



HPAE

LOCAL 5621 Newsletter

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

OUR VOICE NEWSLETTER

August 2017

Message from the President

Dear Local 5621 Members,

I hope you are enjoying your summer. I would like to stress the importance of participating and voting in the upcoming elections for your Local Executive Board members. The Local Executive Board is responsible for making decisions for the membership as a whole. We work very hard to find solutions that work for the whole membership. I know sometimes people are unhappy with the outcomes, but we try to see the membership as a whole and not just what would work well for one specific department only.

All of the positions will be up for elections. In terms of the current officers, I will run again for President. Tracy Cefaratti will run again for grievance chair. Michele Carey will run for treasurer. Colleen Kupsey is running for secretary. Our Vice President, Amy Chew, has decided to step down. I would like to personally thank her for all of her hard work and dedication throughout the years. She is a strong member that will stay on as a unit representative.

The terms are 2 years in office. Please stay involved in the election and please vote. It is important that your voices are heard. If you have any questions, please don't hesitate to contact a rep or your current Local Executive Board. Thank you to everyone.

In solidarity,

Jaclyn Pohler RN, BSN
Local 5621 President

Social Media

Social media can be a wonderful tool to reconnect with people in your profession, friends and family. However, it is important for us to realize that social media can also be a problem when it comes to your job. It is important that everyone realizes that if your social media is not private and limited to just your friends, then anyone can see what you post.

We urge you to not put where you work on your social media accounts. We also urge you not to post anything negative about your job on your social media.

Management has a way of seeing what you post and they can use it to discipline you.

Please be aware of what you are posting and sharing. It is important that we all use discretion when posting something on the internet.

Grievance Corner

As you grievance chair I would like to take this time to remind all of my fellow bargaining unit employees of their Weingarten Rights.

As a union member you have a right to have a union representative at any interview or meeting that could lead to disciplinary action against you. The Supreme Court case of National Labor Relations Board vs 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."

I recommend everyone keep a copy of the unit representatives with them, whether on paper or simply a picture of the list on their phones. If you get called to a meeting by management:

- Ask if the meeting could lead to discipline
- Reach out to a union rep from the list to attend meeting with you-DO NOT GO ALONE !!!!!
- You have the right to r/s meeting to a time that is convenient for all, union rep, you as well as management.
- Do not put any statements in writing without checking with your union rep first; most times we advise AGAINST this activity.
- If you do not agree with the discipline given, you or your union rep should contact me to discuss filing a grievance.

I am continuing to file grievances on behalf of our bargaining unit employees, and am pleased to report that we recently had an unjust discipline removed from a BU employees file.

Please don't hesitate to contact me or any of our unit representatives with any questions regarding the grievance process.

Tracy L Cefaratti
Grievance Chair
TracyCef5621@gmail.com

A Letter from Our Member

I want to express my thanks to my union representative Tracey and the president of our nursing union, Jackie. Although I pay dues every month, I never expected to be in a work situation that required the help of my union.

Recently I received a disciplinary action that I did not agree with. I immediately went to Jackie to discuss the circumstances to see what options were possible. She advised me to contact my representative, Tracy, and reassured me that she would be by my side at meeting. Having Jackie supporting me at the meeting with my supervisors gave me the confidence to state my case without feeling upset and defensive. After I explained how I felt, Jackie shared her feelings about why the disciplinary action should be revoked.

Tracy was just as supportive. By being easily accessible by email and phone, she gave me great advice and guided me in taking the steps so that she could put in a grievance with all of the information. She answered my emails and phone calls and really made me feel secure in the fact that I was right to fight this action.

Within days the action was rescinded, no questions asked. I never realized how much influence our nursing union has. I cannot stress enough how important it is for nurses to communicate any unfair actions to their union representatives! Not only do they support our rights and trigger changes in the way we are treated, but I have personally experienced how much these nurses sincerely care about us and have our careers and personal interests at heart. Thank you for being there for me!

—RN

The HPAE Retiree Medical Trust: Information Resources

Information on the HPAE Retiree Medical Trust is available on HPAE's website at <http://www.hpaе.org/resource/rmt/>. You'll find an explanation there of the plan and your benefits.

For more specific information about your benefits and plan documents and forms, please visit the website of the administrator of the plan, Benserco, at <https://www.benserconj.com/HPAE.html>. On their web site, you will find the following regarding the HPAE Retiree Medical Trust:

How to Submit a Claim for Reimbursement (<http://www.hpaе.org/wp-content/uploads/2016/06/RMTClaimFormPDF.pdf>.)

