



THE BEACON

HPAE

LOCAL 5058

THE BEACON
A newsletter for the HPAE members
at Jersey Shore Medical Center

May 2018

Message from the President

To my fellow union members,

Wow! These past few months have been amazing. More than ever, members are stepping up to the plate and exercising collective action to address issues at work. We have seen significant increases in member participation. The contract action team meetings (CAT) are packed with engaged members who are ready to get their coworkers involved. We have newer nurses and seasoned nurses coming together and planning for upcoming negotiations. Members are publicly displaying support for the union in front of the boss more and more every day. This is incredible. Continuing on this road, we are on a path to success!

However, I want you to remember, that more support is always needed. Every nurse should feel compelled to get involved and fight for a fair contract. As we approach negotiations, HMM will try to appease us. They are already trying to do this with the raises this year. Do not be fooled. Many members are having points deducted off of their evaluation scores this year. Managers are bringing up minute criticisms on evaluations which have never been considered or stressed upon until now. This year you get the maximum raise, but what about next year?

As a final thought, I want to stress the importance of unity and coming together as we work for a fair contract. I know that we can do this! Everyone needs to get involved because it affects all of us. Think of your worst day at work, times when you are short staffed and doing the work of five people. Imagine if that became your everyday reality just because you did not stand up and fight. I know the power of our union. I have seen it in action. Let's use our power for change. It is imperative that we stand united. Stand up for your patients! Stand up for your community! Most importantly, stand up for yourself!

In solidarity,
Kendra McCann

Local 5058 Officers

President – Kendra McCann

Vice-Presidents

Barbara Boyler

Chelsea Robinson

Domineek Everet Suit

Grievance Chair – Lourdes Soto

Treasurer – JoAnne Herner

UPCOMING EVENTS

- June 3rd—5th — AFT Professional Issues Conference (PIC)
Marriott Wardman Park - Washington, DC
For more information visit www.hpae.org
- June 27—HPAE Local 5058 Rally—5pm to 8:30pm
- July 13 —16—AFT Convention in Pittsburgh
- October 6-7, 2018 — HPAE CONVENTION 2018

Connect with us!

Facebook @Local 5058 Rns
Instagram @hpae_local_5058

local5058@yahoo.com
732-774-9440 ext. 220

COPE CORNER

HPAE Nurses Take on Washington for Safe Staffing Washington, DC, April 26, 2018.

Hundreds of nurses descended on the nation's capitol, including HPAE members, non-union nurses and other trades, including the United Steel Workers' Union, to lobby in support of a bill to establish safe staffing in ALL UNITS of EVERY HOSPITAL.

CONGRATULATIONS to our Local Union HPAE 5058 who had the greatest number of nurses representing for the rally! It was a memorable day as nurses and legislators came together to inform, educate and support the cause for safe staffing and illustrate its direct relation to patient and healthcare worker safety. The rally featured speeches from strongly admired speakers, including the President and Vice President of HPAE and staff nurses from various hospitals who took the stage to share stories and advocate for change. Members of our HPAE New Nurse Caucus were present and actively involved. These motivated, driven young nurses have become a strong voice of HPAE at a time when uncertainty and frustration has become commonplace.

"We don't need any more studies to tell us what we already know. Inadequate staffing is detrimental to patient and worker safety." "We hear responses year after year from hospitals saying we can't afford to hire new nurses." "If we pull together, we can really make a difference". - Ann Twomey, HPAE President, AFT Vice President.

- "We are fighting this battle for our patients at the National level as well as in Trenton. When it comes to patient safety, a nurse will stop at nothing". - Bernie Gerard, HPAE Vice President
- "Strong unions. Strong workforce. It's better for everybody". - Jeri Brandt, RN, JSUMC, New Nurse Caucus, HPAE 5058
- "What we need to do is educate. I believe that things get done when we do three things:

- We EDUCATE
- We ADVOCATE
- And we MOTIVATE" - Kate McLaughlin, RN
The State of New Jersey's regulations governing nurse staffing in hospitals have not



been updated since 1987.

