



Message from the President

Dear members,

It is hard to believe that summer is over and October will be here. We had a good turnout at the general membership meeting in September. For those of you who were unable to attend, I wish you well and hope that you had a great summer.

Over the summer, we have been meeting with local politicians and community organizers in an effort to convey healthcare and staffing concerns. We have established common interests with our community: healthcare needs, medical debt, and access to care. Through these meetings, we have come to realize that we should unify our efforts to more effectively address mutual concerns.

At one of the meetings, State Senator Connors listened to our concerns about safe staffing, staffing ratios, healthcare costs and access and the impact they have on our members and our community.

Our focus continues to be on resolving staffing concerns through filling out staffing forms, and by raising these concerns in the staffing and labor management committees. Overall, your Union is constantly working to resolve problems with increased workload, staffing grid compliance, sufficient ancillary help, safety and security, the discipline process and adherence to our contract. It is my hope that each of you takes ownership of your current contract. Know it well enough to recognize breaches, which negatively impact our ability to deliver the quality nursing care for our patients and community. We have had many successful resolutions regarding many of our issues. Others continue to be challenges, which we will continue working on. Our most important asset is our dedicated membership.

HPAE Local 5138 has almost 300 members. Each of you has a voice, but unified together we are heard. Simply stated, there is strength in numbers as we work to advance our nursing practice and goals. I am asking each of you to get involved. You have great ideas, experience, talents, and time to achieve our common goal of quality safe care and service to our community. Please ask your unit representative or a member of the local executive board how you can help.

Gentle reminder: please complete the 2017 contract survey if you have not already done it. This is the only way we can address your needs, concerns and changes, that will improve our contract.

Please, no matter what your political persuasion is, get out and vote on Nov 8, 2016. This election will be one that changes history.

Thanks for all your support,
Sally Fessler
Local 5138 President

STAFFING!!!

With the electronic staffing forms available for over a year on the Meridian Intranet, we do see more of the units utilizing them. It is our way of monitoring how well the hospital is staffing units.

While the hospital has hired more nurses, there are still openings they need to fill. Our contract states that the hospital is to abide by their grids. It seems this is not always happening. Except for CCU, which is staffed differently, all Med-Surg and Mancini units should be staffed with a maximum of 6 patients per nurse. When you start your shift with more than that or accrue another patient on your shift, giving you more than six patients at one time you should be filling out the staffing forms. Whenever the grids are not followed, we will file a grievance. This applies to all shifts.

Unfortunately, it seems that not all units and shifts are using the forms. Not only is it a way for us to see how they are staffing, but it also protects nurses when they are working on a floor which is not staffed properly. Night shifts seem to not be filling these forms out as frequently. We encourage night shift RN's to fill out these forms. Nor can they fill them out and a nurse just sign it. If you are not the one filling it out, you cannot put your signature on it.

Your E-Board brings these forms to the staffing committee as well as labor-management meetings, which are held monthly. Don't think these forms are being tossed into a box or placed on a shelf and ignored. We take these forms seriously and every labor-management meeting we spend most of our time discussing staffing.

Even though you fill out the form, you still have the right to call your manager or supervisor to state the staffing issue and ask what their plan for correcting it is.

The forms serve as a paper trail so that management can't say "we weren't aware of the problem". If your unit is short a secretary, an aide, or using an aide as a patient observer (which causes you to be down an aide) – these are also reasons to fill out a form.

Remember, most of the hiring of new nurses are due to our continued pressure on management to post positions that were either vacated, not filled or newly needed positions. Without the communication from you to us, this would not be possible.

Barbara Bosch
VP Local 5138

Grievance Chair Memo

We have had some recent wins.

- 8 out of the 9, October 2014 level 2 suspensions involving medication variance, have been settled. The Level 2 disciplines can only be used for progressive discipline for three years from the date of the incident. And they can only be used for similar infractions.
 - The 9th level 2 suspension case is going forward to arbitration. We must protect our "whistle blowing" rights for ourselves and our patients. This conscientious individual wrote the Care Link after finding the error and was disciplined, contrary to the policy. We should all feel safe and secure reporting an incident to protect patients without fear of punishment.
 - We also reduced a level 2 to a level 1
 - We upheld a seniority clause involving schedules
- The grievance process is our strong voice. Know your contract. Know your rights.

Kim Fuss
Grievance Chair

Dates to Remember

October 2016	Election of Officers HPAE 5138
October 31, 2016.	Member Contract Survey 2017 completion date Please return to union mailbox or unit representative
November 2, 2016	Representative meeting 7:30pm
November 5, 2016	HPAE training
November 8, 2016	Presidential election USA Please Vote!!!
November 2016 (TBA)	Joint Meeting of Local 5138 & 5058 Executive Boards
December 1, 2016	Representative meeting 7:30pm

For Every Part of Your Life



From buying a home or a car to savings on wireless service and travel, Union Plus provides money-saving benefits and services uniquely designed to meet the needs of AFT+ members and their families.

Learn more at
UnionPlus.org/AFT



A Union of Professionals
AFT+
Member Benefits

SAVINGS • SERVICE • SOLIDARITY