



Message from the President

The world seems to be moving fast; politics are in the forefront. No matter your position, we all seem to have strong viewpoints and the desire to express ourselves. I'm asking you all to take time to focus on what is happening here in our hospital. **I want to talk to you about the matter that puts us all on the same side...our upcoming contract.**

As nurses, we work hard and we work long. We put in long shifts where we utilize our sharp minds for critical thinking and our strong bodies for patient care. We do this for our patients' best outcomes, and to support our families. We deserve a good and fair contract. We want a safe working environment, safe staffing levels, competitive pay, availability to use our PTO time, and easy access to affordable health care for ourselves and our families. This is what we deserve!

We deserve a good and fair contract but we will not necessarily get one unless we are willing to stand together and fight for ourselves. Our contract expires on July 31st, 2017, a little less than 6 months from now. We need to start to prepare ourselves. We need to keep all our members informed so that we can react when needed. To this end, we are forming **Contract Action Teams (CAT Teams)**. I am asking for members to step forward and commit themselves to a leadership role during contract preparation and negotiations.

A CAT team member acts as a liaison between the contract negotiating team and union members on your unit. (A few CAT team members per unit would be ideal.) We want to represent ALL our members in negotiations. We want to hear everyone's voice. We also want to be connected to all our members. We want to be able to have our members react when needed to present a strong united front to administration. A CAT team member's role is an important one. Please consider stepping up for a short period of time to represent your fellow nurses. Our first CAT team meeting will be on April 17th; please e-mail us at local5058@yahoo.com with your interest to attend.

We nurses are the backbone of JSUMC, we deserve a good contract. We work long and hard every working day caring for others. Let's put some effort into caring for ourselves. Let's stand together and work for our contract. United we are strong.

In Unity,
Kendra McCann
President Local 5058

Grievance Update

According to our contract, the Hospital shall reserve the right to discipline, suspend or discharge any employee **ONLY for just cause**. You are entitled to have a Union Representative with you during any conversation/conference with management which may lead to a discipline. You have a right to grieve unjust disciplines. You must raise your grievance, in writing, within 10 days of receiving a discipline. (Section 12.01, page 54)

As Grievance Chair, I, along with all the other Union Reps; are here to protect you from unjust disciplines and treatment from management. Please reach out and utilize us. You have a right to delay receiving a discipline until you have adequate Union representation. Recently, we had a Level 2 discipline reduced to a Level 1, because management stated that their Nurse Educator was a Union Rep and had her sit in on a discipline. While Nurse Educators are Union members, they are not Union Reps. Be sure to have a Union Rep, representing your best interests, with you during a discipline.

Most recently, we have had other wins. A nurse improperly cancelled in MICU, got paid for the shift she should have worked. In the OR, a nurse was disciplined for inappropriate labeling of specimens. There were mitigating circumstances, and we had that Level 1 discipline downgraded to a teachable moment.

We are here. We are on your side. We are ready to fight for you.

In Unity;
Lourdes Soto, Grievance Chair

Contact Us

Office - 732-774-9440 EXTENTION 4
Email - local5058@yahoo.com

Executive Board Officers:

President: Kendra McCann- Care Center-62320
Vice Presidents: Barbara Boyler- NW6- 63660
Kathy Kochel – Pedi Day Stay-64646.

Grievance Chair: Lourdes Soto- Cath Lab- 64762
Treasurer: JoAnne Herner- Care Center- 62320

Do you need to belong to a Committee?

Do you want to support your Union?

The Communications Committee for Local 5058 needs your talent.
We are looking for writers, photographers, illustrators, and a technology specialist.

E-mail Diane DeLuca at local5058@yahoo.com with your interest.

LOBBY DAY 2017



On **Monday, February 2017**, HPAE will be traveling to Trenton with our coalition partners in the Patient Safety Coalition for a **LOBBY DAY AT THE TRENTON STATEHOUSE**. The term “**Lobbying**” actually dates back to before 1850 in the U.S., when petitioners would gather and wait to speak to legislators in the lobby of the New York State Capital of Albany.

