



# HPAE

## LOCAL 5058

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

HPAE LOCAL 5058 Newsletter

August 2016

## Message from the President

The summer is quickly drawing to an end. I hope everyone enjoyed the season with time off from work to spend with family and friends. We all work hard and deserve a break. The e-board and I also enjoyed our vacations, but the work of the union did not stop. The need for unity, vigilance to protect our rights, and representation is continuous. We have done our best to meet those needs, but certainly if more members stepped forward to volunteer and participate, the stronger and more effective we would be!

AFT held its biannual convention in Minneapolis this July. I attended with other e-board members and RNs from Jersey Shore. The 3,000 convention delegates reaffirmed AFT's support of Hillary Clinton for president. Resolutions were passed on key issues facing HPAE members. A resolution to reign in abusive medical billing practices was passed, as well as a resolution demanding OSHA issue standards on workplace violence prevention.

We continue to monitor the impact of the Hackensack/Meridian merger. We have been in constant contact with the executive boards of the other HPAE local unions involved: SOMC, Harborage House, Palisades, and Englewood. We want to be sure that our union voice is heard. A survey will be going out soon to ALL of our members and we urge everyone to participate.

Adequate, affordable healthcare for our members has never left the forefront of our minds. Local 5058 has been working hard to gather additional information on our ever changing health insurance. We are aware that too often our members avoid going to the doctor or are struggling to pay high cost medical bills, some of which were incurred in Meridian facilities. We know that some of our members' are being negatively impacted with the change in our prescription co-pays. On July 22<sup>nd</sup>, we met with Assemblymen Houghtalin and Downey to advocate for our health care benefits.

**We need your help in the fight to restore our health care benefits!** On **September 12<sup>th</sup>, 2016 at 7:30 pm**, we will be introducing a health insurance resolution to the Neptune Town Council. We would like **YOU** to come to this meeting to support our resolution. We are fighting to keep services for our members as well as our community! We will provide you with more details about this meeting as the time grows closer.

But Health Insurance costs continue to rise, while access to providers narrows. We deserve to know more about how Wall Street's insurance industry is generating record profits while patients & consumers fall into debt. Join us **September 22, 2016 - 6:00 PM – 8:00PM at Toms River Library**

Remember, united we are strong and together we get things done.

In Unity;  
Kendra McCann  
President Local 5058

### The More You Know...

Cancellation of extra shifts by the Hospital is outlined on page 21 of your contract. (Section 4.09 D).

Hospital cancellation of scheduled extra shifts for all bargaining unit employees, shall be notification of a minimum of one and one half hours in advance of the scheduled shift or payment to said employee for the full shift....

Cancellation on the particular unit will be in the following order:

1. All non-bargaining unit employees, including Non-contracted Agency and all extra shifts for contracted agency nurses.
  2. Open Shifts with incentives in the order of reverse seniority.
  3. Per Diem in Overtime, seniority notwithstanding.
  4. Pre-posting program: Status I, II, III, IV, and prescheduled Per Diem, in order of reverse seniority.
  5. PTO request previously denied shall be offered and taken upon mutual agreement.
- (Per Diem's holding temporary positions will be treated as core staff.)

## Member Spotlight: Peggy Schaab, RN, CAPA



**Beacon:** Can you tell us a little about your background?

**Peggy:** I went to the Ann May School of Nursing, and started working as a nurses' aide on pediatrics. After graduating in 1988, I worked on a number of units, including what was Tower 6

(med-surg), the OR, the ED and now the Surgery Center. I've also become a Certified Post Anesthesia Care Nurse (CAPA). In my personal time, I'm a marathon runner, and have run in over 25 marathons, I run to raise money for many different charitable causes.

**Beacon:** What led you to become involved with our Union?

**Peggy:** I always tried to just "stay informed" of union issues for my own sake. My official involvement began about 10 years ago when then Local President Rita Hrcsko asked me to attend one meeting of the Monmouth-Ocean County Central Labor Council (CLC). The CLC probably isn't widely known, but it's **very important** that our Local be part of it. The CLC is an umbrella-type labor confederation of almost every union in Monmouth & Ocean counties. The purpose is simple: "to support each other: all of our union brothers and sisters". During the JSUMC 98-day strike, we had representatives from many non-healthcare unions out on our picket line supporting us. During the recent Verizon strike, myself and Union Reps Pam Reinhardt and Amy Addeo joined the Verizon picket line to support them.

**Beacon:** What other benefits does our HPAE Local gain from being part of CLC?

**Peggy:** One benefit is that the CLC sponsors cash scholarships every year for the children of union members. Just this year, the daughter of one of our very own JSUMC RNs, Barbara Moore, was awarded a \$1000 cash scholarship. I'll have the honor of presenting that check to Barbara and her daughter Emily in the next month or so.

**Beacon:** What else do you do with our Union?

**Peggy:** I help coordinate our Local's participation in the Annual CLC St Patrick's Day Parade in Belmar. It is the largest St. Patrick's Day Parade in New Jersey and we

make it a fun family day. We march behind our JSUMC "HPAE Union" banner. Nurses always get the loudest cheers, because we are a big part of the community.

At contract negotiations time, I also serve as a member of the "Contract Action Team"(CAT) and help keep our members informed by passing out leaflets and having conversations with members.

**Beacon:** You are a great role model for nurses who might want to get involved in the union besides labor-mgmt grievances. Why would you suggest that our nurses become involved with our Union in some way?

