



Message from the President

Some of our members have asked the question: *Where do the union dues go?*

The short answer is that union dues go to enforcing the rights, benefits, and protections in our current contract and negotiating new contracts based on our concerns and needs. That means holding management accountable to the terms of the contracts e.g., paying our members the correct wages, providing the agreed upon benefits, acknowledging the process to challenge discipline.

Our dues also help to finance a system of arbitration that has an experienced arbitrator hear the union and management side of a grievance and render a decision. Our local has used this process to obtain some degree of justice to members who have been unjustly terminated.

But there is a much larger picture that many of our members who were not involved in our fight to unionize are not aware of. In the summer of 1997 there were close to 400 nurses and technicians working at Episcopal, which was then a full service, acute care hospital. Episcopal was having financial problems so they decided to cut salaries and benefits of the non-union employees. Many of the nurses were reduced to part time status. We quickly realized that we needed to protect ourselves. We made the decision to unionize and selected HPAE as our union.

HPAE sent three full time staff members who spent several months helping us organize and prepare for a union election. Once we won the RN and Tech elections an experienced staff rep guided us for the next ten months while we negotiated our first contract. *HPAE did not collect any union dues until our contract was signed.*

We were barely up and running as a new local when Temple "took over" at Episcopal. Temple used a legal loophole to deny recognition to our contract and our union. Since Temple was a public sector employer, we were forced to reorganize and re-negotiate a contract that was recognized by the Pennsylvania Labor Relations Board. Again, the HPAE organization stood behind us for the next year, fighting to keep Episcopal open when it looked destined for closure. After fourteen very difficult months we signed a contract with Temple. By that time, Temple had shipped so many services to the main hospital and Northeastern there were only about 50 members left in our bargaining unit. When our union dues started rolling in it was like a drop in the bucket compared to what the organization had spent to help us organize, not once, *but twice.*

This story repeats itself in one way or another every time people decide to form a union. HPAE uses the resources that they have to help make it happen. The union dues paid by the existing locals help the new locals successfully organize. Pay it forward or pay it back. The bottom line is that we are in this together and "In Unity there is Strength". Supporting the growth of our own union and the union movement throughout the country is the best way to ensure decent employment opportunity for our future generations.

Elizabeth Nulty
Local 5106 President

Retirement News

We are sad to say goodbye to two old friends, but happy to know that they have reached retirement and are ready to begin a new phase of their lives.

Claire Wyeth, RN (C5) has been a nurse in the Temple system since Feb. 1990. She came to Episcopal in 2002 when Behavioral Health Services were moved here from Temple Main and Neumann. She was, in essence, one of the founders of the "new" units. As one of the most experienced nurses on C5, she has helped many new nurses through the orientation phase. She was a quiet, steadfast worker who got the job done, despite challenging conditions. In the words of her co-worker Kathy Smith, "Claire worked as a nurse for over 50 years. She didn't retire until she turned 70. She was a team player and a great resource. She would often bring in clothes for the patients that had none."

Teri Butler, RN (C6) has given twenty-two years of faithful service to Episcopal. She has always gone above and beyond for patients, co-workers, family and friends. Teri participates in church activities, fundraising, job fairs, health fairs, along with membership in the Lambda Kappa Mu. She worked in the prison system, detox, psych, ICU, dialysis and genetic monitoring of newborns. Teri was honored for community service by the North Philadelphia Health System, City Council and the State Senate. Michele Morton, RN, remembers: Teri was like a big sister to me during her time on C6. When she saw something that she thought was wrong she would say something whether you liked it or not. But she was also nurturing and when you were not feeling good or you were going through something she was there to comfort you. Teri, I will miss you." Sam Opalka, a newer C6 nurse, said, "Not only was Teri a great nurse, but she was an ever better co-worker. Teri was a wonderful person to work with, always willing to lend a hand. Her kind heart and generous spirit have no limits. C6 will not be the same without her. We would like to thank her for everything she has done for all of us during her years here."

Claire and Terry, we wish you both many years of a happy and satisfying retirement!

Violence in the workplace

C4 became a battlefield last week when several staff members were injured by an aggressive patient. One of the nurses sustained a head and eye injury and a resulting debilitating headache. The physical injury was bad enough, but add to that the emotional trauma of being hit in the face hard enough to cause a huge lump and a black eye. It was very traumatic for the nurse and disturbing to everyone on the unit.

Following the attack, the nurse filed a police report which involved several hours of her time and trips to two different police stations. A week after the incident the patient was still on the unit. Co-workers questioned why he had not been arrested. When we investigated the process, we discovered that once the report is made, it is in the hands of the legal system. After the report is taken by the detectives it is forwarded to the District Attorney's Charging Unit (DACU), where the determination is made whether or not to file charges and arrest the perpetrator. Deciding factors would include the extent of injury and the circumstances surrounding the incident. The DA's office will also take into account information obtained from the patient's physician when making the decision how to proceed with the case. They might decide not to press charges based on diagnosis, mental status, etc. Even in cases where assaultive patients at Episcopal have been charged and arrested, there is no guarantee that justice will prevail. More than one felon has been released by the courts.

The decision of whether or not to press charges rests with the person who was attacked. The Hospital cannot file a complaint on your behalf, nor will the Hospital recommend that you file, *or not file*, a complaint. But it is important that if you do go to the police department to file a report, that you take a copy of the PA statute, Title 18, Crimes and Offenses, which specifies that an assault on a healthcare worker is a felony. This document can be obtained in the nursing office or on our web page at <http://www.hpae.org/wp-content/uploads/2016/09/Pa-statute.pdf>

We are planning to meet with a representative of the District Attorney's Office to make sure that the office is aware of this statute and hopefully to help facilitate better service when one of our members finds in necessary to file a complaint.

