



Message from the President



Union Solidarity

That is what we must have if we are to continue to have a say in the conditions of our employment. I am happy to report that we *have* solidarity in HPAE Local 5106. Our members stepped up at our recent General Membership Meeting on Aug 29 to sign

new membership cards and to proudly say **“I am sticking with my union.”**

Unions are under attack and some of our elected officials, backed by billionaire businessmen, are trying in every way possible to destroy them. The latest attack came in the form of the Supreme Court Janus case. In their decision, this ultra conservative Court overturned a decision made forty one years ago that anyone who derived benefits from a union was obliged to pay a “fair share” of union dues. This Supreme Court ruled that the public sector employees *are no longer obligated to pay their fair share*. Make no mistake. This movement is fueled by anti-union forces that would like nothing more than to see unions fade into history. They have already started to reach out to union members in our area to resign from their union using the argument, “why should you pay union dues if your co-worker has the same protections for free?” If enough union members are deceived by this tactic, it could seriously impact the union movement in the United States. Union throughout the country have been educating their members about these insidious attacks. We are doing the same. For those of us who have been active in the Union movement, we will not go back. Our message is clear: **WE ARE STICKING WITH OUR UNION!**

Check out the bulletin boards on the first and third floors for pictures from the meeting. Our members are also the stars of our web page. www.hpae.org click on Locals, click on 5106

Special Membership Meeting

On August 29, 2018 sixty-two Local 5106 members attended a special membership meeting to hear about our upcoming HPAE convention and the Supreme Court Janus decision. Members were asked to sign a new membership form as a sign of commitment to their union. They understood how the Janus decision was an attack on unions and it will not be the last. Members signed card and declared their Union solidarity in the pictures below

In solidarity,
Betsy Nulty



HPAE Convention

The time is fast approaching. October 4th and 5th at Harrah's in Atlantic City we will join members from 22 other locals to celebrate our Union as the torch is passed from our dedicated leaders for the past forty years to new state officers. There will be pre-convention activities on Oct 4th which include committee meetings and workshops in the afternoon and dinner and dancing in the evening.

The Convention opens on Friday Oct. 5 at 9am. Convention business includes election of new state officers, presentation of resolutions, and amendments to the constitution and by laws. There is also a presentation of an award to a deserving member from each local. Delegates from the locals will be asked to vote on the resolutions which will guide us over the next three years.

This year's resolutions include:

- Addressing the opioid crisis,
- Creating a rapid response team for disaster relief,
- Supporting LGBTQI Equity for health care and working conditions,
- Supporting the Affordable Care Act and expanding health care for all
- Increasing member engagement and developing new leadership
- Encouraging and supporting members to run for public office

This is a special year, a special convention and we encourage our members to attend. Those who do attend will be reimbursed the cost of convention by our treasurer, Richelle Kozak. The Local Executive Board has also allotted \$1000 to provide some reimbursement for the cost of hotel rooms.

Don't miss this opportunity for a wonderful union experience.

To register for convention www.hpae.org/convention (until September 28th)



As most people already know, our dear friend and coworker, **Orlando Roberto**, has been in a very serious accident and is presently being treated at Temple university Hospital. His condition remains critical, but stable.

Everyone who knows Orlando knows that he is a kind and gentle man who does whatever he can to help patients and co-workers.

It is our turn to reach out and help him.

Cash donations can be given to his respiratory co-workers who will make sure that donations get to Orlando's wife and family.

Employees can also donate vacation time to Orlando to help provide income when his benefit time is exhausted. Prayers and positive thoughts are also much appreciated

Unit Rep Steps Up, Steps Out



Venus Weaver, unit rep for the Behavioral Health Therapists, has had a busy couple of weeks, not only while working at Episcopal. Venus represented our Local at the Philadelphia Labor Day Parade on Sept 4th and then at A Philip Randolph Institute Phila. Chapter Award Banquet on the Spirit of Philadelphia on September 14th.

The annual Labor Day Parade brought together thousands of union members and their families from the tri county area. They marched down Columbus Blvd to Penn's Landing where the festival took place. Free food and drink, live entertainment, souvenirs and rides and activities for the little participants. The atmosphere was festive, but these union members know the serious threats we are facing and hope that their solidarity sends a strong message to anti-union forces

The A Philip Randolph Institute Awards honored Union leaders from the Philadelphia area. The Honorees included Ms. Carla M. Insigna Director, AFSCME DC 90 and Dionne Gary, Director 1199C, NUHHCE, AFSCME. Venus reports "a very nice time". We are happy that she was there to represent us.