Lobbying is one of the most effective methods of making elected officials aware of an organization’s issues and views. It provides members of Congress, state and local officials the information needed to make the best decisions for their body of voters. The information that we provide can make a profound impact and may be critical to the decisions that these officials make, directly affecting our **NURSING PROFESSION**.

Elected officials are known to take heed to large groups. When a specific group of people from their district requests a meeting regarding a certain issue, the elected official wants to hear their point of view, including the benefits and consequences of any particular piece of legislation. The following describes the pertinent issues and the process that our organization will follow on **LOBBY DAY**, as outlined in the **PATIENT SAFETY COALITION** document below:

COALITION FOR PATIENT RIGHTS AND SAFE STAFFING LOBBY DAY

HPAE is joining labor and consumer coalition partners to lobby for patient and worker safety in healthcare facilities. Nurses, health professionals and patients will be attending various Committee meetings throughout the day, speaking with NJ Senators and Assembly members. The coalition represents more than 20,000 nurses and healthcare workers, as well as public health staff and community groups.

We want to hold our legislators and regulators accountable for taking the steps necessary to protect their constituents’ healthcare and our rights as professionals. We hope to redouble our efforts to improve standards and enforcement of safe staffing and safe working conditions in hospitals. The coalition will raise concerns and bring light to our current health system and the lack of enforcement by the New Jersey Department of Health (NJDOH):

- NJDOH no longer conducts regular inspections of hospitals. It has cut back on inspection staff and complaint inspections take longer and are no longer posted on the web. The legislature must require regular inspections and enforcement of state patient safety laws, including safe staffing.
- NJDOH’s limited staffing regulations for hospitals haven’t been updated in 28 years and have not kept pace with reduced patient stays, increased patient acuity, new technology and nursing interventions.
- NJ DOH existing regulations only cover specialty care areas, and do not provide adequate safeguards for Medical-Surgical areas or Emergency Rooms.
- New Jersians deserve to know they are receiving safe care, and that they can count on NJDOH to inspect hospitals, and monitor and enforce state laws safeguarding patient care and safety.

Please consider joining HPAE on **Monday, February 27th** to help fight for patient and worker safety. Please refer to the **LOBBY DAY FLIERS** posted on our Union Bulletin Board and on our individual units, or visit the **PATIENT SAFETY COALITION WEBSITE** at www.patientsafetycoalition.com

In Unity,
Lois A. Webber, RNC
Brennan 2, MCS

Dates to Remember

Unit Rep/Membership Meetings

Held the Wednesday of every other (odd numbered) month at 5:30 pm
Location: HPAE office at Elite Suites Building, Ste 12, 1820 Corlies Ave., Neptune, NJ 07753

STAFFING MEETINGS

These meetings are open to all of our members. The meetings will be at rotating locations in the hospital throughout the year to make it convenient to all staff.

The staffing meetings are held the first Wednesday of each month from 6:30am-8am and the first Thursday night of each month 6:30pm-8pm.

Call the office at 732-774-9440 for the exact room location of the staffing meeting you would like to attend.

Local 5058 Member Education Day

Wednesday, March 1st, 2017, 9 to 3pm
Free CEU’s - Lunch Served
RSVP by E-mail to local5058@yahoo.com or call 732-744-9440 ext. 2

HPAE Lobby Day

February 27th, 2017
Sign up at <https://actionnetwork.org/events/hpae-2017-lobby-day-in-trenton>

First CAT Team Meeting

Monday, April 17th
new HPAE office at
Elite Suites Building Ste 12
1820 Corlies Ave. Neptune, NJ
e-mail local5058@yahoo.com or call 732-744-9440 ext 2

HPAE Education Days

Register at <https://www.eventbrite.com/e/hpae-education-days-tickets-30563608576>
\$25 registration fee, refundable with attendance

North Jersey

March 7th, 2017, 8am-4pm
60 S 31st Street, Kenilworth, NJ

South Jersey

March 9th, 2017, 8am-4pm
Hotel ML, 915 NJ 73, Mt. Laurel, NJ

Belmar St. Patty’s Day Parade

Sunday, March 5th
We are gathering at 12:30 pm.,
600 North Blvd Belmar, NJ



Member Spotlight

STILL ACTIVE, Even in Retirement! — Sharan Burke, MSN, RN, BC

Please tell us how you decided to become a RN and where did you get your nursing education?

