

HPAE. Putting care first.

A newsletter for the
members of HPAE Local 5004

August 2016

Securing our future

HPAE LOCAL 5004



PRESIDENT'S MESSAGE

I hope everyone is having a safe, wonderful summer. Heaven knows it's been pretty busy in the Medical Center. I don't think that I ever remember the place being so busy! And I hear the same thing from everyone I speak to...

That's all good. If we are busy, that means the hospital is making money & we have stability. But at what price??

I also hear from everyone that they are working harder than ever before. That they feel a lack of management support. That there is division among their peers. They are forced to do more with less. And yes, I see it all around the MC & in my own unit as well.

What do you think has to happen for things to change? I would say a decrease in patient satisfaction, or poor outcomes...but that would reflect on the nurses. No one looks at the system issues and what has to change. And we are good at never letting the patients in our care see us sweat! I would say the loss of the Magnet designation, or a poor report from the regulators. But that didn't happen either. We are also good at keeping the little secrets that would jeopardize our standing in the community.

But I do hear folks say they wouldn't recommend this place, or bring their family here for treatment. We have hallway chairs in the ED, folks rolled up to sit outside of dirty rooms, 2 South opening & closing...with 6 admissions within 2 hours...with one RN & a PCA. The episodic areas are bursting at the seams and the OR/PACU is now covering two units with the same staff.

We need your help & your input as to what we can do to take our power back. Isolated, we have no power...unified, the sky is the limit.

It has never been more important that YOU, yes YOU, attend the upcoming **Membership Meeting on September 7**... and bring along one or two of your coworkers.

In solidarity,
Michele

Local Updates/Securing Our Future Initiatives

MEMBERSHIP ENGAGEMENT PLAN

We are in the process of collecting filled-out cards entitled **Connecting With My Union**. The information contained on the cards will be entered into HPAAE's new data system. Those of you who indicated a willingness to participate in an activity will be notified very soon of the upcoming **Build a Committee** meeting to take place in the Fall, location and date to be announced. If you have not filled out a card, please contact your unit communicator.

CAFETERIA ROUNDS-GREAT SUCCESS!

On June 8th, we held the first of our new quarterly initiative, **Cafeteria Rounds**, whereby union officers are available to meet with members at the cafeteria during different times of the day. We had approximately 90 nurses come to speak with union officers. *Next date is September 14th.*

NEW HIRES LUNCHEON

A luncheon was held *August 2nd at the Clinton Inn, 12P to 2P* for all new hire nurses from January 1st, 2016 to July 31st, 2016. The purpose of the luncheon was to inquire from newly hired nurses their impressions of orientation, preceptorship, first impressions of the local union and any suggestions or ideas they have on the aforementioned.

CEUs and Luncheon Event

On *Wednesday, October 19th, 9A to 2P*, we will be presenting a conference with CEU's. The topic will be 'Legal Implications for Practicing Nurses'. Save the date!! The event will be held at Maggiano's Restaurant at Riverside Square in Hackensack. Remember you can request a conference day from the medical center in order to attend.

Unit Meetings

The Local Executive Board is planning to hold individual unit meetings. All units are operating with increased demands with little support from nursing management. It is imperative that we start to use our power for change in our work environment at the medical center. You will be receiving further information.

Hope for Change?

MaryAnn Donohue-Ryan, CNO, had initially given us hope for change in the nursing department. A more inclusive agenda to address the many issues brought forth through JNPC, Council Model, and other avenues. Opportunities to have a real dialogue regarding issues brought forth with a more responsive approach by nursing management. While it's still early in her tenure, we are starting to lose our optimism. The issues we have presented, at this time, have received no response from nursing management. Some are listed below:

- Cardiac Cath Unit; on-call, scheduling of cases, lack of protocols and staff
- Endoscopy Unit; on-call, scheduling of cases, lack of staff
- Emergency Department; flow and function of the ED with a multitude of issues
- Main OR/PACU; the impact of creating Cluster 4
- Communication Issues; changes within the medical center

Needless to say, we are extremely disillusioned. We had hopes for better. The members must take an active role in demanding responses and working resolutions to the issues that affect our working conditions and patient care. You will be hearing more about upcoming activities.

"We do not need magic to transform our world. We carry all the power we need inside ourselves already. We have the power to imagine better"

J.K. Rowling

Joint Nurse Practice Council (JNPC) Discussions

Staffing

- Acuity System – We are trying to ascertain if there will be a new acuity system. If not, we want to update OptiLink and re-educate staff on its use and benefits. We expect an answer at the next JNPC.
- 2 South – Discussion on the process of the unit opening, timeline for admissions and staff assignment. We have asked for information.
- Unit Control – Unit control lists the budget number of nursing FTEs for each unit per shift. There is a discrepancy between this document and the Vacancy Premium document. We have asked for an explanation.