Summary Plan Description

Participant Information Card

Medical Expense Reimbursement Form

Summary Annual Report

Online Access to Your Contribution History

As of May 2017, HPAE members have had online access to their work history, contributions, and annual participant statement. To access your contribution history online, go to <https://www.benserconj.com/HPAE.html> and click on the "Participant Login" button.

For an explanation of how to use the online system, go to: <http://www.hpaе.org/wp-content/uploads/2016/06/RMT-Online-Access-to-Contributions-History.pdf>

Member Benefits from AFT

Remember our affiliation with AFT allows us to access many of their resources including credit cards with competitive rates, student debt clinics, scholarship opportunities and insurance services. For more information on these benefits, go to the HPAE website at <http://www.hpaе.org/resources/aftplus-benefits/>

Nurstoons



Our Union Contract & It's Impact on Wage Across the Health Network

I'm sure you all recall the e-mail from John DiAngelo starting,

"I am pleased to announce that the Inspira Board of Trustees has approved a 2.25 percent general increase for all eligible Inspira Health Network employees effective on paycheck date June, 9th 2017."

This was not generosity of the board. This was a benefit that we as a union secured for ourselves in our negotiations last summer. It was their decision to spread this increase across the network. However, this most likely would not have taken place had it not been secured for the bargaining unit nursing staff in our contract. Please see the following pay scales (that is also in your contract) to confirm your pay rate is appropriate.

53.8 Base Rate Wage Scales.

53.8.1. Wage Scale - Full Time, Regular Part Time and Flex

Hospital RN Wage Table

RN Three Year Wage Table			
0-1	\$ 31.99	\$ 32.71	\$ 33.45
1	\$ 32.36	\$ 33.09	\$ 33.83
2	\$ 32.68	\$ 33.41	\$ 34.17
3	\$ 33.06	\$ 33.80	\$ 34.56
4	\$ 33.38	\$ 34.14	\$ 34.90
5	\$ 34.10	\$ 34.87	\$ 35.65
6	\$ 34.77	\$ 35.55	\$ 36.35
7	\$ 35.45	\$ 36.25	\$ 37.06
8	\$ 36.11	\$ 36.93	\$ 37.76
9	\$ 36.79	\$ 37.62	\$ 38.46
10	\$ 37.44	\$ 38.29	\$ 39.15
11	\$ 37.88	\$ 38.74	\$ 39.61
12	\$ 38.30	\$ 39.16	\$ 40.05
13	\$ 38.74	\$ 39.61	\$ 40.51
14	\$ 39.17	\$ 40.05	\$ 40.95
15	\$ 39.59	\$ 40.48	\$ 41.39
16	\$ 39.91	\$ 40.81	\$ 41.72
17	\$ 40.21	\$ 41.12	\$ 42.04
18	\$ 40.53	\$ 41.44	\$ 42.38
19	\$ 40.82	\$ 41.74	\$ 42.68
20	\$ 41.14	\$ 42.06	\$ 43.01
21	\$ 41.38	\$ 42.31	\$ 43.26
22	\$ 41.62	\$ 42.55	\$ 43.51
23	\$ 41.87	\$ 42.81	\$ 43.78
24	\$ 42.11	\$ 43.05	\$ 44.02
25	\$ 42.36	\$ 43.32	\$ 44.29
26	\$ 42.59	\$ 43.55	\$ 44.53
27	\$ 42.84	\$ 43.81	\$ 44.79
28	\$ 43.09	\$ 44.06	\$ 45.05
29	\$ 43.33	\$ 44.31	\$ 45.31
30	\$ 43.59	\$ 44.57	\$ 45.57
0-1	\$ 31.99	\$ 32.71	\$ 33.45

Nurse Practitioner Three Year Wage Table			
Step	2016 – 2.25%	2017 – 2.25%	2018 – 2.25%
0-1	\$ 38.83	\$ 39.71	\$ 40.60
1	\$ 39.81	\$ 40.70	\$ 41.62
2	\$ 40.80	\$ 41.72	\$ 42.65
3	\$ 41.81	\$ 42.75	\$ 43.71
4	\$ 42.87	\$ 43.84	\$ 44.82
5	\$ 44.14	\$ 45.13	\$ 46.15
6	\$ 45.47	\$ 46.49	\$ 47.54
7	\$ 46.83	\$ 47.88	\$ 48.96
8	\$ 48.24	\$ 49.33	\$ 50.44
9	\$ 49.69	\$ 50.81	\$ 51.95
10	\$ 51.19	\$ 52.34	\$ 53.52
11	\$ 51.95	\$ 53.12	\$ 54.32
12	\$ 52.73	\$ 53.92	\$ 55.13
13	\$ 53.52	\$ 54.72	\$ 55.95
14	\$ 54.32	\$ 55.54	\$ 56.79
15	\$ 55.14	\$ 56.38	\$ 57.65
16	\$ 55.69	\$ 56.94	\$ 58.22
17	\$ 56.24	\$ 57.50	\$ 58.80
18	\$ 56.80	\$ 58.08	\$ 59.38
19	\$ 57.38	\$ 58.67	\$ 59.99
20	\$ 57.96	\$ 59.26	\$ 60.59