Local 5106 VP Speaks at Philly Forum on the Fight for \$15



HPAE Local 5106 Vice President and Temple-Episcopal social worker Charles Bowen (2nd person from the right in the photo) spoke at the "#15 Now" Forum. The forum was held on Saturday, September 17th at Temple University in

Philadelphia, in support of SEIU 32BJ members who are fighting in their current contract negotiations for a \$15/hour wage rate.

The forum brought together Temple unions, students, and community members committed to a living wage for all workers, fair contracts for Temple unions, and development at Temple University that not only benefits students but helps to build a strong North Philadelphia community.

Charles shared words of encouragement, talked about our union, and discussed the upcoming contract negotiations with Temple Episcopal Hospital.

General Membership Meeting

At our recent General Membership meetings at Episcopal on August 24th and Northeastern on August 30th we continued our contract campaign with distribution of contract surveys. Some members filled them out immediately; others needed time to think over what is important for the next contract. Following the meeting, officers and reps distributed the surveys to member unable to attend the meeting. Surveys must be returned by the end of the month.

Two spots were open on the negotiating team. Interested members were requested to fill out the form, which listed the commitment required in order to nominate themselves. The nomination form was also available on-line.

Our member engagement campaign successfully reached out to every member to obtain updated information and to recruit members to volunteer for various committees and activities.

The HPAE State Convention will be held at Bally's in Atlantic City on October 6th and 7th. Members were informed that if they attend the convention, the local treasurer, Richelle Kozak, would reimburse them the cost of the convention registration fee. Members were also made aware that \$1,000 from the treasury has been set aside to reimburse members for some of the cost of a room if they are attending both days. The money will be evenly divided depending on the number of our members who attend.

FACTS ABOUT WORKMAN'S COMPENSATION

1. If you are injured on the job, you can be seen at Industrial Health Services on Episcopal Campus or at **Temple Occupational Health Services at 3401 N. Broad St. 215 707 4455.**

There is a list or panel of doctors posted in Human Resources. You can see any doctor on that list. **You are also entitled to a second opinion from another WC doctor.**

2. Report any injury as soon as possible to your manager or supervisor and fill out a MIDAS form.

3. If you are injured on the job, keep a record of *everything*, including appointments—date, location, who you saw, what was said, etc.

4. Request copies of all studies: x-rays, CT scans, MRIs, etc.

5. You must follow-up with the WC physician for 90 days and then you can see your own physician. *Your bills will be paid if your health care provider reports as required within the ten days after your first visit and at least once a month as long as treatment continues.* You must notify the new provider that these reports are to be submitted to the following address:

Scibal Associates, Inc.
c/o Temple University Health System
2450 W. Hunting Park Ave.
Philadelphia, PA 19129
215 707 8778

6. If you are collecting WC for more than a month, you will be billed for your portion of the health care premium when you return to work. Arrangements can be made with the payroll department for a payment plan to reimburse what you owe.

7. Physician appointments can be

made during the work hours if no off schedule hours are available. Employees are asked to try to schedule the first or last appointment of the day. It does not matter if they are working full or restricted duty. All diagnostic testing and physical therapy is to be done on the employee's own time.

8. Family medical leave runs concurrently with Workman's Compensation. If you are injured on the job and are unable to return to work in the 12 weeks guaranteed by Family Medical Leave Act, the employer is *not* required by law to hold your job.

Our union contract provides a member with a year's medical leave with no loss of seniority, but cannot guarantee your job after 3 months.

Article 16, Sect 3c:
"Employees returning from a personal leave of more than three months shall be placed by the hospital in his or her same, or equivalent position if such position is vacant. If no such position is available on the date the employee is able to return to work, the employee will be able to exercise recall rights for six (6) months."

8. If you are on light duty, you are paid at your regular rate of pay and continue to accrue benefit time. If you are on light duty it is not charged to Family Medical Leave.



NEW MEMBERS

The Union welcomes our newest members: **Cynthia Blangger-Bray, RN (C6)**, and **Shafi Kaderi (lab)**. Welcome back to **Earl Wallace (CRC)**. We hope you will become actively involved in the local and use your time and talents to help make us the best we can be.

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SAVINGS • SERVICE • SOLIDARITY

November 8, 2016 Election



The upcoming Presidential and Congressional elections are crucial for working families and unions. Our national union, The American Federation of Teachers, HPAE, the Pennsylvania AFL-CIO and the national AFL-CIO have all endorsed Hillary Clinton for president and Katie McGinty for the PA Senate. We strongly encourage our members to vote for these endorsed candidates.

If you are interested in actively campaigning for the candidates, Labor Walks sponsored by the Philadelphia AFL-CIO are scheduled every Saturday morning up until the election. The staging locations are the Sprinklerfitters Hall on McNulty Road in the Northeast and the Seafarer International Union Hall, 2604 South 4th Street (4th and Oregon Ave.) The Council is also coordinating phone banks held at their headquarters at 22 S 22nd St #2, Philadelphia, PA 19103.

Contact Sue Clements @ 215-335-1140 for more information.

HPAE CONVENTION 2016: "Challenging Corporate Healthcare"

October 6 - 7, 2016 Bally's Atlantic City



REGISTER ONLINE NOW

[www.hpae.org/campaigns/
convention2016](http://www.hpae.org/campaigns/convention2016)

HEAR FROM national healthcare advocacy experts, including Jessica Curtis of Community Catalyst, and Dr. Fred Hyde from Columbia University, on the trends in corporate healthcare affecting our members and communities.

DISCUSS EFFECTIVE STRATEGIES for challenging corporate healthcare in bargaining, organizing, community alliances, and politics.

VOTE ON HPAE's strategic plan for challenging corporate healthcare, and updating our union's constitution, bylaws and dues.

