



HPAE

LOCAL 5107

A Newsletter for the members of
HPAE Local 5107

Representing Nurses at Llanfair House, Wanaque,
VNA Health Group of NJ, LLC, & VNA of Englewood

March 2017

Local Officer Election Results

Elections were recently held for Local 5107 officers and the current officers were re-elected. Abdul Umoru (Wanaque) will continue as president; Melvin Deguzman (Llanfair House) and Gerry Simms (Wanaque) remain as Co-Vice Presidents; and Laura Dymond (Wanaque) was again elected Secretary-Treasurer of the local.

In addition, the following members at Wanaque were elected as Representatives by their co-workers: Patty Graziano, Monique Patterson, Lynda Vickers and Caroline Geraghty.

Any member interested in being a Rep at Llanfair House should contact Melvin DeGuzman.

HPAE Responds to Wanaque Disciplines, Illegal Wage Adjustment

Wanaque management has issued three serious disciplines without just cause (one of which was also based on discrimination for union activity). They also unilaterally changed the new hire rate for employees without negotiating with us.

HPAE has responded very strongly to these contractual and legal violations. We filed charges with the National Labor Relations Board and filed grievances.

Two members were recently fired by management. Both of their cases are going to arbitration and their hearing dates have already been scheduled.

In response to the suspension of Local 5107 President Abdul Umoru for union activity last May, we filed a charge with the National Labor Relations Board and a grievance. This case is now going to arbitration. Finally, as part of a settlement including Abdul's suspension, management has agreed to raise the wage rates of some LPNs and to begin early negotiations with our union, in August 2017. One of the main issues of the negotiations will be to increase new hire rates and get retroactive pay for LPNs who are below the current new hire rate.

Update on our Visiting Nurses Bargaining Units

At our two bargaining units at VNA – VNA Health Group of NJ (Essex and Hudson counties) and VNA of Englewood – union representatives have been meeting with management at Labor-Management meetings to discuss a variety of issues. Most of our concerns have to do with staffing and scheduling issues. We have made some progress in resolving these issues.

Both bargaining units have contracts which expire October 31, 2017. We will begin meeting in several months to review contract proposals and to identify priority issues.

Nurses Week

Nurses Week is coming in early May; it's right around the corner. If you have any suggestions on how our local can celebrate Nurses Week, contact Laura Dymond at laurajdymond@hotmail.com.

MORTGAGE
The Union Plus mortgage program makes buying or refinancing a home easy for you and your children.

CAR RENTAL
Up to 25% discount on car rental deals with Avis, Budget, Hertz, Dollar, Thrifty & Payless.

AT&T WIRELESS
The only national unionized wireless provider. 15% savings for union members on the monthly service charge of qualified plans.*

CREDIT CARD
Several credit card choices,** all with competitive rates and U.S.-based customer service, designed to meet the needs of union members.

Four Ways to Save

*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. 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 and 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 Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and 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 monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8008 for details.

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