



HPAE

LOCAL 5106 Newsletter

A NEWSLETTER FOR THE
MEMBERS OF HPAE LOCAL 5106
TEMPLE UNIVERSITY HOSPITAL

THE FRONTLINE NEWSLETTER

March 2017

Message from the President



Our new contract has been ratified by an overwhelming majority of the members. Thank you all for a great turnout. Many of you came in on your day off to vote and your efforts were much appreciated by the Negotiating Team. We worked very hard to get the best contract possible for our members. We are pleased to announce that there were no give backs and we blocked an attempt to move our RN's & Professionals only twice a year on the wage scale. Our raises in 2018 & 2019 will go into effect in the check that includes March 1st. This means our members will see their salary increases for the entire month of March and not just a partial month increase as it has been in contracts past.

Other highlights include new steps on the Tech, RN & Professional wage scales and increased shift differential for the techs. Our biggest success I believe was the charge nurse differential for ALL RNs effective in year two of the contract. Management only believed that RNs working in the ER were deserving of this differential. Our Negotiating Team stood strong, informing management that our behavioral health RNs work in an extremely stressful and dangerous environment and their responsibilities are equal to that of an RN working in the ER. In fact, our ER RNs were appalled that management even considered not including all charge nurses throughout the hospital.

New Professional & RN certification bonuses were gained in the negotiations, in addition to improved vacation accrual for newer Techs. We also were able to achieve contract language improvements in Recognition, COPE, Seniority, Promotion & Transfer, Overtime, Vacation, Holiday and Health and Welfare Articles. We successfully negotiated a Joint Labor-Management and a Joint Health & Safety Committee. The Union and Management are required to submit agendas and we will now be able to hold Management accountable or resolving issues identified.

Due to a legal question that is presently being considered for Temple Main and our campus as to whether we are governed by the Pennsylvania Labor relations Board or the National Labor Relations Board we were able, for the first time, to negotiate staffing language. The language states: *The Employer and the Union agree that in any patient care situation, patient safety and quality care is of the utmost importance and must be ensured for the benefit of the patient, the staff and the hospital.* In response to our concern regarding an unsafe staffing pattern on C4 evening shift, the Hospital is seeking funding for an additional 3-11 nurse on C4. This new language enables the Union to hold Management accountable for the safe staffing of the hospital through the grievance process.

I believe the improvements negotiated for our members are definitely something to be proud of and it is incumbent upon each of us read our contract and to know our contract. We have the language and now we must see it is properly implemented. We will use our grievance process to challenge violations of the contract.

If any of you have issues or problems for the Labor Management and Health & Safety Committees, please contact any of the Reps or the Local Executive Board and we will add them to the agenda and possibly have you address the appropriate committee. It is not only the responsibility of management to keep us and our patients safe. We must be proactive and advocates for our patients and ourselves.

Contracts will be distributed to all members as soon as they are available.

Elizabeth Nulty, Local 5106 President

Additional Gains Made During the Negotiations

In addition to our new contract language, we were also able to address some issues that have been problematic for our members.

1. **Paycheck errors.** If you have ever received a paycheck that is short a day's pay or even more it is anxiety-producing to say the least. We proposed contract language to address this situation.

The Hospital was unwilling to include specific language in the contract, but provided us with the process for correcting errors which members will now be aware of. Here it is...

The practice of the TUHS Payroll department for processing checks to correct payroll processing errors (off-cycle checks) is to process corrections for any paycheck error that results in a paycheck that provides compensation for less than 80% of the employee's compensation due for that pay period. Off-cycle checks normally will be available within 24 hours after the problem has been identified and the approved correction is received by the payroll department.

Checks will be mailed or the employee may pick up the check at the TASB Payroll department.

Direct deposit is not available for off-cycle checks.

2. **Attending court for an incident of assault.** Again, we proposed contract language that if a member was assaulted at work, pursued criminal charges and was required to appear in court, that the person would not be required to use their benefit time. In response, the Hospital added language to a pre-existing policy (TUHE-110.00 Management of the Potentially Assaultive Patient) that acceptably addresses this issue and the employee will not lose pay or benefit time to attend court. The positive outcome of this is that *all* Episcopal employees will benefit should they be in a similar situation.

3. **PRIDE program established.** As part of the Magnet Recognition Program, the Hospital has established the Professional Recognition in Developing Excellence or PRIDE program. The program exists to "provide a structure of advancement for clinical nurses who choose to stay in a clinical role at the bedside. This program provides advancement and recognition for increased responsibility and expertise." It is included as a letter of agreement in our new contract. The program enables nurses to qualify for bonuses at three different levels: Competent, Proficient and Expert with bonuses of \$1,000, \$1,500 and \$ 2,000 respectively. Application and information regarding the program can be accessed on the Shared governance Share Point Site on the Temple web site. Get started today by getting your application and start to climb the ladder to a more successful you.

Welcome New Members



The Local warmly welcomes the newest additions to our bargaining units: **Shannon Talukdar**, RN (C6), **Avagay Ledgister**, RN (ER) and **Ruben St. Paul**, CRT (CRC). We hope you will become actively involved in the Local and contribute your time and talents to making up the best we can be.

