



HPAE

LOCAL 5621 Newsletter

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

OUR VOICE NEWSLETTER

September 2019

Message from the President

I hope everyone enjoyed their Summer!!! As everyone is well aware, we have a new contract! Your negotiating committee spent a lot of hard work to ensure a strong contract that includes step increases and yearly raises. A special thank you goes out to those of you who rallied and were present with us at the negotiating table. The additional show of support allowed Inspira to see what issues were important to our nursing staff, while assuring that safe patient care continues to be a priority. I also want to take this opportunity to say thank you to everyone who came out to vote and ratify our contract.

Our solidarity, strength and cohesion will be essential, as always, to upholding the contents of this new contract. Please take the time to know what the new contract states and follow through if there are any noted violations. The HPAAE website is your go to resource until printed contracts are delivered.

We have a few new unit representatives joining us from the Emergency Department. But know, as always, we welcome Reps from all departments. Training sessions are readily available to guarantee effective communications linking the Labor Executive Board and all nursing staff. Reach out to any board member for additional information!!

In Solidarity,
April Ferrara, BSN, RN, CCRN
President, Local 5621

What Are Terms of Employment?

Terms of employment are the responsibilities and benefits of a job as agreed upon by an employer and employee at the time of hiring. These generally include job responsibilities, work hours, dress code, PTO, and starting pay. Management has the right to require additional training, certifications, etc. after the time of hire of their employees. Our contract provides that the hospital pay for any required training.

Our union contract also allows us to ensure that we have all the paid training we need to complete our jobs. If you are denied training, there is not enough availability of training or training is expected in an unfeasible amount of time, your union can grieve and/or negotiate terms of training to ensure fairness and availability. Additionally, your Union expects that all employees will work with Mutual Cooperation to achieve the desired purpose of education to care for patients that are admitted to Inspira.

Terms of employment must be respected and adhered to. If you feel you are not offered the appropriate training to adhere to the terms of employment, please contact your union rep.

Workplace Violence

On Sunday 7/28/19 a nurse in the ICU was assaulted by a patient. The nurse reached out to security who advised her it was not assault and that he would not be contacting the local police department. The nurse contacted a friend in law enforcement who advised her that it is assault. The security department at Inspira Woodbury was made aware, and local police came to ICU and a report was taken and felony assault charges have been filed against this person. We are sharing this story because we do not want others to be given false information or not be aware of their rights. Assaulting a healthcare worker is a felony and you have the right to press charges against your attacker.

The law states that “[a]ny health care worker employed by a licensed health care facility to provide direct patient care, and any health care professional licensed or otherwise authorized . . . to practice a health care profession,” who is “clearly identifiable as being engaged in the duties of providing direct patient care or practicing the health care profession,” is aggravated assault, except in certain circumstances like where the assaulter is a veteran or classified as having a mental illness or developmental disability. N.J. Stat. Ann. § 2C:12-1b.(5).

Any assault fitting the above definition is a crime of the third degree if the victim suffers bodily injury, otherwise it is a crime of the fourth degree.

In New Jersey a felony includes “[a]ny crime identified as an offense of the first, second, third or fourth degree.” N.J. Admin. Code § 11:17E-1.2.

Therefore, the assault of a healthcare worker on duty is a felony. This is true whether or not the healthcare worker suffers bodily injury, but with exceptions for mental health and veteran care.

Assaults may also rise to the level of an OSHA complaint if “The employer did not furnish each of his employees with employment and a place of employment free from recognized hazards that were causing or likely to cause death or serious physical harm, in that medical ward employees were exposed to the hazard of physical assaults by clients exhibiting violent behavior during medical evaluations and examinations.” Please contact a union officer or rep if you’d like more information.