**Peggy:** That's an easy one, really. The nurses that came before us fought VERY hard for all of the great benefits and contract language that protect us. It took us years to get where we are. We're starting to see changes in the top management at our hospital. We lost Rich Hader a few years back, and now the huge Hackensack merge has occurred. Senior management is actively trying to take away what we have worked very hard for. We nurses work harder than ever; why should we be giving things back, things that help us to provide the very best patient care experience?

It's so important for nurses to be active in the Union, to help keep our over 1,000 RNs informed. The work just can't fall to the handful of people on the Executive Board. Only an active nursing membership can help keep our Union as strong! There is always a role for everyone: just ask any e-board member or send an e-mail to [local5058@yahoo.com](mailto:local5058@yahoo.com) expressing your desire to become active. I can't stress how important it is **for all of our RNs to stay informed!** I feel that the most important thing I do as a Union Rep is help keep my co-workers informed! It is a big job and more help is needed. Join the team of active union members!

Respectfully submitted by *Marty Marino, MS, BSN, RN,*

### CONTACT US

Office - [732-774-9440](tel:732-774-9440) EXTENSION 4

Email - [local5058@yahoo.com](mailto:local5058@yahoo.com)

#### Executive Board Officers:

President: Kendra McCann- Cath Lab -64762

Vice Presidents: Barbara Boyler- NW6 - 63660 and Kathy Kochel – Pedi Day Stay-64646.

Grievance Chair: Lourdes Soto - Cath Lab - 64762

Treasurer: JoAnne Herner - Prompt Care - 6232

# DATES TO REMEMBER

## STAFFING MEETINGS

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

You do not have to wait for the Staffing Meeting to come to your unit. You are welcome to attend any staffing meeting and discuss the staffing issues on your unit.

The staffing meetings are held in the morning on the first Wednesday of each month from 6:30am-8am and the first Thursday night of each month from 6:30pm-8pm. You can call the office at [732-774-9440](tel:732-774-9440) for the exact room location of the staffing meeting you would like to attend.

### Meeting Dates:

Sept 7 6:30 am & Sept 8 6:30 pm - Mehandru 5 6 7

Oct 5 6:30 am & Oct 6 6:30 pm - Booker 3

Nov 2 6:30 am & Nov 3 6:30 pm - Brennan 5 and 6

Dec 7 6:30 am & Dec 8 6:30 pm - ICU's

### Fight to Restore Our Health Care

#### UNIT REP/MEMBERSHIP MEETINGS:

(Open to all members)

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

The remaining meetings in 2016 are  
**September 7<sup>th</sup> and November 2<sup>nd</sup>**

### Fight to Restore Our Health Care

September 12, 2016 at 7:30 pm  
Neptune Town Council

September 22, 2016  
6:00 PM – 8:00PM  
Toms River Library



**REGISTER  
ONLINE NOW**

[www.hpae.org/campaigns/  
convention2016](http://www.hpae.org/campaigns/convention2016)

**HEAR FROM** national healthcare advocacy experts, including Jessica Curtis of Community Catalyst and Dr. Fred Hyde from Columbia University, on the trends in corporate healthcare affecting our members and communities.

**DISCUSS EFFECTIVE STRATEGIES** for challenging corporate healthcare in bargaining, organizing, community alliances, and politics.

**VOTE ON** HPAE's strategic plan for challenging corporate healthcare, and updating our union's constitution, bylaws and dues.

 **HPAE**  
Putting care first  
HPAE/AFT/AFL-CIO



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## Grievance Update

I am here for you when you are unjustly disciplined or treated. It is my job to defend your rights and I take that job seriously. It is your job to know your rights and to speak up and reach out when they have been violated. Our contract determines what your rights are. It is imperative that you are familiar with our contract!

Recently, we have won three grievances involving members who were inappropriately canceled. These members knew their contract and knew that it had been violated when they were cancelled. They received full pay for the shift that they did not work but were inappropriately canceled for.

Cancellation for Extra Shifts by the Hospital is addressed in contract section 4.09 D, on page 21. (For more information on this section, see the article "The More You Know" in this issue.) The hospital must notify the member one and a half hours in advance of the scheduled the shift or payment to said employee shall be for the full shift. Cancellation on a particular unit must also be in the order set forth in the contract.

It is to your benefit to know your contract. It is the book of rules that we play by here at Jersey Shore University Medical Center. You need to know the rules. This contract expires July 31<sup>st</sup>, 2017. The executive board will soon be reaching out to members for ideas for how to make improvements for our next contract; please use this opportunity to advocate for yourself and your co-workers.

Know your contract and speak up and reach out when it is violated!

In Unity,  
Lourdes Soto, Grievance Chair

## Exercise Your Right to Vote!

- ✦ The US General Presidential Election is scheduled for Tuesday, November 8, 2016.
- ✦ Your voter registration must be completed at least 21 days prior to the election.
- ✦ Visit the NJ DEPARTMENT OF STATE website at: [www.state.nj.us/state/elections/index.html](http://www.state.nj.us/state/elections/index.html). This website provides registration forms for each New Jersey County and includes mailing instructions, deadline information and polling place locations.
- ✦ Registrations may also be done through the Motor Vehicle Commission (MVC) when applying for or renewing your driver's license. If your residency has changed since the last election, you must update your voter registration information by completing and submitting a new Voter Registration Application, found on the above mentioned website.