



In July 2003 the nurses at SOMC organized into a union, HPAE Local 5138. We fought for our right to have a union in order to address wages, working conditions, and patient safety. In 13 years we have come a long way: now we hold management accountable and management must negotiate with us over all working conditions, wages, and benefits. Through the strength of our union we have won many improvements in our hospital. Here are just a few examples:

Where we started	Union Issue	Where we are now
Top Rate for RNs = \$32.00 No wage scale for experience	Wages	\$48.67 = Top Rate Wage scale for experience and negotiated raises for all RNs Pay equity for all RNs Right to grieve evaluations
\$2000 per year	Tuition reimbursement	\$5000 per year
None	Education differential and certification pay	Bachelors Degree: 1.50/hr National Certification: 1.00/hr-2.00/hr
No Limits and No differential	Floating	Float districts Rules for who floats first Well-paid float pool \$5.00 to \$8.00/hour differential for floating
None	Protection against unjust discipline	Yes We have won reductions in disciplines We have won good nurses their jobs back Won removal of disciplines from file.
None	Seniority	Contractual language enforcing seniority for scheduling, PTO requests and job postings
None	Voice on the Job	Labor management meetings We affect hospital processes and get problems addressed in departments that aren't functioning well Staffing committee Health and Safety Committee
None	Staffing	Staffing Committee Short staffing forms Staffing Grids Enforceable contract language on training, staffing and triggers for increased staff
Regular occurrence. RNs faced loss of wages	Flexing	Rules in the contract for flexing and a minimum of 2 hours if a nurse is sent home.
Changed any time by employer	Employer policies	Management must notify the Union and bargain over changes and respect the contract.
No voice at the state or national level	Federal and State Law and Regulations	HPAE members helped win: Mandatory overtime law Workplace Violence Prevention law Safe Patient Handling law Continue to fight for Safe Staffing ratios.

Our Union represents every member and encourages new members to take an active role – every new RN contributes to the strength of our Union. We have worked hard to achieve the gains in better wages, better hours, and better overall working conditions. Often management fought us, trying to take benefits and rights away from us. But we stick together and continue to make improvements on the job.

We want you to get involved: Learn your contract. Come to a meeting, meet your community of nurses. Get involved in a committee. Become an activist or a representative. We want your help and enthusiasm for creating a stronger more vibrant voice for patient and workplace safety.



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A Newsletter for the
Members of hpaef Local

Address Service Requested

Message from the President

We are beginning our contract campaign this month. Every few years we renegotiate our contract with the hospital. Each year we make progress, making gains on the issues important to our members. It is an opportunity for every member to get involved and shape the next few years of wages, benefits, staffing and working conditions for all RN's at SOMC.

This year we are working with our sister local at JSUMC, as well as our sister locals at Palisades Medical Center and the Harborage nursing home. HPAE represents nearly 2500 nurses, professionals, technical and service and maintenance health care workers at Hackensack Meridian Health. We have a lot of power and we plan to use it.

For Local 5138's part, we plan to educate our members on all the issues, mobilize our members to attend negotiations, pass out flyers at the hospital, speak with community allies and attend membership meetings. We will need everyone to do their part.

You can take action immediately:

- Please sign the petition in support of the bargaining committee.
- Become educated on the issues and speak with your co-workers.
- Attend the Safe Staffing Lobby Day on February 27th in Trenton.
- Attend the General Membership Meeting on March 7th
- Attend the Medical Debt Clinic on March 18th
- Volunteer to be on our action team.

Thank you to all our members, new and old, for your continued trust and commitment to building a strong Union. When we fight, we win.

Sally Fessler

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Upcoming Events

Safe Staffing Lobby Day
in Trenton 830a-330p
Monday, February 27, 2017

General Membership Meeting
8am, 4pm and 8pm
Tuesday March 7, 2017
Bay Avenue Community Center
775 Bay Ave—Manahawkin, NJ 08050

Medical Debt Clinic
Saturday March 18th
Time and Location to be Announced