



Message from the President

Hello, fellow members of HPAE Local 5621. My name is Jaclyn Pohler and I am your new President. Unfortunately, Rich Wear took a position at Virtua Hospital in their Cath Lab. We want to wish him all the luck in his future endeavors. We would also like to extend our gratitude to him for being our first President.

Being President is not an easy job, but I am willing to work to create the best union that I know we can be. I have been involved in our union since the first negotiations. I realize the importance of having a union that will fight for the nurses' best interests. I believe that together we can have the strongest union. We must work together and stand united to achieve our goals. The union is only as strong as its weakest member.

I would ask everyone to participate in a union activity, such as going to general membership meetings, talking to your unit representatives, or your Local Executive Board members. We cannot fix the problems that we do not know about. Every unit must be represented and all issues and concerns will be discussed. I look forward to working with every member. Please feel free to contact me at any time. I am available through text, calls, or email.

The Local Executive Board and I would like to wish every member Happy Holidays and a happy and healthy New Year!

In solidarity,
Jaclyn Pohler BSN, RN

WE ARE ONLY
AS STRONG AS
WE ARE UNITED,
AS WEAK AS
WE ARE DIVIDED.

New Local Executive Board Member Spotlight

I am the new secretary for HPAE 5621. My name is Colleen Kupsey. I have been a nurse for almost ten years and have been at Inspira (Underwood) for eight years, working in Pediatrics and Maternal Child Health. I had my three children at Underwood and had wonderful experiences. I live locally with my husband and two sons. My daughter is active in the US Navy and stationed in Jacksonville, FL.

Working at a facility close to home that services the area I live and grew up has been satisfying. My BSN will be completed in 2017 through Grand Canyon University. I have been involved in union activities from the start and played an active role in negotiating both contracts.

I fundamentally believe in unions and what they stand for. However, a union is only as strong as its members are active. I implore you, our peers, to get involved. I look forward to working with you all to support our contract and make our next contract better with your participation!

My role as secretary is defined in our by-laws: "The Secretary shall keep or cause to be kept an accurate record of minutes of the meetings of the Local and shall give or cause to be given notices of all meetings in accordance with these by-laws. The Secretary shall be responsible for the Local newsletter, communications and shall in general perform all duties incidental to the Office of Secretary. The Secretary shall be a delegate to the State and National Conventions."

Colleen Kupsey, RN

Grievance Chair Report

It has been brought to our attention that Unit Representatives are not being utilized. If you are in any discipline meeting, it is in your best interest to have a Unit Representative there to assist you and be on your side. Unit Representatives are there in your time of need. If you feel that you are going into a meeting with management that will result in discipline, please seek out a Unit Representative to assist you.

This is a crucial moment! If you are told that you need to meet with your manager, ask your manager if the meeting will result in discipline and, if this is the case, you need to invoke your **Weingarten Rights** to have a Unit Rep with you in the meeting. The manager must obey and allow you to find a Unit Rep that is available at a mutually agreed upon time for you and the Unit Rep. The manager will not invoke the Weingarten Rights for you, so we need union members to remember this. If you cannot find a Unit Representative from your unit at the time of your meeting with management, you can reschedule a time that better suits you or your unit representative. Please also feel free to branch out of your unit and ask Unit Reps from other units to help you. We are all in this together. We are here for you always.

Update on Grievances

Things have been very busy in the grievance department. Over the last few months, multiple grievances have been filed and I'm pleased to say won. The grievances filed have ranged from items like employees being incorrectly cancelled to disciplines on record. We do not win every one filed, but since we formed Local 5621 we have helped people who wouldn't have had any alternatives prior to having our union. I would like to tell those people to not be discouraged to file another grievance in the future. Next, I would like to address my fellow coworkers who are still fearful of filing a grievance due to retaliation from management. I would like to alleviate your fears, after almost a year of being grievance chair I have yet to hear of any retaliation. The union has a very good professional working relationship with the management at Inspira.

Thank You From Our Members

We are having a positive impact. The following quotes are from employees that have filed grievances:

I would like to thank you for your assistance. I have filed two grievances for inappropriate cancellations. The process was easy and simple. I was put in touch with you, explained the situation, and waited. After the grievance was reviewed, I received an email from you and also an email from Julie Powers stating my grievance was approved and my PTO would be put back into my bank. It is a relief to know we have someone listening when things seem unfair.

On September 29, I was mandatory canceled. After further investigation, I found I should not have been canceled, as someone from another floor was scheduled and not canceled. I contacted our grievance officer and started the grievance procedure. After, talking with the grievance officer and our liaison, it was found that I was canceled mistakenly. My PTO time was awarded back to me. Which I was very grateful due to the fact my PTO time was very little due to family issue earlier in the year. Thank you.