Hundreds Rally in Philly to Save Our Healthcare



Sue Clements and Bindu Joseph

Hundreds of concerned citizens, including many healthcare professionals, came out to a rally in downtown Philadelphia on Saturday March 4th to defend the gains we've made in providing healthcare benefits to millions of previously uninsured Americans through the Affordable Care Act (ACA). Local 5106 was represented by Sue Clements, RN and Bindu Josephs, Ultrasound Tech.

The organizers from the Women's March Movement started the rally with the chant, "This is what democracy looks like!" The speakers

included City Council Member Helen Gym, State Representative Dwight Evans, and U.S. Senator Bob Casey. The U.S. Senator got big cheers by declaring that Republicans do not have a plan but rather a scheme to take health care away from millions. "We've got a plan. Let's fight them," he urged the crowd.

Several people who have benefited greatly from the ACA told their stories. A young man with multiple sclerosis (MS) talked about the ACA's provision which prohibits lifetime caps, which will enable him to afford his insurance and the medications he needs. A mother with twin daughters who were diagnosed with cancer explained how the ACA's benefit provisions have been crucial for her family. A nurse practitioner who works in an outpatient healthcare facility reported the excellent outcomes of early diagnosis and treatment of chronic diseases, saving people from needless suffering and costly hospitalizations.

Organizers encouraged people to continue to pressure elected officials, especially Pennsylvania's other Senator, Pat Toomey, who has cowardly refused to hold town halls.



Senator Bob Casey

MORTGAGE
The Union Plus mortgage program makes buying or refinancing a home easy for you and your children.

CAR RENTAL
Up to 25% discount on car rental deals with Avis, Budget, Hertz, Dollar, Thrifty & Payless.

Four Ways to Save

AT&T WIRELESS
The only national unionized wireless provider. 15% savings for union members on the monthly service charge of qualified plans.*

CREDIT CARD
Several credit card choices,** all with competitive rates and U.S.-based customer service, designed to meet the needs of union members.

*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 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-store verification of union member status. Discount subject to agreement between Union Plus 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 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/AT&T or contact AT&T at 866-499-8008 for details.

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Tell Senator Toomey to Protect Our Healthcare and Essential Social Programs

We are deeply concerned about the future of healthcare in our country and especially here in Philadelphia. It has been widely reported from reputable sources, including the New York Times, that repeal of the Affordable Care Act without a replacement that provides the same or improved coverage, will have disastrous effects. We need to speak out on this issue by contacting our US senators and representatives and telling them not to repeal the ACA. We need to call, email and write to our elected officials who are in office to do the will of the people. We need to come out to rallies, and other actions that demonstrate we are willing to do what needs to be done to turn the tide. That is what democracy is about.

One of our biggest targets must be Senator Pat Toomey, who has time and again voted against the best interests of the citizens of Pennsylvania. From his approval of Trump's unqualified appointees to his support for the repeal of the Affordable Care Act, clearly his agenda is not ours. We are presently collecting signatures on a letter to Sen. Toomey, urging him to vote "no" to repeal the ACA. We will deliver the letter and signatures to the Senator at on upcoming "Tuesdays with Toomey."

Citizen action groups have been engaging in events to force the senator to meet face to face with his constituents at town halls. **Tuesdays with Toomey** are held every Tuesday from 12 to 1pm outside his Philadelphia office at 2nd and Chestnut St. Below is a schedule for the upcoming events:

3/21 Healthcare for Kids (how cuts to Medicaid and CHIP will affect children)

3/28 Respect our Elders - Social Security/Medicare/ACA repeal (50+ Pennsylvanians are among group that will be hardest hit AND Toomey is on subcommittee on social security)

4/4 Mental health/Opioid addiction

Senator Robert Casey is our other US Senator who stands in support of the ACA. To find your US representative, go to www.house.gov.

Support the HPAE Committee on Political Education (COPE)

Political action is an important part of what our union does, especially in these unsettled times. We can't afford to not like politics or to not get involved. Decisions that are made in the Courts, as well as laws that are passed on the state and national level, affect us and we need to stay vigilant and educate ourselves. COPE is there to help us understand what is happening.

For the first time, we will be able to financially support COPE through a payroll deduction that was negotiated in our new contract. Even small payroll deductions add up and help us support the best candidates. COPE deduction forms can be obtained from local officers. Please consider authorizing a voluntary payroll deduction for COPE!

Murphy Endorsed for NJ Governor by HPAE State Executive Council

For our many members who live in New Jersey, COPE recently vetted candidates for governor. A questionnaire was sent to all those who have indicated their intent to run for office. The topics included: support for nurse to patient ratios, \$15 minimum wage, paid sick leave for all employees, pay equity for women and protecting health care coverage and access to quality healthcare. After the surveys were returned and reviewed by the COPE members, the candidates were interviewed.

At the State Executive Council meeting on March 15th, HPAE COPE chairman Tom Murphy recommended that HPAE endorse Phil Murphy, a former businessman, leader of local charities, board member of the NAACP and former US ambassador to Germany. The State Executive Council accepted COPE's recommendation and voted to endorse Phil Murphy for governor in the November 2017 election.