The Patient Safety Coalition outlines the reasons for a Safe Nurse Staffing Law, briefly listed below:

- REASON #1: Safe staffing saves lives.
- REASON #2: Safe Staffing improves patient safety; reduces errors.
- REASON #3: Patient Satisfaction increases with Safe Staffing.
- REASON #4: Nursing Retention increases with Safe Staffing.
- REASON #5: Safe Staffing saves money.
- REASON #6: Staff Ratios work.
- REASON #7: Safe Staffing requires effective enforcement.

New Jersey needs nurse to patient staffing ratios! Numerous studies have demonstrated the direct link between unsafe nurse staffing levels and increased patient complications, poor outcomes, high readmission rates and mortality. Currently, hospitals set their own staffing and there are no statewide standards for specific hospital units, such as medical/surgical and emergency rooms. Nursing retention rates are also adversely affected by understaffing. High stress and burnout are becoming more and more common. This rally brought our cause to the forefront and gave voice to our profession, which often remains quiet and accepting of our working conditions. Making our voices heard and telling our stories to legislators will result in policy change.

For more information on Safe Staffing and Laws, visit www.patientsafetycoalition.com. Please continue to become involved as we head towards contract negotiations. Union Strong!

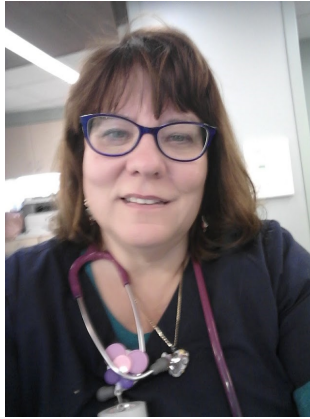
In Unity,
Lois A. Webber, RNC



Member Spotlight: Diane DeLuca

Diane DeLuca, long time editor of the Beacon, agrees to be interviewed.

DD: I was born and grew up in Brooklyn, NY thru my college years, where I graduated with a BA in Psychology from Brooklyn College. My mother was a 4th grade public school teacher, and was part of the 1968 NYC teachers strike, for almost 2-months. My Dad belonged to the Newspaper Delivery Union in NYC. It was important to him to maintain his union card all the while he advanced his education and became a professional. He felt that union membership was the working security that he would be able to provide for his family. I got into nursing after becoming aware that a BA in Psychology would not get me a job that I liked. I volunteered in the Emergency Department at Saint Vincent's Hospital in Staten Island, to see if I liked being around hospital patients. I loved it, got married and had my first child, and while a new Mom, earned my Associates Degree in nursing at the College of Staten Island.



achieved 2+ National Certifications, taking advantage of the pay incentive.

Beacon: Why did you get involved with the Union?

DD: That's easy! This Union was here for me; all the time I was working part-time, raising my children and getting great contract benefits that most hospitals don't give to part-timers. I was very grateful to be allowed to be a part time worker but a full time professional. Once my kids got older, I felt it was my time to "give back" to our Union and fellow RNs. I began as a Union Representative, liked what I saw, and joined our Local Executive Board (LEB) as a Vice-President. I was also part of the contract negotiations team for 3 contracts. While on the LEB, I was given the autonomy to form the Communications Committee. Soon I'll be retiring, and have handed off various parts of my former responsibilities: the new editor of this BEACON Newsletter is Chelsea Robinson, the Union bulletin boards are being handled by Dana Forster, and Facebook page by Emily Blew. We still need a volunteer to manage our Local Union's "Google Group", so if anyone is savvy and handy with social media, we'd love for them to contact a Union Rep or Union Officer to volunteer.

Beacon: What would you like to see happen in Nursing?

DD: I have to say, that I am seeing a lot that I like recently. I see young nurses finding their voices and sticking together. I would like to see them carry on the fight. First, I would like to see Safe Staffing Ratios become law. Next, I would like to see Nurses get what the other first line service professions like the teachers, fireman, and police officers have. Nurses deserve a livable pension after 25 years of service and retirement health benefits.

Beacon: Do you have a message for new or younger nurses?

