



HPAE

Putting care first

HPAE/AFT/AFL-CIO

Hello Brothers and Sisters,

I hope this newsletter finds you well. I am writing to you today in regards to language contained within the National Addendum. Article 18, Section 14, Subsection reads the following: "Proper room clearing of tables/chairs/furniture should be done prior to the arrival of mobile staff. Staff shall not be required to remove, move or re-set furniture outside of the furniture (i.e., tables and chairs, etc.) required for the blood drive, or a de minimis amount of sponsor furniture. If Staff encounter a situation where the removal of additional sponsor furniture is needed, the staff should immediately contact local management who will attempt to resolve."

In recent discussions at National, it has been indicated that the only two Regions struggling with adhering to this language is the Penn-Jersey and Atlanta Regions. With that said, our next push to get these issues resolved will be via the National Grievance process. We ask that you promptly report ANY violation of this contract language to a member of the LEB with a statement and evidence of the violation, ie Pictures so that we have as strong a grievance as possible. As always, attempt to resolve the issue within the confines of the language of the Addendum, stated above, while working under the understanding of "work now, grieve later." It is much easier for us to fight an infraction vs. a discipline for insubordination.

Always in solidarity,

Timothy Posser
Co-President HPAAE Local 5103
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Hello Everyone:

I would like to start by welcoming all the new members. If you have any issues, any questions or you just want to meet your LEB; to put a face with the name. Please contact us. All of our numbers are listed on the HPAAE website. www.hpae.org

Your understanding of the positions you put us all in, are far from easy. If you have any ideas, suggestions, or just have some extra time to help; please reach out to us.

As a reminder: Without our union, all of our rights are left at the door as we walk in to work. You all are needed, to continue in helping us grow as a local. Thank you all for your continued support.

Sabrina Handy
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Hello Brothers and Sisters,

HOT SITES

We are approaching the summer months and as we all know we face challenges with the weather.

We currently have a temperature guidance to go by, but sometimes the temperature may be within range but the site is still too warm to operate. If ALL staff on the run agree that it is too hot go to the charge and let them know prior to the run starting. So this way they can work on getting better working conditions for the day.

If it seems as though they are not doing anything to alleviate the conditions, please let me know, and I will work with the charge staff to help get better working conditions.

If you have any questions or concerns please let me know, I have a new phone number which is 267-579-6785.

Thank you

Renee Conyers CSII
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Hello Brothers and Sisters,

BACK TO BASICS

I'd like to greet all of our new members, and introduce myself as well as say hello to everyone who already knows me. I'm Judy Merkowsky, and I'm a Co-President of our Local. I want to remind everyone of a couple of things. First and foremost, NEVER go downtown for discipline without representation. Even if you know you committed an infraction or made an error, it's still in your best interest to take someone with you. A rep will witness what's going on, and take notes. In the event that the incident or discipline comes up again, or is referenced later, the rep can serve as a resource for what occurred at the original meeting. Additionally, the rep can make sure that the meeting remains "civilized" and that the topic doesn't extend beyond the immediate cause for discipline. If you feel the discipline is being issued wrongly, the rep will be able to begin the grievance process. A rep is generally not going to be able to prevent the discipline from being issued, but rather will witness the discipline and file an appropriate grievance. If you're called for an "investigation" and are suspicious or concerned that there may be discipline involved, never hesitate to invoke your "Weingarten Rights". These rights are federally protected, and the script you should follow is printed elsewhere on this newsletter. As always, I encourage you all to read and understand your contract. It is in place to protect and benefit you. The Officers and Reps of the Local are available to assist you and answer any questions you may have. Don't hesitate to call us. We encourage you to attend membership meetings, too. An involved membership means a healthy Local, and is our best weapon to keep management from taking advantage of us.

Please keep in touch,
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WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."