In Solidarity,
Your Local Executive Board
Local 5621



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

**For more information or to register visit
www.hpae.org**

NJ Earned Sick Leave Law

We were able to win language in our new contract that gives our members protections for calling out for sick leave per the NJ Earned Sick Leave Law. This law went into effect last year and it exempted union employees from being included unless they negotiated the law into their contract. All full and part time employees (after 100 days of employment) are now eligible to use sick leave for a callout if it qualifies under the law.

Eligible employees will accrue sick leave time at one (1) hour for every 30 hours worked, up to a maximum of 40 hours, each calendar year. Full time and part time employees eligible for (PTO) will not accrue any additional hours of time off. Employees who accrue PTO shall only be eligible to take protected time under policy HR97, up to a maximum of 40 hours per calendar year, when they have earned and unused time available under the PTO policy. Further, employees who are eligible for PTO will not have a separate bank of sick time and will not accrue any additional hours of sick time.

If an employee is scheduled to work and cannot come to work due to an eligible reason under the NJ Earned Sick Leave Law, the employee must have a full shift of sick leave accrual available in order to take a sick leave day under policy HR.97 (i.e. 8 hours must be accrued if employee is scheduled for an 8 hour shift, etc). If the employee has fewer hours than needed to cover the entire shift, the time will count as an unscheduled absence in accordance with the Attendance and Punctuality policy.

What exactly is covered by the NJ Earned Sick Leave Law?

- Employee's own illness, injury, or preventive care
- Family member's illness, injury, or preventive care
- Employee or family members need for services related to domestic or sexual violence

- Work, school, or childcare closure due to a public health emergency and by order of a public health authority. Closures due to snow and weather events generally do not apply.
- Time to attend school related conferences, meetings, or events regarding the education of the employee's child or the child's health

What does "family member" mean under the sick leave policy?

- The NJ Paid Sick Leave law defines family member to include all blood relatives, in-laws, domestic or civil union partners or anyone else "whose close association with the employee is the equivalent of a family relationship".

If an employee calls out for a reason covered by the NJ Paid Sick Leave policy, does it count as an occurrence under the Attendance and Punctuality policy?

- NJ Paid Sick Leave time is protected time and cannot be counted as an occurrence under the Attendance and Punctuality policy, as long as the employee has accrued sufficient hours in his/her PTO or sick leave bank to cover a minimum of 4 hour block and the employee has not already used 40 hours of designated sick leave in a calendar year.
- Employees who call out and want to use NJ Paid Sick Leave time must indicate that at the time of call-out and indicate the reason for the call-out. Employees should not provide any details on medical condition. If the employee refuses to give a reason, the time will not be counted as sick leave under this policy and will be counted as an occurrence under the Attendance and Punctuality policy.

Nurstoons

by Carl Elbing



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Address Service Requested

Staffing Grids

As we all know safe staffing is of utmost importance to nursing. New Jersey has yet to pass laws requiring safe staffing requiring nurse to patient ratios, but we will continue to fight for them!

If your unit is not following the recommended staffing guidelines, please fill out a staffing form on Inspira's intranet and don't hesitate to make your manager aware of the situation. Please also speak up for yourself and your unit if you are at the proper staffing guideline and you are being asked to take an admission or another patient. You may remind the person in charge that you are now going over the grid/guideline and will need assistance. Article 25.2.1 of our contract states that Inspira will use reasonable efforts to adhere to the grids or guidelines. The hospital can utilize incentives to ensure that these staffing levels are maintained. We all need to be accountable for upholding our contract!

Each unit should have a red binder with a copy of our union contract among other important information such as a reassignment list, cancellation list, holiday cancellation list and staffing grids. We ask each unit to be proactive and review all the information in this binder. It is all of our responsibility as nurses and union members to keep these logs up to date and check them often. If your unit does not have one of these binders, please reach out to a member of our local executive board so we can prepare one for you and guide you in maintaining it. Also, remember this is a union binder and should be kept in a location so all nurses can access and maintain it, NOT in management's office.

In Solidarity,
Your HPAE Local 5621 Executive Board