



## Message from the President

I hope everybody has enjoyed their summer. Over the spring and summer months we settled our contract with a new 3 year agreement. There was a lot of work involved by all. Besides the Local Executive Board, I would like to thank **Art Matthews**, **Colleen Kupsey** and **Donna Gardiner** for their work as members of the bargaining committee. They worked tirelessly, some days working a 12 hour night shift and coming to negotiations in the morning when their shift was done. I would also like to thank all the members that came to the negotiations, membership meetings and leafleted. We couldn't have done it without the support of everyone.

As a result, we were able to win across the board wage increases and a new 403 B plan with a 4% employer contribution. We also won strong language in the event of a hospital closure that includes not having to reapply for our jobs when we move facilities. The on-call language now allots for sleep time if you are called in from 11pm-7am and are scheduled to work within 4 hours and on-call pay increased to \$4/hour.

Recently I was asked why we didn't get into the contract a clause for no cancellations once the shift has started. We did propose this and management continued to reject it. But we were able to increase the minimum amount of hours to be paid when you're canceled after your shift begins from 3 to 4 hours and standby pay increased to \$4/hour.

In case you haven't noticed, we moved the union mailbox and bulletin board so it is more accessible. It is in the hallway from the garage leading into the Hospital by the third floor time clock. Please look here for information on how to contact the officers and the union reps.

I would also like to discuss the safe staffing forms. They are to be filled out electronically, but I would also request that you make a copy and send to **Michele Carey**, who is Chair of the Staffing Committee. People ask if we are receiving them and the honest answer is NO. We have asked management where the forms are going and their response was that they have not received any. We filled a test form to see where it would go and nobody knows. We have asked for months about this problem and they said they will check into it each time without results. So please file the forms electronically and send us a hard copy as we continue to try to resolve this issue.

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

## Staffing

Here's how you access the on-line 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

## Staffing Grids

In the new contract, we were able win new language that management has to follow their staffing grids. The staffing grids are available in the staffing office. If your unit does not follow an IMCW made staffing grid, your unit should be following your professional specialty recommendations.

If your unit is not following the staffing grids or guidelines, please contact Tracy Cefaratti to file a grievance. This was a huge win for our union. Staffing is an ongoing issue and if we do not fix it, management will continue to understaff and overwork us. Please don't be afraid to speak up and stand up for our patients.

## Uniform Policy

If you have not already done so, please order your navy blue scrubs from Medline. The new uniform policy will be in effect as of October 1<sup>st</sup>. All nurses must wear solid navy blue scrub tops and bottoms.

## MED- SURG UNIT CLOSURE

Our union worked hard to help 6 East nurses when their unit recently closed due to low census. We worked with management to come up with language that will assist nurses that work in a med surg unit to not be mandatory cancelled all the time when their unit is closed. Below you will find an overview of the agreement.

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### **Memorandum of Understanding Unit Closure in Med/Surg (5PW, 6PW & 6EAST)**

Definition: A temporary unit closure shall be defined as the short term closure of a unit, which the employer intends to re-open, that lasts for seven (7) working days or greater in duration.

This Agreement shall pertain to med/surg floors (5PW, 6PW & 6EAST).

#### **Placement of Affected Staff:**

Employees from an affected unit shall have the option to be reassigned within the med/surg floors described above for the duration of the temporary closure based on their skills and qualification.

If there are no available openings for reassignment, the Employer shall seek volunteers from other med/surg units (5PW, 6PW & 6EAST). If there are such volunteers, the nurses of the “closed unit” then may work in these med/surg units to fill the shifts vacated by the volunteers.

Volunteers seeking cancellation may contact the Staffing Office starting 24 hours before the beginning of their scheduled shift. If the demand for cancellation is greater than the need for reassignment as set forth in paragraph 1 above, then voluntary cancellations will be granted in order of greatest bargaining unit seniority.

If there are not enough voluntary cancellation requests to accommodate those employees seeking reassignment pursuant to paragraph 1 above, then per diem nurses from the affected unit as well as med/surg (5PW, 6PW & 6EAST) shall be involuntarily cancelled. Nurses from the closed unit will then work those shifts vacated by per diem nurses involuntarily cancelled in order of reverse bargaining unit seniority.

If, after the involuntary cancellation of per diem staff is completed, there are still not enough shifts to accommodate those employees seeking reassignment pursuant to paragraph 1 above, then a combined list of employees in all of the med/surg units will be used to determine which full-time and part-time employees from the other med/surg units will be involuntarily cancelled. Cancellations will be rotated from this list as long as a unit remains closed. A log shall be kept on the units for tracking and will be available to all employees on the affected units.

## Grievance Corner

It's important that I explain the process of filing a grievance as well as a general overview of Inspira's discipline process.

