



Message from the President

Nurses of Local 5621,

Time is drawing near when our contract is up for renegotiation. It may seem like a long time from now, but May 31st, 2019 is fast approaching and we are already starting to prepare. Safe staffing continues to be the most pressing issue for all of us. We discuss staffing at length every other month at the Labor Management and Staffing Committee meetings. We continue to advocate for more staff, yet management's response is always the same---the new staffing grids are adequate for patient care. We know that we are frequently working short of RNs and aides to provide efficient, safe and satisfying patient care. Offers of PIP and double PIP come sporadically to increase staffing ratios. Yet Inspira has the funds, not only to build a new facility in Mullica Hill, but also to add two new med surg units at Vineland at the cost of 34 million dollars!

Commercials are abundant as to the exceptional Inspira experience. Convenient and Urgent Care facilities are available in many cities throughout Gloucester County. As nurses we always do our best to provide exceptional care. Negotiations will be our opportunity to tell administration what we need to give our patients even better care.

Thank you for your attendance at the General Membership Meetings. Going forward we will continue to discuss our plan for how we will achieve a strong contract. It is going to take every one of us to ensure this happens. We have to be united in keeping the gains we have already won and keep fighting for those things that are important to us!

In Solidarity,
April Ferrara, RN, BSN, CCRN
President, Local 5621
april.ferrara5621@gmail.com



Our Grievance Chairperson, Tracy Cefaratti was honored at the HPAE convention in Atlantic City. She was presented an award from our President, April Ferrara. Tracy works full time in our ICU while pursuing her master's degree online at Grand Canyon University. She works tirelessly to fight for the rights of the nurses at IMCW. She attends grievance meetings, files paperwork, councils nurses on their rights, and attends bi-monthly State Executive Council meetings on her days off from work, as well as managing a household and family. It's a somewhat thankless position, but that has never stopped Tracy from diligently providing her services to our nurses.

GOING INTO A NEGOTIATING YEAR:

PLEASE complete a survey on what you think is important to address in our next contract. It can be found on our Facebook page, in your email or our 5621 webpage @ HPAE.org or going directly to:
<https://www.surveymonkey.com/r/CMYZWRP>

ENJOY YOUR HOLIDAY SEASON FROM YOUR LOCAL EXECUTIVE BOARD!



Grievance Corner

As your grievance chair I would like to explain the process of how filing a grievance. Grievances can be filed for contract violations, as well as unjust disciplines.

- If you believe the contract has been violated please note the specific article and contact either a unit representative or myself. We will look into the suspected violation and if warranted, file a grievance. Very important to remember we have 10 days to file a grievance.
- If you believe you are going to be disciplined by management, whether justly or unjustly, please take a unit representative with you. You have Weingarten Rights that allow you to have a representative with you. If you are given short notice, you have the right to ask for a meeting time that will enable you to get a rep to go with you.
- It is very important to not ever put statements in writing for management. When asked please reach out to a unit representative or myself with the information and we will guide you in the best possible course of action.

Once we have determined that a grievance should be filed, I have a grievance form on my computer that I fill out and send to the appropriate recipient based on the level of grievance. Grievances can be filed step 1-3.

- Step one goes to your direct manager, they then have 10 days to respond.
- Step two goes to Terri Spoltore (Vice President of Nursing) we set up a meeting; you and I go together to tell your story. She will then investigate, and gives us her decision within ten days. .
- Step three goes to Denise Lambrecht (Director of Labor Relations for Inspira). A meeting is set up with Denise and you and I go together to tell your story. She will than investigate and give us her decision within ten days.

It is very important to remember that during all this we all have our regular jobs, families, and responsibilities, so finding appointment times that fit into all our schedules isn't always quick and easy. Also unfortunately both sides have the right to cancel and reschedule the appointments. I know this can be frustrating for all, but please remember we are all on the same team and have to stick together. Unfortunately there is no magic wand involved with the union; it takes a lot of time and hard work by our unit representatives, the local executive board, and our HPAE Staff Rep (Aarti Patel) to keep things going.

Once we have a decision on our grievance, we have the right if it's denied to file to the next step. IF all three steps deny, the local executive board votes on it being approved for arbitration. Please remember this process can be long, and drawn out, however the end result can be a victory for you as well as everyone in our union.

Since the formation of the Local 5621 I have been your grievance chair. I am pleased to say that with all the grievances filed we have had some great wins that we should be very proud of. We have had disciplines removed from employee's files, disciplines downgraded, multiple reimbursements for being cancelled incorrectly and the list goes on for what we have been able to win through this process. None of this would have been possible without the formation of local 5621, and for that I am grateful.

