



President's Message



HPAE held its bi-annual Convention at Bally's Atlantic City on October 6th and 7th. In attendance from our local were myself, Laura Dymond, and Gerri Simms.

The convention was attended by over 200 members, leaders, and staff; and featured expert guest speakers who discussed key issues facing HPAE members. The overall theme of the convention was "The challenges that we face from the corporatization of healthcare and how we as a union can best respond."

The main speakers on this topic gave fantastic presentations, which included powerpoints, sliders, and interactive sessions, after which everyone present had a good understanding of the strategies and policies that are needed to pivot the union forward.

The delegates also discussed and voted on convention resolutions and constitutional amendments. The resolutions emphasize the need for increased membership involvement, united actions among and between locals and developing a stronger partnership with our community that will form an integral part of the strategic plan for 2017-2018.

Also, HPAE leaders and activists were honored at the convention for their outstanding contributions to the uplift of HPAE.

Finally, delegates approved an increase in membership dues from 1.1% to 1.25% of gross wages to ensure that our strategic plan is fully funded. (See the Message from the HPAE State Officers on the convention in this newsletter).

Abdul Umoru
Local 5107 President

FACILITY UPDATES

Wanaque Center:

Two Unfair Labor Practice (ULPs) charges against Wanaque have been filed with the National Labor Relations Board. One involves the illegal, four day suspension of Local 5107 President Abdul Umoru for getting signatures on a petition which called for the Certified Nursing Assistants (CNAs) to get a fair contract. This was a clear violation of Abdul's labor rights. The second ULP was filed because management is not following the contract provision on new hire rates; they have paid new hires more than the contract rate. We agree that the hire rate is low and tried to meet with management to negotiate a new across the board increase. However, the Continuum lawyer was unavailable and the ULP is still active. The main point here is that management can't make unilateral changes; they have to be discussed and negotiated with us.

Llanfair House:

Several issues have been discussed recently. Making up call-outs on the weekend has always been a Llanfair House policy; it's just not been enforced. Staffing has been short and management is utilizing this policy to ensure safe staffing. However, they are in the process of hiring new staff. We want to remind union members that they should not take the responsibility of a supervisor. Joan Orso, the corporate HR Director, agrees with our position on this issue. Finally, we clarified with management that if a member changes their status to per diem, any PTO and sick time remains in their file, they do not lose it.

VNA Health Group of NJ (Essex/Hudson County) and VNA of Englewood

Both of our bargaining units of homecare nurses at the Visiting Nurses Association settled their contract in late May 2016. Since then, representatives of both bargaining units have been meeting with management in labor-management meetings to discuss and resolve various issues, including staffing/workload concerns, scheduling, reimbursement of travel, in-service education, and making sure that management fully implements all the changes agreed to in the contract negotiations. Since both contracts expire October 31, 2017, preparations for the next round of bargaining will begin early next year.

HPAE. Putting care first.

A Message from our State Officers on the HPAE Convention

On October 6-7, 200 HPAE delegates, members, and staff came together to launch an ambitious plan to take on corporate healthcare, deepen membership involvement, win strong contracts, grow our union and strengthen community alliances.

Make no mistake, we are in 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 why we also supported changes to HPAE's constitution, to adapt to these changing conditions, allowing us to be more effective and at the same time, more careful with the resources we have. It's why we supported specific resolutions to expand our organizing and membership programs, to build our strength and capacity.

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. It will mean only a few more dollars per pay period in dues. For example, a member making \$70,000 per year will only pay \$4 more in dues per pay period. The increase will be scheduled to take effect with the first paychecks of

2017. Still, we know that HPAE members are working hard to stay ahead financially, and no one will welcome paying more. But without this increase, HPAE's budget will continue to operate at a deficit, and we would not be able to keep pace with our members' needs and aspirations.

We urge you to review the campaigns and programs launched at our 2016 Convention at <http://www.hpae.org/campaigns/convention2016/> – and see how engaged we will be this year in fighting to protect the advances we've made for all healthcare workers over the years. We are fighting to protect members' insurance coverage – and we are out there fighting surprise medical bills and 'narrow networks' that limit our members' options and increase their costs.

We are challenging hospital mergers when they threaten our rights, or jobs. We are still fighting for safe staffing, in contracts and in the NJ legislature. If you have questions on our programs, on the constitutional changes or on the dues increase, feel free to reach out to any of us. We hope you will get engaged with these programs and fight alongside your colleagues for a healthcare system that works for all of us.

Sincerely
President Ann Twomey
First Vice President Bernie Gerard
Secretary-Treasurer Barbara Rosen

Election Time



The terms of the local officers will end soon. We will be nominating our new Officers and Representatives. See the constitution in the back of the contract or on the HPAE website for the job duties of local officers.

You may nominate yourself and/or someone else. Make sure the person you nominate is willing to run for an office. HPAE staff member Jeff Ball, who works in the main union office in Emerson, NJ, contacts each nominated person and finds out if they actually want to run before he puts their name on the ballot.

A hand holding a tablet displaying a list of benefits for AFT members. The text on the tablet reads:
Programs Designed With AFT Members In Mind
AT&T WIRELESS

- 15% off the monthly service charge of qualified plans¹
- 20% discount on select accessories²
- Only unionized carrier

CREDIT CARD³

- Several card choices
- Competitive rates
- U.S.-based customer service

MORTGAGE

- For union members, their parents and children
- Hardship assistance
- Competitive rates

OTHER PROGRAMS

- Savings on more than 25 programs available to union members including flowers, theme parks, movie tickets and more!

AFT
A Union of Professionals
AFT +
Member Benefits
UnionPlus.org/AFT

1. Available only to current members of qualified AFT-CIO member unions, other professional 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-state verification of union membership status. Discount subject to agreement between Union Plus and AFT and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified rates and data plans, not one-time fees. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with TDS 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/AFT or contact AFT at 855-435-8000 for details.

2. AFT will apply the Accessory Discount to the prices of select Accessories available through AFT, which may be modified by AFT from time to time. The term "Accessory" or "Accessories" means supplementary parts for Equipment (e.g. batteries, cases, earbuds). The Accessory Discount will not apply to Accessories purchased for use with datacards. Equipment such as modems, replacement SIM cards and car kits or to Apple-branded Accessories, and the Accessory Discount may not be combined with any other promotional pricing or offer.

3. The Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from MasterCard International Incorporated. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated. The credit card in this image is for promotional illustration; it does not contain actual cardholder information combined with any other promotional pricing or offer.