Health & Safety

- Disaster/Training Drills - HPAAE has brought to the attention of the medical center the need to incorporate safety drills as an annual competency. We live in uncertain times and need to be well trained for any possible threats. The only way to be able to respond appropriately when faced with a situation is to be thoroughly familiar with processes and procedures. We continue to advocate for appropriate training and will keep you informed.
- The Security Department has printed and distributed the Active Shooter Pocket Card to familiarize staff members with how to respond and react to an Active Shooter. HPAAE suggested that FEMA's Active Shooter-What You Can Do, an on-line training be a part of yearly competencies.

Staff members who wish to familiarize themselves with how to respond to an active shooter can find the on line training at <https://training.fema.gov/is> . The Active Shooter training program is IS 907.

Labor-Management

- Parking – There seems to be a change in the designation for employees' parking. Contract section 13.02 provides for "...a guarantee of available number of parking spaces close to the medical center's entrance for the exclusive use of employees working evening shifts. Medical center will assure that spaces will be available as in the past for 3-11 and 11-7 shift employees." We have alerted the medical center to the issue and expect an explanation at the next JNPC.
- Continuing education – At negotiations in 2015 the union brought to the attention of the medical center the difficulty staff had in attending continuing education programs whether on campus or off. There are ongoing discussions to revamp the request for CE form to

capture the reasons for the inability of nurses to attend a program.

- Per diem – Every unit should have a per diem position posted at all times. This has been discussed multiple times with the medical center. If you have been denied changing status to per diem, please contact the union office (201 262-5005 ext. 124) as soon as it happens.

General Issues

- Episodic units – Cases are not being scheduled appropriately, MDs are late for their scheduled cases, cases are added on to an already full schedule and nursing positions have been eliminated. All this has led to mandatory overtime situations. Even though these units have on-call provision, in some instances they needed more than the number of on-call nurses for patient care. We have brought representatives from these areas to delineate the issues at JNPC. We expect a response at the next JNPC meeting.
- Cluster 4 (new ORs in Berrie Center) – This continues to be an untenable situation. The main PACU staff is depleted in order to cover this area. The main OR staff finds themselves not knowing from one moment to another if they will be doing the operation in the main OR or the Berrie Cluster 4. Berrie Cluster 4 closes because there is no staff to cover both areas. The most egregious situation is that patients are shuttled back and forth through the medical center between these two areas. We continue to bring this to the attention of MaryAnn Donohue-Ryan, to no avail at this point. A grievance has been filed and is being scheduled for arbitration.
- 'Dirty beds' – Nurses are not mandated to send patients to units to wait outside the rooms for the bed to be cleaned. Nurses must use their judgment. (MaryAnn Donohue-Ryan; JNPC 6/27/16)
- Bedside reports – Have you heard that the medical center wants to adopt another "Studerism" do away with optivox reporting and institute bedside reports. Could it have benefits? Who knows? The point is: why not discuss it first at JNPC, addressing pros/cons, nurses' concerns and take time to evaluate nurses' input? Another example of the lack of nurse inclusiveness.

WORKPLACE VIOLENCE

Contract section 12.09 Violence Prevention, outlines the procedure for filing a workplace violence report. The medical center also has a **ZERO TOLERANCE POLICY** for violence in the workplace (Policy 300.41 9/9/2015). No reprisals will be taken against any employee who reports or experiences workplace violence.

What is Workplace Violence?

OSHA’s definition of workplace violence is violence or the threat of violence against workers. Threat can range from threats and verbal abuse to physical assaults and homicide.

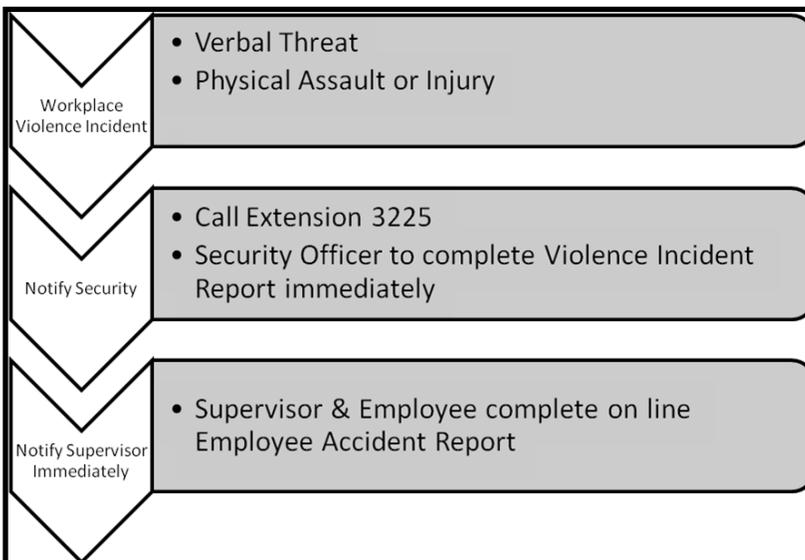
IS IT WORKPLACE VIOLENCE?	YES	NO
Argument between staff members or between RN, family members &/or patient		X
Patient, staff member or family member causes a physical injury to staff	X	
Staff is verbally threatened by a patient, visitor or another employee.	X	
Threatening behavior by staff, patient or visitor.	X	
Any physical injury caused by a patient, visitor or another employee.	X	

