very frustrating. Thankfully, we are union strong! We have the support and strength of our members and union leaders. These, our union reps and peers, were there with me along the way for these unpleasant meetings. Never once did I feel alone or afraid to speak up and defend myself, "the nurse." There were many years where I felt like I had no voice, no support and feared for my job. Everyone should take a step back, remember to be proud and remember, we have a voice and are union strong. Most recently, I was paid for two full shifts for unfair staffing and cancellation practices.

Proud Union Member,  
Lisa Polk, RN, BSN Pediatrics

## Escalating Workplace Violence Rocks Hospitals

### Health care workers often face physical and verbal abuse from patients and patients' family members.

"There is a very fundamental problem in U.S. health care that very few people speak about," he said, "and that's the violence against health care workers. Daily — literally, daily — we are exposed to violent outbursts, in particular in emergency rooms."

Many health care workers say the physical and verbal abuse come primarily from patients, some of whom are disoriented because of illness or from medication. Sometimes nurses and doctors are abused by family members who are on edge because their loved one is so ill.

But these incidents aren't limited to emergency rooms.

According to the Occupational Safety and Health Administration, incidents of serious workplace violence are [four times](#) more common in health care than in private industry. And a poll conducted by the [American College of Emergency Physicians](#) in August found nearly half of emergency physician respondents reported having been physically assaulted. More than 60% of them said the assault occurred within the previous year.

Groups representing doctors and nurses say that, while the voluntary safety improvements that some hospitals have enacted are a good first step, more needs to be done.

The [Workplace Violence Prevention for Health Care and Social Service Workers Act](#), introduced last fall in Congress, would require hospitals to implement plans to prevent violence. And any hospital could face fines for not reporting incidents to OSHA, Mahon said.

The goal of the legislation — and of the union — is to hold administrators more accountable for acts of violence in their hospitals.

For full article visit: <https://www.usnews.com/news/healthiest-communities/articles/2019-05-20/workplace-violence-rocks-hospitals>

## NURSES' BILL OF RIGHTS

To maximize the contributions nurses make to society, it is necessary to protect the dignity and autonomy of the nurses in the workplace. To that end, the following rights must be afforded:

- Nurses have the right to practice in a manner that fulfills their obligations to society and to those who receive nursing care.
- Nurses have the right to practice in an environment that allow them to act in accordance with professional standards and legally authorized scopes of practice.
- Nurses have the right to a work environment that supports and facilitates ethical practice, in accordance with the Code of Ethics for Nurses with Interpretive Statements.
- Nurses have the right to freely and openly advocate for themselves and their patients, without fear of retribution.
- Nurses have the right to fair compensation for their work, consistent with their knowledge, experience and professional responsibilities.
- Nurses have the right to a work environment that is safe for themselves and their patients.
- Nurses have the right to negotiate the conditions of their employment, either as individuals or collectively, in all practice settings.



# Local 5621 2019 Contract Summary

Term of the Contract: 3 years, expires May 31, 2022

## Article 53 Wages:

- Across the board wage increases:

1<sup>st</sup> year- 2.50%, retro to June 1<sup>st</sup>

2<sup>nd</sup> year- 2.25%

3<sup>rd</sup> year- 2.25%

With additional step increases the first pay period in December that average 1%.

## Benefits:

No changes to your health benefits or 403b.

## Move to Mullica Hill:

- We signed a process agreement for the relocation of Woodbury hospital to Mullica Hill, all jobs are protected and no one has to reapply for their position, the contract will cover the new facility and the language includes meeting regularly to resolve issues with mutual cooperation.

## Article 27 Reassignment:

- No involuntary reassignment to other Inspira campuses (Vineland, Elmer, Bridgeton).
- \$5.00 differential for volunteering to go work at Vineland, Elmer or Bridgeton if you sign-up ahead of time.
- No significant changes to the clinical clusters, even after the move to Mullica Hill.

## Article 25 Staffing:

- DCNs in the ICU and tele unit will phase out “designated charge nurse” without a patient assignment. Starting September 1<sup>st</sup>, 2019, charge nurses in these units will have a patient assignment and the role will change.

## Article 14 Classification of Employees:

- No changes to the per diem availability requirements. Per diems must work one summer and one winter holiday on a rotating basis.

## Article 29 National Certification Approval and Prepayment Process:

- Reduced the number of hours you have to work in a year from 1,000 to 500 needed for the hospital to pay for your national certification and mandatory education requirements.

## NJ Earned Sick Leave Law:

- We are now included (FT and PT) to the NJ Earned Sick Leave Law protections, now can have up to 40 hours of “sick time” to use before a callout will count as an occurrence.

## Article 24 Preceptors and Preceptor Pay:

- Increased opportunities for preceptor pay. A 1:1 with a student now qualifies for the differential.

## Side Letter:

- Extended BSN deadline of 2 years for members not grandfathered into not having that as a requirement. New employees will have two years from their date of hire to finish their BSN.

- Increased tuition reimbursement for BSN degree- \$10,000 for full-time, \$5,000 for part-time with a two year commitment, current reimbursements with 1 year commitment are still an option.

## Article 42 Scheduling:

- Managers will now let you know if your short term PTO request is granted or denied within 4 weeks from the receipt of the request.
- You can now request extended PTO at the beginning of the year for the following 12 months and not just the calendar year.
- Created language for a more equitable way of distributing extended PTO requests for the entire year.

## Article 48 Holidays:

- Off-shift employees will now receive holiday pay for their entire shift.
- We have language that allows individual units to create holiday schedules different than what’s in the contract and they will not be unreasonably denied if it meets the operational needs of the unit. Current holiday scheduling practices remain the same if it works for your unit.
- Cancellations on the day of the holiday will be done by seniority and not a rotation.

## Article 71 Temporary Reduction of Staffing (Cancellation):

- Cancellation order and processes clarified.

## Article 62 Ancillary Benefits:

- Protected ancillary benefits except food service and cafeteria hours, mainly because that will change when the move happens. Still will not have to pay for parking and maintain day care and fitness connections reimbursement when you move to the new facility.

## Article 35 Job Posting:

- We will now have preference for job postings at Vineland, Elmer and Bridgeton over outside candidates and vice versa. Internal candidates at each local still have first preference for positions.
- Must stay in a new position for 6 months + orientation/ introductory period before you can transfer to another position, management may waive this requirement at its discretion, which will not be unreasonably denied.
- The hospital will let you know in writing (email) if you do not get a job you applied for within 7 days.

## Article 70 Clinical Ladder:

- Added an additional option in level 1 of the clinical ladder, changed deadline for submission, but that will take effect January 2020.

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Local 5621 INSPIRA-WOODBURY  
A Newsletter for the members of HPAE



Address Service Requested



# SAVE THE DATE

## HPAE 2019 PROFESSIONAL ISSUES CONFERENCE “Bringing Our Professional Values into the Transformation of Health Care”

INVITED SPEAKER: First Lady Tammy Murphy

**THURSDAY, OCTOBER 10, 2019**

8:00 a.m. to 4:30 p.m.

Hilton East Brunswick

3 Tower Center Blvd., East Brunswick, NJ 08816