



# 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

October 2017

## Llanfair House

Reminder to members: If you are not able to resolve an issue by discussing it with your supervisor, it's important that you document the problem by putting it in writing and making a copy for yourself. Discuss the issue with your Union Rep and, if appropriate, share the documentation with the DON and Administrator.

With cameras on the units, actions speak louder than words. If you submitted a statement in writing and it wasn't addressed, we can take further action. Documentation could save you from disciplinary action. Do not wait for the discipline to occur. Short staffing continues to be an issue all over the facility, but it appears that management is making attempts to hire more staff.

## Wanaque Center

The arbitration hearing regarding Sarah Struble's termination has concluded and we are now waiting for the arbitrator's decision on the case. At the end of October, the arbitration hearing regarding Abdul Umoru's 4 day suspension and arbitration hearing regarding overtime will be held.

Short staffing has had an impact on the increasing number of workers' compensation cases at the facility. Make sure to take care of yourself. Use proper body mechanics and safety equipment. Watch your stress level; if needed, take a mental health day. Short cuts at work could lead to permanently negative consequences for our bodies and careers.

Our contract expires October 31, 2017. We had our first contract negotiations on September 28<sup>th</sup> with management; their representatives were their attorney David Jasinski and Eli Levy, from the HR department at Continuum Corp. The Union Negotiations Committee was composed of Abdul Umoru, Gerri Simms, Laura Dymond, Monique Patterson, and HPAE Staff Rep Mike Slott.

At this session, we presented our initial proposals. In addition to wage increases and establishing a new step scale based on experience as a nurse, we proposed improvements in overtime pay, charge pay, holiday pay, and other key benefits.

We will meet again in mid-October; at that meeting, we'll get management's response to our proposals and their proposals.

Our initial proposals can be found on the HPAE website at <http://www.hpae.org/wp-content/uploads/2017/10/Initial-Union-Proposals-Sept-28.pdf>

# **VNA Health Group of NJ, LLC & VNA of Englewood**

Janaye Williams, RN, who was recently elected Vice President of Local 5107, attended her first State Executive Council meeting with Local 5107 President Abdul Umoru (Wanaque). We are fortunate to have her be a part of the Local Executive Board and to represent our local on the State Executive Council.

The contracts with VNA also expire on October 31<sup>st</sup>. We held our first bargaining session with VNA on Sept. 21 at the West Orange office. At the meeting, we presented an initial set of proposals which focused on staffing/case load issues, assignment and scheduling of staff, and increases for wages and education differentials (BSN, MSN).

The Negotiations Committee will be making additional proposals on health and pension benefits, certification pay, critical need incentive pay, and other issues as we evaluate the information on employee compensation and benefits which VNA has provided us.

VNA did not make any proposals at the first meeting. They indicated, however, that their focus will be on contract modifications which improve “quality” of care.

To read our initial proposals, go the HPAE website at <http://www.hpae.org/wp-content/uploads/2017/09/VNA-Initial-Proposals-revised-Sept-21.pdf>