



HPAE

LOCAL 5107

A NEWSLETTER FOR THE HP
MEMBERS OF HP LOCAL 5107

Representing Nurses at Llanfair House, Wanaque, VNA Health Group, and VNA of Englewood September

Officers and Representatives nomination and election

The term for elected local union officers is up at the end of the year. If you are interested or know someone who is interested in being a Officer or Representative now is the time. Nomination ballots will be sent to the members soon. Please make sure the person you nominate is willing. (The current Officers are willing to serve another term. VNA-Janaye Williams, VP; Llanfair House- Melvin Deguzman, VP; Wanaque Center- Abdul Umoru, President; Geraldine Simms, VP; and Laura Dymond Secretary/Treasurer.)

The president and vice president are expected to attend the State Executive Council meetings six (6) times a year.

The secretary/treasurer is responsible for quarterly reports, yearly budget, membership contact information and attending one (1) State Secretary/Treasurer meeting a year.

The local union officers meet six (6) times per year (Local Executive Board). Representatives are responsible for attending possible discipline meetings, as a liaison between members and the officers; and attend four (4) meetings a year. A small stipend is given for attendance. Check your constitution for how many

Llanfair House

We had a Labor management meeting on September 14th. The main topic was "holding the keys". Now that you have a new dispenser for back up medications, the keys will only have keys for locked rooms. Management is responsible for counting the back up medications. In the event no management is available, a member can do the count and receive OT for that shift. Outstanding medical bills should be brought to the attention of Jamie in HR. Punching in and out on time: If you can not get your work done by end of shift, notify the supervisor. Do not punch out and continue to work.

Wanaque Center

We had a Labor management meeting September 13th. Short staffing was the main subject. Management is hiring CNA. Management will let pediatrics work shorter than the other floors because they have RT that can help. We need a policy of what and when they can help. We are having more residents admitted with behavior problems. Staff does not feel safe. We suggested a in-service on how to deal with aggressive residents.

Short Staffing

Llanfair House and Wanaque Center both had their State inspections. Both passed with minor issues. No mention of short staffing. Both facilities are constantly working without enough CAN. This is a nationwide problem. We currently don't have staffing ratios to enforce. There is a bill in legislation for nurse to patient ratios. We hope it passes.

Holiday Party and Membership Meeting

We usually have a luncheon at each facility in December. Suggestions are always welcomed. Please let your Officers know what you want.

Committees

We need members to get involved at the state level. Education committee and COPE. Be a active member and Patient Advocate.

facebook.com/hpaeatl

www.hpae.org

Phone: 201-262-5005
Emerson, NJ 07630

110 Kinderkamack Road

Address Service Requested

A NEWSLETTER FOR THE MEMBERS
OF HPAA LOCAL 5107



VNA Labor Management Meeting - West Orange Branch 08/22/2018

- Effective date for rate change started pay period of 5/13/2018-06/02/2018.
 - The drop down for SOC and ROC could not be added-per Sue Trotter "payroll software issue" however staff reps were told managers are individually checking the points against the timecards. We are encouraging staff to please keep a personal track of all points done each day/week to be sure timecards are accurate.
 - Management currently has a vacant position for RN staff nurse. Sue Trotter said she will add one LPN position but we don't see the vacant position posted yet.
 - IV Training have been underway. Next upcoming dates are Oct 17, Oct 24 and 25th at the West Orange branch - see your managers for the details. Please let your rep know your thoughts about the class.
 - Employees voiced concerns regarding work responsibilities feeling they were getting more work than they can safely handle. This concern was presented to management. Per Sue Trotter VP employees who feel overwhelmed are encouraged to go directly to their management so cases can be reviewed and divided so employee work load and acuity levels are balanced. We encourage everyone to go to your managers directly first. If you are not satisfied see your Rep!
 - Union reps are needed for B63, B65 and HCICs at Essex.
 - Last concern that was presented to management regarding per diem or per visit employees being eligible for the productivity bonuses- so a drafted memorandum of agreement to clarify was made -We are awaiting management to sign so this can be added to the contract.
- Details of the draft include: If a per visit or per diem employee surpasses 32 points in a week they will be eligible to receive the productivity bonus
- At the next Essex team meetings October and November, new contracts will be distributed. Contact a Rep to discuss any concerns.
 - Next VNA - Essex labor management meeting set for Nov 8, 2018