I'm sure a lot of women can identify with this, but as I was growing up women basically had one of three choices; become a secretary, a teacher or a RN. Since I always wanted to become a nurse, that's what I did! I received my RN diploma in 1971 from the Holy Name Hospital School of Nursing, in Teaneck, NJ. I received my BA in psychology from Georgian Court College and eventually did the BSN bridge at Monmouth University, before earning my MSN there in nursing education in 2006.

Can you tell us about your early nursing career?

My first job was in NYC with Columbia Presbyterian Medical Center, working in an ICU, that combined all types of patients (trauma, surgical, medical etc). Nothing was separate way back then, over 40 years ago. The RNs there were unionized with District 1199J. My next job was at Jersey City Medical Center's ICU and we were also unionized there, with a group called "UNO" (United Nurses Organization). Amazingly, there were no "maternity leaves" back then, so my nursing career was let's say "interrupted" in a BIG way! With the help of the "NY Fertility Institute" in NYC, I had the first set of "viable triplets" in NYC and was featured in the NY Daily News in 1976; I still have the newspaper article. I was blessed with 3 healthy children then: 2 boys and a girl, now all age 40!

How did you first get involved with our Union and tell us about your early career at JSUMC?

I was ALWAYS in involved with whatever Union there was at my workplace. When I started at JSUMC "in the year of the flood", there WAS no Union. I started in Dialysis because there were no open ICU jobs. In the late 70's at Jersey Shore you were pulled EVERYWHERE, with no orientation, at all. It just wasn't good for patients, let alone for RNs. I was pulled from Dialysis to Pediatrics, and what can be more different than that? I asked for a Union representative to help me, and Management said: *"There's no Union here, you go where we tell you."* I was like *"NO UNION, are you kidding me?"* There was no one to advocate for us. It was really awful, because there was no "orientation" to speak of.

Then, we finally got HPAE as our Union. Rita Hresko and the Union executive board were very big on insisting that a formal orientation be put into our contract. I was a Union supporter, I helped when asked. I then had was referred to as a "surprise pregnancy," Back then, there was no maternity Leave of Absence unless you were at Jersey Shore for 18 months. Again, I had to quit to have my fourth child, Kevin, who's now 38. You won't believe this, because it sounds so "outdated" and even sexist, but when I wanted to come back, Jersey Shore had an odd shift, called "the housewives shift" from 5pm to

10pm. They called it that because your husband came home from work, took care of the kids, while the RN went to work on a part-time shift. Shortly after, I had my fifth and last child, Meghan, who's now 37 and works in health care as a dialysis technician.

What types of things did you do as a Union Representative?

I learned early on, that **We members are the Union!** I started as just an "activist" and then as a Contract Action Team member around negotiations time. I was basically a communicator, because I would read the labor contract when a Renal RN had a problem. That's the key: You HAVE TO read your contract, because Management is obligated to follow it. My managers felt I was a little outspoken, but I worked with them, and spoke up when someone needed Union help. You definitely need the Union, if not, you are considered an "At-Will employee", with really no protection at all. Once my kids got a little older, I became politically involved with our Union.

Now that you're recently retired, what kinds of things to you do?

