



HPAE

LOCAL 5112 Newsletter

A NEWSLETTER FOR THE MEMBERS
OF HPAE LOCAL 5112 AT
RUNNELLS SPECIALIZED HOSPITAL

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MAY 2017

Message from the President

Happy Mother's Day to all the mothers, aunts, sisters, grandmothers and anyone who has mothered a child or fur baby. I salute you for the sacrifices you have made and continue to make. Motherhood offers a life time of rewards. This Mother's Day I celebrate my mother-in-law's 89th birthday. She had 11 children (9 living). She still enjoys shopping, cooking and being with family and friends.

And Happy National Nurses Week, May 6-12. The week concludes with celebrating Florence Nightingale's birthday and honoring her accomplishments made on and off the battlefield. "The Pioneer of Professional Nursing" cared for thousands of wounded during the Crimean War.

This year we have partnered with Cornerstone Behavioral Health Administration in planning events for RNs and all staff. This week we set aside time to honor each other for what we do and how we care for the chronically mentally ill. Thank you for covering shifts, bringing clothing donations to our patients, offering words of encouragement and deescalating patients safely. Thank you for your service. Thank you for going above and beyond.

The American Nurses Association's (ANA) theme for 2017 National Nurse Week is "Mind, Body and Spirit." I look forward to all of your responses on how you sustain our mind, body and spirit. The responses will be featured in a dedicated newsletter.

Lastly, it is Mental Health Awareness Month. It has always been my belief that I am just one situation away from being diagnosed with a mental illness. One in four people suffer from mental illness. More importantly, people continue to not seek treatment due to the stigmatization of mental illness. Let's continue to recognize people for who they are and treat the whole person.

Join a National Alliance on Mental Illness (NAMI) walk. Continue to support and be kind to one another.

Solidarity thru collective resistance,

Priscilla Surles-Burrus
HPAE Local 5112 President

HPAE Wants to Celebrate National Nurses Week all Month

"How do you replenish your mind, body and spirit as a caregiver?"

HPAE want to celebrate you in a special newsletter. Please submit a few sentences or several paragraphs, detailing how you care for yourself and others while sustaining your mind, body and spiritual self.

Submit your entry by Monday, May 15, 2017 to Elaine B (3-11 CSW), Cindy S. (CSW 7-3) or Priscilla (CSE 3-11). We need your entries to make this newsletter, Great!!!

Grievance/Discipline Blotter

Administration recommended a two day suspension for an RN who called in sick after being denied the day off. The RN had an excused absence and the discipline was downgraded to a verbal warning.

Another grievance was filed after several RNs were asked to find their own coverage for day off requests. The grievance was submitted to the Head Nurse with no response. We have moved the grievance to the Hospital Administrator and we are awaiting a response. It is past practice for staffing personnel to secure staffing benefit time requests. Any change in policy and procedure needs to be negotiated.

When You Leave Runnells Specialized Hospital.... What Benefits Do You Have From the HPAE Retiree Medical Trust?

Full-time and part-time employees participate in the HPAE Retiree Medical Trust. What are the benefits from being in the Trust?

There are two types of benefits in our plan, depending on how long you have participated in the Trust.

For members who aren't in the plan very long (less than 5 years) and thus don't have a lot of money contributed, there is a "**limited beneficiary**" benefit. When the member is eligible to access the benefit, they can get reimbursements equal to the amount of money which they (and/or the employer) contributed. They will submit reimbursement claims to the Fund office until they have nothing left in their account. If someone has a couple of big bills, say \$2000 for a surgery co-insurance and \$1000 for dental work, that money will be useful, but the limitation of this type of benefit is that once the member's account goes to \$0, they have no money left, even if they have used up the money in one year. They will have used up all of their reimbursement benefits.

For members who have 5 or more years in the plan, they are eligible as a "**regular beneficiary**" for a monthly reimbursement benefit for life which rolls over in any month the benefit is not used. While the monthly amount may be relatively small if you're retiring with 7 or 8 years in the plan, it's actually more financially lucrative than the lump sum benefit. Your monthly reimbursement amount is based, in part, on applying a 6% interest rate to all of the contributions that have been made, whether by an employee and/or an employer. As a result, a regular beneficiary gets back in just less than 7 years an amount of reimbursements equal to what has been contributed and then keeps on having a monthly reimbursement benefit for the rest of their life.

In that sense, the benefits for the regular beneficiary is more like a monthly pension, which typically can't be used to pay off big bills, but does provide the retiree with secure, added income. A regular beneficiary could use their reimbursement benefit, for example, to pay part of their monthly health insurance premium for a Medicare supplement plan or pay part of Medicare B monthly costs.

If you have a big bill, say \$500 for an eye glass exam and lenses, you will be fully reimbursed but over a period of time. In this case, you would submit your reimbursement claim for the \$500 bill, and the fund would pay you your monthly reimbursement amount each month (e.g. \$50 per month) for ten months until the total amount of the bill was covered.

More information on our Retiree Medical Trust can be found on the HPAE website at <http://www.hpaе.org/wp-content/uploads/2016/06/RMT-FAQ-June-2016-1.pdf> and at <http://www.hpaе.org/wp-content/uploads/2016/06/FAQAnnualParticipantStatement.pdf>

To find out about the benefits you are eligible for and how to access the benefits, please call **Tara Carter at 201-947-8000**. She works at Benserco, the company that administers the Trust.

Discovering Discounts





Check out the values online at our all new website at unionplus.org/aftbenefits

*15% ON THE MONTHLY SERVICE CHARGE OF QUALIFIED WIRELESS PLANS: 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 on 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 or unlimited data 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/aft or contact AT&T at 866-499-8008 for details.

**Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance. Credit approval required. Terms and conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from Mastercard International Incorporated. Capital One N.A. is not responsible for the contents of this message and/or any other third party products/services mentioned. The Mastercard Brand Mark is a registered trademark of Mastercard International Incorporated.