53.8.2. Wage Scale – Per Diem

Unit Based Per Diem Three Year Table						
	2016 – 2.25%		2017 – 2.25%		2018 – 2.25%	
	Day	Night	Day	Night	Day	Night
Weekday	\$ 44.87	\$ 51.29	\$ 45.88	\$ 52.44	\$ 46.91	\$ 53.62
Weekend	\$ 51.29	\$ 57.68	\$ 52.44	\$ 58.98	\$ 53.62	\$ 60.30
Holiday	\$ 57.68	\$ 64.11	\$ 58.98	\$ 65.55	\$ 60.30	\$ 67.03

53.8.3 Per Diem Weekend Differential Start/End Time

The unit based Per Diem weekend rate shall begin at 6:45 p.m. on Friday and end at 7:15 a.m. on Monday.



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

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facebook.com/hpaeaft

Address Service Requested

COPE - Labor Walks

With the close of summer and now that Labor Day is over we are back to business and that means the 2017 general election cycle for 2017 will be kicking into high gear. Our efforts are essential for success at the polls and we will need all hands on deck.

Based on a thorough review by our COPE committee of the candidates' positions on key issues for HPAE members, the SEC has endorsed Ambassador, Phil Murphy, for Governor along with a slate of Senate and Assembly incumbents and candidates.

Based on his support for affordable health care, support for Safe Staffing, a fair tax system, and the rights of workers, HPAE has endorsed Phil Murphy for Governor of New Jersey.

Every local is strongly encouraged to provide volunteers for labor walks every Saturday between 9:00 a.m. – 12:00 noon and for phone banks location, dates and times TBD. Our participation and support of the AFL-CIO's Get Out The Vote (GOTV) program is crucial to electing those candidates that stand in support of unions and working families. Every vote is important on November 7th's general election for Governor, as well as all Senate and Assembly seats and we are asking you to mobilize for GOTV.

NOTE:

- Request for Absentee Ballot Deadline is October 31, 2017
- Absentee Ballot return by mail deadline is November 1, 2017
- Election Day Tuesday, November 7, 2017

Remember to vote on Tuesday, Nov. 7th, polls are open from 6am to 8pm

FIGHTING FOR PATIENTS
and all healthcare workers in 2017.



HPAE 2017 PROFESSIONAL ISSUES CONFERENCE Our Professions. Our Voice. Our Power.

Our HPAE 2017 Professional Issue Conference (PIC) will offer a dynamic mix of workshops ranging from professional and personal development to broader organizing, policy, and political education.

Thu, October 5, 2017
9:00 AM – 4:15 PM

Lafayette Park Hotel & Suites
1 West Lafayette Street
Trenton, NJ 08608



**REGISTER
ONLINE
NOW**

www.hpae.org

Throughout the year, healthcare issues have dominated public debate; from healthcare reform, the opioid crisis, mergers and acquisitions. As a union of nurses and healthcare professionals, HPAE members are uniquely positioned to influence and advance health care standards and policies beyond the bedside, in all levels of government, and throughout the healthcare industry.

Members: \$25.00; Non-Members: \$60.00 (includes breakfast and luncheon)

HPAE 2017 PIC Workshop Options (course descriptions are online):

- Patient Safety and "Just Culture"
- Opioid Crisis: Improving Frontline Addiction Treatment
- Essential One-on-One Communication Skills for Mobilizing Around Issues in the Workplace
- Protecting Members and Community from Medical Debt
- Advancing Excellence in Healthcare through State & Federal Government
- Mindfulness-based Stress Reduction
- Safe Staffing/Safe Work
- Legal Developments Effecting Our Collective Voice at Work
- Core Competencies for Emerging Leadership
- Strategies for Improving Workplace Standards in the Evolving Healthcare Industry

Health Professionals and Allied Employees is an approved provider of continuing nursing education by the New Jersey State Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. Provider Number P94-1014-17. There is no conflict of interest for planners, presenters, faculty, authors and content reviewers. No commercial interest has provided commercial support such as financial or in-kind support for this educational activity. No entity has provided sponsorship such as financial or in-kind support for this educational activity. Speakers, presenters, and faculty have declared they have nothing to disclose.



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