Again, I want to reiterate that although we don't win all the grievances, just being part of a union has given us a voice, an opportunity to bring to light to our concerns and even right some wrongs. So please don't hesitate to contact me or one of our unit representatives with any questions.

Tracy L Cefaratti
Grievance Chair

Steps to Electronic Safe 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

A Message from our State Officers

On October 6-7, 200 HPAE delegates, members, and staff came together to launch an ambitious plan to take on corporate healthcare, deepen membership involvement, win strong contracts, grow our union and strengthen community alliances.

Make no mistake, we are in difficult times and we need to take on increasingly more powerful health systems if we are to protect our workplace rights, our voice in patient care and the standards of care and working conditions we have worked so hard to earn.

That's why we also supported changes to HPAE's constitution, to adapt to these changing conditions, allowing us to be more effective and at the same time, more careful with the resources we have. It's why we supported specific resolutions to expand our organizing and membership programs, to build our strength and capacity.

That's also why our State Executive Council proposed, and our convention delegates passed a resolution to increase our dues, so that we have the resources to protect and advance our programs.

The increase, from 1.1% to 1.25% will have minimal impact on members, and we wanted to make sure of that. It will mean only a few more dollars per pay period in dues. For example, a member making \$70,000 per year will only pay \$4 more in dues per pay period. The increase will be scheduled to

take effect with the first paychecks of 2017. Still, we know that HPAE members are working hard to stay ahead financially, and no one will welcome paying more. But without this increase, HPAE's budget will continue to operate at a deficit, and we would not be able to keep pace with our members' needs and aspirations.

We urge you to review the campaigns and programs launched at our 2016 Convention at <http://www.hpae.org/campaigns/convention2016/> – and see how engaged we will be this year in fighting to protect the advances we've made for all healthcare workers over the years. We are fighting to protect members' insurance coverage – and we are out there fighting surprise medical bills and 'narrow networks' that limit our members' options and increase their costs.

We are challenging hospital mergers when they threaten our rights, or jobs. We are still fighting for safe staffing, in contracts and in the NJ legislature. If you have questions on our programs, on the constitutional changes or on the dues increase, feel free to reach out to any of us. We hope you will get engaged with these programs and fight alongside your colleagues for a healthcare system that works for all of us.

Sincerely
 President Ann Twomey
 First Vice President Bernie Gerard

LEB AND Unit Representative Contact Info

President- Jaclyn Pohler	6PW	7a-7p	Jpohler5621@gmail.com	609-458-4069
Vice President- Amy Chew	MSICU	7p-7a	Achew5621@gmail.com	609-617-7922
Secretary- Colleen Kupsey	MCH/Peds	7a-7p	Ckupsey@gmail.com	856-381-7192
Treasurer- Michele Carey	5PW	7p-7a	Carey4621@aol.com	856-718-6088
Grievance Chair- Tracy Cefaratti	MSICU	7a-7p	TracyCef5621@gmail.com	856-981-0160
HPAE Staff Rep- Aarti Patel			apatel@hpae.org	856-546-8623 ext. 307

Unit Representatives

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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	Jjcl26@verizon.net
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April Ferrara MSICU	7a-7p	856-693-5273	April.ferrara67@gmail.com
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Memorandum of Understanding

THIS AGREEMENT is between Inspira Medical Center, Woodbury Inc. (IMCW) (“Employer”), and LOCAL 5621 HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT, AFL-CIO LOCAL (“Union” or “HPAE”).

WHEREAS, The Union represents a bargaining unit of employees within IMCW; and

WHEREAS, the parties wished to clarify the scheduling practices applicable under Article 48 of the 2016 Collective Bargaining Agreement (“CBA”) between the parties; and

WHEREAS, the parties have agreed to such clarification.

THEREFORE, HPAE & IMCW, agree to the following in order to adhere to the Collective Bargaining Agreement Article 48, expiring on May 31, 2019:

A. Definition—Special Holiday is defined as Christmas Eve 12/24 and Christmas Day 12/25 as well as New Year’s Eve 12/31 and New Year’s Day 1/1.

B. The parties agree to the following holiday requirements according to a Rotation A and Rotation B, by shift (day, night):

Rotation A Day Shift	Rotation B Day Shift	Rotation A Night Shift	Rotation B Night Shift
Memorial Day	July 4th	Memorial Day	July 4th
Labor Day	Thanksgiving	Labor Day	Thanksgiving
Christmas Day	*Christmas Eve	Christmas	*Christmas Day Night
*New Year’s Eve	New Year’s Day	*New Year’s Day Night	New Year’s Day

*denotes the shift is for holiday scheduling purposes only and not for holiday pay purposes, per Article 48.1.

1. Employees will rotate holidays from rotation A to rotation B (by shift), and vice versa, every year.

2. This agreement will take effect beginning with the Memorial Day holiday in 2017.