Tracy L Cefaratti
Grievance Chair
TracyCef5621@gmail.com

REMINDER: With the holidays coming, there is a RED BINDER on EVERY UNIT to manage cancellations. If reduction of staff is necessary, it is addressed in the holiday cancellation section. Cancellations are offered from the top of the list down. If there are no volunteers, mandatory cancellations start from the bottom of the list up. These logs are to be managed by the NURSING STAFF. This is why it is important for everyone to be familiar with this binder AND use it appropriately.

HELP WANTED: UNIT REPRESENTATIVES

Ultimately, we would like to have two reps for each unit. If you are unsure of the commitment and duties, please call an LEB (local executive board) member for more information. Trained reps are necessary for proper communication between LEB and nursing staff.

Past practices are very important. As of late we have been having some issues with discrepancies related to nurses being pulled to other units. Some managers who have nurses pulled to their units have had census drops and then proceeded to send their employees home while keeping the visiting/pulled nurses. Past Practice has always been that if the census in the unit a nurse is pulled to drops, and there is no need for the visiting/pulled nurse anymore, the visiting/pulled nurse goes back to her unit/home. When the nurse returns to his/her unit if they now have too many nurses they will follow the cancellation list as per contract. It is important to remember that each cancellation list is Unit Specific. Each Unit should have a red HPAA binder with a pull list/cancel list/holiday rotation list/copy of contract. As we continue to work to resolve this issue we ask that any nurses being pulled to another area/unit of the hospital who experiences such a problem to please notify me and/or a unit rep or local board member. Also please remember that a nurse can only be pulled once per shift, unless you are being sent back to your home unit. Also please make sure to review the Red HPAA binder, it is your responsibility to make sure it is up to date if you get pulled our cancelled. I thank you in advance for your assistance while this issue is being addressed.

Grievance Chair,
Tracy L Cefaratti

Cancellation Memorandum of Agreement:

Some of our full and part time nurses have been losing their base hours due to misinterpretation of Article 71.7.1 and 71.7.2 "Temporary Reduction of Staff." We requested a meeting with management to discuss this. We made the argument that a nurse who gives the hospital additional time to satisfy scheduling needs should not have their base hours penalized for picking up a partial shift during the workweek. After a month of deliberation on the part of IMCW, a Memorandum of Agreement was established to clarify the language in our contract regarding the cancellation order. It's worded as follows:

"If an employee has an "extra shift" in a calendar week and the application of the call off order set forth in Article 71.7.2 would cause that employee to work less hours than her regularly scheduled hours in that calendar week, that employee shall not be considered to have an "extra shift that will not result in overtime" for the purposes of cancellation under Article 71.7.2."

Nurstoons

by Carl Elbing





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

110 Kinderkamack Road
Emerson, NJ 07630
Phone: 201-262-5005

facebook.com/hpaeaft

Address Service Requested

HPAE Retiree Medical Trust

Being part of HPAE allows you to be enrolled in the HPAE Retiree Medical Trust (RMT). Currently, you are contributing 20 cents per hour. This money is sent each month by the employer to the Third Party Administrator of the RMT, Zenith-American, whose office is in Englewood Cliffs, NJ. Your contributions and the contributions of all other HPAE members who are participating in the RMT are placed in a collective fund, which earns interest based on the current economic market.

You will be able to use this money to get reimbursed for medical costs once you meet the retirement criteria. For HPAE members who are full-time and have five or more years of contributions to the plan, the age eligibility is 55 years old. You must also have ceased employment with a participating employer to receive reimbursement benefits.

If you have less than five years of contributions to the RMT, you are eligible for reimbursement benefits as early as 40 years old, assuming no contributions are made for two years and you have ceased employment with a participating employer.

For those HPAE members who have five or more years of contributions and are eligible for benefits, you will be able to submit medical expenses based on a monthly reimbursement benefit. The exact amount of the monthly benefit is determined by your length of years contributing and the contribution rate. Any benefits not used in one month are "rolled over" to the next month.

To keep yourself updated on this important trust that you contribute to, please keep the following information filed for future reference:

1. The annual participant statement - this is mailed once a year and will give you an estimate of the amount of monthly reimbursement you will get based on the contributions made as of December 31st of the previous year. As you continue to work and make contributions that amount will continue to go up.
2. The participant information form - this is mailed once a year and it is encouraged that you fill this out to keep your contact information and the names of your beneficiary up to date.
3. If you move PLEASE remember to contact the RMT so you can put in a change of address. If a participant moves and needs to submit a change of address, they have to do so in writing. The easiest way to provide this information is to complete a fillable form on Zenith-American's website - <https://hpae.zenith-american.com>. After printing out the form, mail, fax (201-947-9192), or email the completed form. The participant can also contact the HPAE office and we will advise them of the process.
4. If you have questions regarding the RMT you can go to to our union website at www.hpae.org or contact Zenith-American representatives at (201) 947-8000.

If you leave employment with a participating employer and are still working, also remember to contact the RMT when you are eligible to retire.