First and most importantly is timing in filing your grievance. We have 10 calendar days from the day of the violation of contract to file a grievance. Once we have a decision from management, we again have 10 calendar days to file to the next level in the grievance process. If you feel you may have a grievance:

- Review your Contract
- Speak to a union rep
- Call, Text, or Email me immediately

Inspira's discipline process follows several "Levels of Discipline"

Verbal Counseling  
Written Warning  
PIP (Performance Improvement Plan)  
Suspension

Depending on the nature of the alleged infraction, discipline can start at any level in the cascade. Generally, it will start as a verbal, and move down the list with each new infraction.

If you are called into a meeting with management, you should always ask "Can this meeting lead to discipline?". If the answer is "yes" then take a union rep with you for the meeting! There may then be a meeting with management where you are asked to sign the discipline form. Signing the discipline form doesn't mean we can't file a grievance on the issue. We have 10 calendar days from the date you were given the discipline to file. These disciplines go into your personal file and remain there for 18 months. Some of them even interfere with education monies and the clinical ladder.

## Safe Staffing

The safe staffing forms are not being processed through Inspira's computer system. Which means unfortunately none of the forms filed online have been acknowledged. We have met and discussed this matter with management on several occasions and hope for a resolution in the near future. In the meantime, please continue to fill out the paper safe staffing forms. Once filled out, copies should be made and given to management, and one of your union reps /local executive board.

Tracy Cefaratti  
Grievance Chair

## HPAE CONVENTION 2016: "Challenging Corporate Healthcare"

October 6 - 7, 2016 — Bally's Atlantic City



## REGISTER ONLINE NOW

[www.hpae.org/campaigns/  
convention2016](http://www.hpae.org/campaigns/convention2016)

**HEAR FROM** national healthcare advocacy experts, including Jessica Curtis of Community Catalyst and Dr. Fred Hyde from Columbia University, on the trends in corporate healthcare affecting our members and communities.

**DISCUSS EFFECTIVE STRATEGIES** for challenging corporate healthcare in bargaining, organizing, community alliances, and politics.

**VOTE ON** HPAE's strategic plan for challenging corporate healthcare, and updating our union's constitution, bylaws and dues.

 **HPAE**  
Putting care first  
HPAE /AFT/AFL-CIO

## Your Local Union Officers/Reps

### Local Executive Board (LEB)

President- Rich Wear- Cath Lab	<a href="mailto:Richard.Wear13@gmail.com">Richard.Wear13@gmail.com</a>	856-761-8633
Vice President- Amy Chew- MSICU 7p-7a	<a href="mailto:Achew5621@gmail.com">Achew5621@gmail.com</a>	609-617-7922
Secretary- Jaclyn Pohler- 6PW 7a-7p	<a href="mailto:Jpohler5621@gmail.com">Jpohler5621@gmail.com</a>	609-458-4069
Treasurer- Michele Carey- 5PW 7p-7a	<a href="mailto:Carey4621@aol.com">Carey4621@aol.com</a>	856-718-6088
Grievance Chair- Tracy Cefaratti- MSICU 7a-7p	<a href="mailto:TracyCef5621@gmail.com">TracyCef5621@gmail.com</a>	856-981-0160
HPAE Staff Rep- Aarti Patel-	<a href="mailto:Apatel@hpae.org">Apatel@hpae.org</a>	856-546-8623 ext. 307

In our new contract we were able to negotiate an increase in the number of Unit Representatives to 20! Local 5621 would like to welcome three new Bargaining Unit Representatives:

**Ryan Carns** from 6E. She has been with Inspira for over 7 years.

**Leslie Conrad** from 6E. She has been with Inspira for over 5 years.

**Brittany Savage** from ER. She has been with Inspira for over 8 years.

Thank you for helping make our Local stronger.

## 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
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 MICU 7p-7a	609-221-2567	donnagardiner@verizon.net
Elizabeth Hice PCU 7a-7p	856-340-1700	elizhice@gmail.com
Colleen Kupsey Peds/MCH 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	kronkrn@hotmail.com
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

## New Contract Books!



Contract books are coming in the mail shortly. But in the meantime, the new contract can be found on our local's page at [hpae.org](http://hpae.org). Please be sure to read your contract and know your rights! If you have any questions about an Article, please see one of your reps or LEB members. It is important for everyone to know their rights. If we do not hold management accountable for their violations of our contract,

we will never be a strong union. Please familiarize yourselves with the new articles and new language. Together we stand, divided we fall!

## For Every Part of Your Life



From buying a home or a car to savings on wireless service and travel, Union Plus provides money-saving benefits and services uniquely designed to meet the needs of AFT+ members and their families.

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[UnionPlus.org/AFT](http://UnionPlus.org/AFT)



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