



THE BEACON

HPAE

LOCAL 5058

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A newsletter for the HPAE members at Jersey Shore Medical Center

November 2016

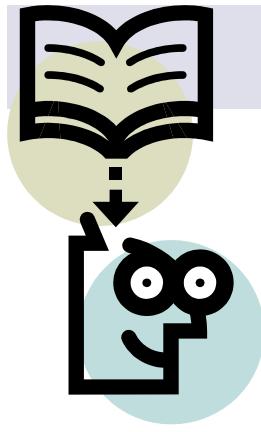
Message from the President

The election is over. The results are in. Donald Trump will be the next President of the United States of America. Many of us are shocked. Some of us even feel disappointed and even angry. In the words of Martin Luther King Jr. "We must accept finite disappointment, but we must never lose infinite hope." We must hope that Donald Trump will be a good President. Now more than ever, it is important that we stay united in our principles.

Our beliefs are not dependent on who is in office. Fairness, dignity and equality are things we've always fought for. The work of the labor movement continues with fresh urgency. Our goals remain the same. We want to raise and maintain wages so that we can raise our families with dignity and we can build up the middle class. We want health care coverage for ourselves and our families that is both easily accessible and affordable. We want safe and adequate staffing ratios so that we can care for our patients and so that our family members will be cared for safely when they are patients. We will continue the fight in the political arena as well as on the hospital level.

We are the same hard working people we always were. We are striving for the same goals. The Presidential administration will be different. We will be the same. We will have each other. We must stay true to our principles. United and focused we are strong and can get things done.

In Unity,
Kendra McCann
President Local 5058



The More You Know...

Members are not restricted to one weekend of benefit time per request cycle. Members may have as many "extra" weekends off as staffing allows. In the event a request for benefit time is denied, an employee who secures their own coverage will not be denied the time so long as the replacement has equivalent skills and qualifications and does not result in overtime. (Excerpt and interpretation of Section 6.03, page 28 of our contract).

DAUGHTER OF BARBARA MOORE WINS SCHOLARSHIP



Barbara Moore accepts a scholarship for her daughter at the IBEW hall at a meeting of the Central Labor Council. Emily Moore won the Monmouth Central Labor Council Scholarship, which is offered annually to Union members and their families.

Member Spotlight



"Bev Fey with Ally, her 5-year old granddaughter, on the family boat on the Shark River."

When I was in 2nd grade in Neptune schools where I grew up, I used to help out in the School Nurse's office. She was a good friend of my mother. I just watched what she did and how she helped everyone. I knew early on that nursing was for me. I graduated from the Ann May School of Nursing in 1978, so I have been a RN for 38 years now.

Can you tell us about your early nursing career?

I was one of just two Ann May graduates selected for the ICU; it was a combined ICU in those days. After 6 years in ICU, I left JSUMC for child-care flexibility and worked as an office nurse at Shore Pulmonary. Once my two young sons got a little older, I returned to the hospital in 1993 and went right back to the ICU, where I am today.

How did you first get involved with the Union?

My father was a union carpenter so I knew from a very early age about how important a union is. I was involved with bringing our HPAE Union to the hospital from the very beginning. Our working conditions, generally, just weren't very good then. Nurses were being disciplined with no one to stand up for them, and some nurses were getting fired for practically no reason at all. The philosophy of the nursing department then was "the hospital and your job come FIRST, and your family/personal life SECOND". For example, when one of two

sons had a 105 fever, I felt I had to be home with him. I was TOLD by a supervisor to "leave him with your Mother and get in here to work".

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

I've been involved for all of my time at the hospital; my Union Unit Representative role is one I can fit into my schedule. I volunteer to work on the phone bank, help distribute leaflets, work on the "Contract Action Team" around contract negotiations time to keep my Surgical ICU informed. I've gotten community signatures on "Safe Staffing Advocacy" forms. I also keep up the Union bulletin board on my unit. Every few weeks, I update it with a section: "Did You Know.....?" and highlight a portion of our contract to help educate my co-workers. Everyone is busy, but it's important to MAKE THE TIME to get involved. I really want my fellow nurses to know they can get involved at ANY LEVEL they have time for. Just come to a bi-monthly Union meeting, or speak to a Union officer or representative to find out more.

What interests do you have outside of work?

My family, especially the grandchildren, gardening and boating/fishing, are all my relaxation! My husband Wayne and I have two adult sons. They are both married to women in the healthcare field. Each of my daughters-in-law have blessed us with one granddaughter each and they are BOTH pregnant now so we're expecting two more granddaughters in 2017! My life as a kid was boats/fishing and we continue to enjoy this hobby aboard "Quality Time" docked on Shark River - our 1978 30 foot Sportfish which my husband and I fully restored. I am a retired member of the US Coast Guard Auxiliary.