DD: Yes. Get involved when you can, even if it is only in a small way. This is your profession. It is your livelihood. It is your time to be impactful. Do it for your fellow nurses. Do it for yourself. Do it because it is the right thing. You won't regret it. I'll be cheering you on and supporting you from the sidelines.

Beacon: How about your early years at JSUMC?

DD: In 1991, I decided I wanted to work in a hospital where the RNs were unionized. I began at JSUMC and from 1991 for the next 21-years; I worked on med-surge units before transferring to Maternity at JSUMC. I was only here a few years, when we had our big strike in late 1993 into early 1994. Growing up in NYC and in a Union household; I would NEVER cross a picket line. To be honest, I was not completely aware of all the issues when we were first asked to stay out. I went to meetings and began to understand what we were fighting for. The strike was hard; I needed to piece together work at different facilities to earn the salary I needed and then still find time to be on the picket line and attend meetings.

Beacon: How have your years at JSUMC been for you?

DD: Let me just say, I took grateful advantage of everything in our Union contract, and none of that was "just given to us" by Management. We negotiated and fought for everything we have. I used all of it! I worked evenings to save on child care cost when my children were very young, converting to days just before the youngest entered school. I worked part time for 16 years, giving me great work/life balance; picking up extra shifts for bonus pay when I needed or wanted them. I climbed up the Clinical Ladder that our Union here helped develop to reach the Scholar-level. I

Respectfully submitted by: Marty Marino, MS, BSN, RN & CADC Intern; HPAE At-Large Union & COPE Representative and Public Policy Advocate



A Newsletter for the members of
Local 5058 at Jersey Shore

110 Kinderkamack Road
Emerson, NJ 07630
Phone: 201-262-5005
www.hpae.org



facebook.com/hpaeaft

Address Service Requested

A message to the “more seasoned” nurse

I get it. You have seen it all and then some. You have been through a Strike. You are weary. Your back hurts, your feet ache. You are exhausted. You have paid your dues. You have left your family every other Christmas, every other holiday, and every other weekend. You have left your own sick children to care for a sick person in someone else's family. Enough! You just want to make it to the finish line holding on to whatever you have. But you are not done yet!

Things are happening! Young nurses are finding their voices. They are standing strong and together. The Hackensack-Meridian conglomerate administration is also growing strong and embolden. They want to roll right over us nurses and our union. They want take backs and give backs. They want to create a new business model driven by profits.

I urge you to pay attention and be informed. A lot will be happening over these next few months as we enter Contract Negotiations. You are not done yet, you are still standing. You may very well need to decide where and with whom you are standing!

Come out to meetings. Speak up about your concerns. Everyone is important. Listen to what others have to say. Do not make decisions lightly. What you do or don't do is important. You are still in this.

It's not over till it's over. Let's stick together to achieve the best outcomes for all nurses. As we well know, there is nothing more formidable than a "seasoned nurse" who wants to get things done. Throw your hat in the ring and join the struggle. I will see you there.

Diane DeLuca
Seasoned Nurse

Grievance Update

As performance reviews commenced, multiple nurses were given reviews that did not reflect the hard work, dedication, and high quality care they provide to each patient every day. Management evaluated nurses as average when they clearly perform above average. In some cases every nurse on a given unit was evaluated as arbitrarily mediocre. We work incredibly hard to give our patients the best care possible. We go above and beyond for our patients. Management must recognize the high standard that we hold ourselves to and the performance of our nurses. To say our nurses are average and limit the possibility of accurate evaluations is unacceptable. As a result of inaccurate and unfair assessments, nurses united and representation challenged these evaluations. Nurses are entitled to accurate reviews. Recognizing those who are above average with valid performance evaluations is only fair. Consequently, management revised performance evaluations to reflect the true accomplishments, ability, and quality of our nurses. We cannot settle for less than we have earned and we deserve. As we continue to provide the best care possible to our patients, we must be recognized and continue to fight for what we deserve. Please review your evaluations and be sure your evaluation reflects your performance.

Julia Angelo, BSN, RM, CPN