Reporting a Workplace Violence Incident:

If an employee has been subjected to workplace violence they must:

- Notify their Supervisor AND Security IMMEDIATELY.
- The Supervisor and the employee will complete the Employee Accident Report TOGETHER
- Security will complete the Violence Incident Report form and provide the nurse with a document including a complaint number and the name of the person taking the report
- The nurse will review report for correctness and initial
- **BOTH DOCUMENTS MUST BE COMPLETED FOR EVERY WORKPLACE VIOLENCE INCIDENT.**
- If the event involves a patient/visitor, the nurse must complete a patient safety report
- The employee will receive notification from employee health that the report has been logged properly and upon request the nurse will be provided with updates

Staffs that are injured as a result of a workplace violence incident should receive emergency treatment in the Emergency Department. Any follow up medical care needed will be coordinated by Employee Health Services.



Grievances and Arbitration Report

- Disciplines – We continue to deal with an inordinate number of disciplines, including severe disciplines of suspensions. We again caution all nurses to make sure they are performing as per the nursing standards, policies, procedures and protocols. If your PCD/supervisor requests to meet with you – your first question is - ‘Can this meeting lead to discipline?’ If the answer is yes, get a union rep to attend with you. You can delay the meeting until a rep is available.
- Mandatory Overtime Class Action Grievance/ Arbitration – We have filed for arbitration on behalf of Endoscopy and Cardiac Cath Unit staff. The issue is that nurses are mandated to stay despite an on-call team being in place and/or nurses are mandated when they choose not to do voluntary on-call.
- 4.11 Positions – We are going back to the arbitrator as the medical center has neither complied with the award nor provided requested documents to the union. The date for the hearing is August 22nd. Officers have given testimony at the Labor Board to support our Unfair Labor Practice charge against the medical center.
- 4.03 B - A part-time 2 nurse was furloughed on Thanksgiving 2015. She was denied a day worked as well as payment of overtime for that day. Arbitration hearing is scheduled for September 2016.

MERGER NEWS - MERGERS FROM NORTH JERSEY TO THE SHORE

The newly-merged Hackensack-Meridian Health is now the state’s second largest health system. The health care system has 11 acute care hospitals and two children’s hospitals in Bergen, Hudson, Essex, Monmouth, Ocean and Middlesex counties. In addition, it has more than 120 ambulatory care centers, surgery centers, home health services, long-term care and assisted living communities, ambulance services, air-medical transport, fitness and wellness centers rehabilitation centers and urgent care centers.

HPAE locals at Palisades Medical Center, (now called Hackensack UMC Palisades), Jersey Shore Medical Center and Southern Ocean Medical Center have been able to secure a signed agreement recognizing their contracts and HPAE as the bargaining agent. These contracts will expire in 2017.

In another development, Englewood Hospital and Medical Center is part of a coalition of hospitals which includes Hackensack University Medical Center, Holy Name Medical Center and Valley Health system, along with Christian Health Care Center, who have expressed an interest in taking over Bergen Regional Medical Center. However, there were no details provided on how the five entities in the coalition, who are all major players in the Bergen County health care market, would jointly operate the hospital.

HPAE Public Policy Department continues to monitor these events that would likely have an impact on EHMC and therefore the nursing staff.

Making Memories and Staying Connected

Celebrate Labor Day
with union member only
Savings from AFT+.

Savings on just about everything
from clothing and flowers to gift certificates. Discounted tickets to movies, plays, sporting events and theme parks. Great deals on car rental, travel and more.

Stay connected with
15% off qualified AT&T
wireless plans through
Union Plus*.



UnionPlus.org/AFTDiscounts

*Available only to current members of qualified AFL-CIO member unions. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card & subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Plus and AT&T & may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice & data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to the monthly plan charge of plans with more than 300MB, not to additional mobile device access charges. May take up to 2 bill cycles after eligibility commences & will not apply to prior charges. Discount applied after application of any available credit & may not be combined with other service discounts. Additional restrictions apply. Contact AT&T at 866-499-8008 with questions.

MMFD-08-03-16



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 facebook.com/hpaeaft

Address Service Requested

UPCOMING EVENTS

Membership Meeting & Contract Distribution

Wednesday, September 7, 2016
Clinton Inn—Dean Dr., Tenafly
7:30AM-1PM-4PM-7:30PM

Cafeteria Day & Contract Distribution

Wednesday, September 14, 2016
6:30AM-8AM 11:30AM-2:30PM 6PM-8PM
Employee side of cafeteria

HPAE CONVENTION 2016: "Challenging Corporate Healthcare"

October 6 - 7, 2016 — Bally's Atlantic City



REGISTER ONLINE NOW

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 HP AE's strategic plan for challenging corporate healthcare, and updating our union's constitution, bylaws and dues.



HPAE
Putting care first

HPAE/AFT/AFL-CIO