DATES TO REMEMBER

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:

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.

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 in the morning are on the first Wednesday of each month from 6:30am-8am and the first Thursday night of each month 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.

Next Meeting - ICUs:

Dec 7 6:30 am

Dec 8 6:30 pm

HPEA Education Day

March 1st—8:30 am to 4:30 pm

(You may use a conference day to attend)

CONTACT US

Office - [732-774-9440](tel: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



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Message from the President



The results of the Presidential and Congressional elections present challenges to each of us as union members and as members of the communities where we live and work. Regardless of how you voted, I ask you to consider that the election results threaten our union and workplace rights, women's health, access to health care for tens of millions of Americans, and the constitutional rights of many of our neighbors, family members, friends and co-workers. While we work to restore civility to our political conversations, we also must work to protect and promote the workplace and civil rights that are the bedrock of our democracy and quality of life.

As a nurse and union leader, I've spent over 40 years fighting for the rights of healthcare workers to have a voice in their workplace. I know that many HPAE members have done the same, in your workplaces and through political activism. I now fear that there will be concerted efforts to strangle the voices of working people on the job.

For example, as President, Donald Trump will nominate one or more Supreme Court Justices and the Senate is likely to confirm these nominations, which most likely will be much more conservative, and inclined to strip public sector workers of their hard-won collective bargaining rights.

As President, Donald Trump will appoint members of the National Labor Relations Board (NLRB). While President Obama's appointments to the NLRB have upheld and even strengthened our rights in the face of employer violations of our organizing and collective bargaining rights, we can expect President Trump appointees to undermine and constrict these rights.

Under a Trump Administration, I believe we will face a much more difficult time protecting our workplace rights and the voices of nurses and health professionals when they speak up against corporate practices that threaten patient and worker safety and quality of care.

I've fought to raise wages, both in unionized hospitals and through raising the minimum wage, so that workers can raise their families with dignity and we can build the middle class in this country. Without unions and legal protections, too many employers will begin a race to the bottom, destroying our progress and our middle class.

HPAE joined with countless citizen and labor groups and President Obama, to make great strides in expanding access to healthcare for uninsured Americans. Instead of improving Obamacare, Trump supports repeal of the law, which would cause millions of newly insured Americans, including many adult children still covered by parents' health plans, to lose their coverage.

We must challenge the 'normalizing' of hate speech and attacks on women, the disabled, immigrants and others. I've been hearing people ask: "How do we talk to our children, our students, about the results of this election?" It is not an exaggeration that many parents and teachers are facing frightened children today, some of whom are from families under direct attack during the campaign.

One answer is that we will fight to protect them, their dignity and their rights, whoever they are. We need to re-commit to the principles of our union, and build broad coalitions with groups fighting for a decent and just society.

Equally important are the voices of our members, who share the frustrations of many Americans with candidates and policies that don't speak to or for them. We need to listen to those voices, and work for new ways to bring those voices to our politics. It is critical for all of us to remember that our union is our best vehicle for raising these issues in a powerful way, bringing our principles of fairness and dignity for working families to the table.

At the same time, we need to work towards policies that actually address income inequality, rather than merely foster blame and division. We will join with our allies in the fight to protect workplace, civil and human rights for everyone. We will challenge our politicians, Democrats and Republicans, to fight to protect and strengthen the gains made in this country over the past 50 years.

As we fight to protect our hard-earned rights, we need to work to unify our union and our country. We won't stop.

HPAE CONVENTION IN ATLANTIC CITY

HPAE held its bi-annual convention at Bally's Atlantic City on October 6 and 7, 2016. Over 200 leaders, members, staff, and guests came together to discuss the challenges that we face from the corporatization of health care and how we, as a union, can best respond.

We agreed that these are 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 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. The increase will be scheduled to take effect with the first paychecks of 2017.

One of the high points of HPAE's 2016 convention was the recognition which HPAE locals and the state-wide federation gave to local leaders and activists. This year Local 5058 honored Diane DeLuca.



Diane DeLuca receiving the Local 5058 award at the convention from Kendra McCann

We emerged from the convention with a clear understanding of the strategies and policies we need to move forward as a union.

RITA HRCSKO IS RETIRING

Rita Hrscko, our former Local President and longtime HPAE union activist, is retiring after a 40 year nursing career. Rita was a strong union leader and was known for being honest with everyone. She had a strong sense of what was right and fair, not just for the members, but for patient's as well. We all wish Rita the best for a healthy, happy, and long retirement!



HPAE leaders and members celebrated Rita's retirement at a dinner party held October 25, 2016.



Rita and her husband, Jay, are building a new home in Tennessee, and plan to travel around the U.S. in a travel trailer which they've purchased.