Well the absolute best is, I now have the choice, to do nothing or something. This winter I'm snowbirding in Florida. In the spring, I return to NJ where I'm still involved with the Georgian Court University/Meridian School of Nursing, teaching in the BSN program 1-2 days a week, teaching community health, health assessment and med-surge. And, I'm still active with the Union on the HPAE Council on Retirees, and go to Trenton Lobby Days, and the HPAE Convention. And of course, there's the treasured role of Grandma when my kids need help. I miss my friends from work I used to see every day, but I'm certainly not bored!

Submitted by: Marty Marino, MS, BSN, RN: At-Large HPAE Union and COPE Representative

The More You Know.....

Section 12.03 (page 54 of our Contract) An employee shall have the right to have the Union representative of his/her choice present during any disciplinary conference or investigational conference which may lead to a discipline of the employee being interviewed.

F.Y.I. Nurse Educators are Union members; however they are not Union Representatives.

JSUMC HPAE Celebrates St. Patrick's Day

Our Union Local is truly part of the community on the Jersey shore! As part of our active involvement with the “Central Labor Council (CLC) of Monmouth & Ocean Counties”, we have had our very own JSUMC RN contingent march in the **largest Saint Patrick's Parade in NJ: The Belmar/Lake Como St Pat's Parade!**

This year the parade will be held on Sunday, March 5th. The Belmar parade has grown so much since its start in 1974, NJ Transit has for years added extra trains on parade day. Please join you're your fellow nurses! We will be meeting at 12:30pm, in a private fenced in lawn belonging to a Union member at 600 North Blvd. Belmar. Food, drinks, and hats will be given to all participants. As



part of our tradition, RN marchers are welcome to bring their friends, spouses and children to participate in our support. For children of members who are too young to “march”, baby carriages and little red wagons were welcomed.

Our Local Union thanks
HPAE Union Rep/RN

Peggy Schaab for coordinating our involvement with CLC, assisted by Union Rep Pam Reinhardt. Think about joining your co-workers, for a fun, free, family day. Remember: **EVERYONE is Irish on St. Patrick's Day!**

Respectfully submitted;
Marty Marino MS, BSN, RN

The Affordable Care Act Saved My Life



After a 26-year nursing career, in April 2015 I became permanently disabled and unable to work. My employer offered COBRA coverage at a cost of more than \$1,000 a month just for the premiums. On a now fixed income, I just could not afford that. After my surgery, I was and still am on 11 prescriptions a month.

So I turned to the Affordable Care Act (ACA) marketplace to purchase insurance. I was able to find a policy where the premium was half of what I would pay under COBRA. The cost of most my prescriptions were the same or less than with my previous plan. The co-pays for office visits were higher, but not enough to make up the difference in cost. This was only an option for me because pre-existing conditions were covered. Under the old system, I would have been forced to pay the higher premium; either I would have had to declare bankruptcy and find cheaper housing or go without medication or care.

My ACA coverage literally saved my life, providing coverage for the follow-up appointments with my surgeon and family doctor. There were some complications from the surgery, so that follow-up was very important for me. I was also able to afford my medications. The best part is I

am still in my own home. What most people don't know is that when you become disabled, Medicare does not kick in for two years. My employer's coverage took me through six months of that. That is why COBRA is 18 months. It was always meant to cover the gap between employer coverage and Medicare.

Some employers have very expensive insurance plans and therefore the COBRA cost is expensive as well. Even though my ACA plan went up this year, I was still able to find a plan that was much more affordable than COBRA. I look forward to being able to choose a Medicare plan this October. The Medicare and supplemental plan should be even more affordable than the ACA plan, which is how it should be because that is for our seniors and people with disabilities who are on fixed incomes. Unfortunately, the ACA will be under attack from a Republican Congress, President Trump and his appointee to head the Health and Human Services Department.

No one should be thrown into bankruptcy—or worse—because they get sick. If you are thinking you are safe because you have a job with health insurance, think again. I did too, until, after a lifetime of caring for others, I got sick. *Claudia Storicks was a registered nurse in New Jersey for 26 years and a leader and member of Health Professionals and Allied Employees.*