Know Your Benefits

Do you have short term disability? Long term disability? Are you contributing to our pension plan? If you don't know now is the time to find out and to determine moving forward what you need to do. If you don't remember whether you signed up for these benefits, simply check the payroll deductions on you pay stub for LTD, STD and a pension deduction with an employer match.

Long term disability is discussed in Article 18, section 5 of the contract. Employees may purchase LTD to cover 60% of his/her monthly salary. A covered employee is eligible to collect LTD after he/she is out of work for 180 days. While on LTD Temple will maintain its core benefit programs (medical prescriptions, basic life, dental, vision and pension) at no premium cost to the employee for the duration of the disability payment. Temple covers 50% on the cost of LTD.

Article 18, section 9 discusses a voluntary short term disability plan with 100% payment from the employee through payroll deductions. A person is eligible to collect STD once they have been out of work for thirty days and they have used all of their sick time. STD last for six months.

If you are not contributing to the TUHS Defined Contribution Retirement plan you will receive *no pension payment from this employer when you retire*. Article 19, section 1 clearly defines the terms of the plan. Most importantly the employer match increases over seven years of participation. So that after seven years the employee contributes 4.5% of their salary and Temple contributes 8.5%. This is an excellent benefit. It is never too early to start saving for retirement.

Warm Wishes for a Happy Retirement

Most of our members have never met our State officers, President Ann Twomey and Vice President Bernie Gerard, but as they walk off in the sunset to enjoy a well deserved retirement, we want to share some special memories.

In the late summer of 1997 a group of 35 Episcopal nurses decided to unionize. We reached out to three different unions to meet with us. HPAE sent the big guns. Ann Twomey, President of the State organization traveled from North Jersey to Philadelphia on a weekend to meet with us in a small conference room in Chinatown. She brought an awesome slide presentation that showed HPAE members speaking up and organizing throughout NJ. As a nurse, Ann understood the frustration of short staffing, rotating, being pulled to units where we were not qualified to work. Her leadership and vision were captivating. Many of us were sold on HPAE from the beginning. In a very short time the majority of our steering committee agreed and we selected HPAE as our union. In the 21 years that we have been part of this union, our trust, our confidence in Ann Twomey has never wavered. She has advocated for all healthcare workers, for social justice, for political candidates who support our causes, for changes in laws to improve our workplaces and she has inspired us to do the same. Ann's contribution to our union and to our members is immeasurable. We are truly grateful for all she has done.

If Ann has been the head of HPAE, Bernie Girard has been the heart. He has been the person to go to with problems, concerns, issues. Bernie always has time to listen. He always returns phone calls and emails. He does his best to get answers to obscure questions even when it involves Pennsylvania issues. Bernie, like Ann, has been a wonderful leader, but with a different style. We remember our first HPAE convention when Bernie and some of the staff danced on the stage. Bernie knew how to have fun and his spirit was contagious

He made sure to reach out and welcome everyone at every event. We all know the awesome job that Bernie has done organizing events, addressing clinical issues and helping move our union forward. But most of all Bernie has been a dear friend, someone who is always there for you. We are grateful to have spent the last twenty one years with you. Keep on dancing!

Tom Wolf and Bob Casey

On November 6, 2018 the citizens of Pennsylvania will go to the polls to elect Governor, a US Senator as well as representatives to the US House and Pa State House. **Following the lead of the PA AFL-CIO we are endorsing Tom Wolf for governor and Bob Casey for re-election to the Senate.** We are working to see a "blue wave" that will provide the necessary checks and balances in government that are now sorely lacking.

The Republican candidate for governor, Scott Wagner, is ant-worker, anti-union and a supporter of "right to work" laws. Right to work is know by union activists as "right to work (for less)".

In the words of Martin Luther King:

In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as 'right to work.' It is a law to rob us of our civil rights and job rights. Its purpose is to destroy labor unions and collective bargaining...

DO NOT FORGET TO VOTE ON NOVEMBER 6. THE FUTURE OF OUR COUNTRY HANGS IN THE BALANCE.

**October 11, 2018
Fox Conference Center
12:00 to 1:30**

Treatment for Schizophrenia

Come learn about a new product: its safety and tolerability, side effects, compatibility with other meds,
Practice giving IM injections

PRESENTED by: Paula Lopez, JNJ Pharmaceuticals

SPONSORED by: HPAE

1 CEU will be awarded

REGISTRATION IS REQUIRED!!!

Contact Sue Murphy CNS to register

Sue Murphy: 215-707-0961

Labor Walks

If you are ready to take it a step further, come out to a Labor Walk which are being held every Saturday between now and the Nov. 6 election. The purpose of the walk is to reach out to other union members and encourage them to vote in the upcoming election. Training is provided and experienced canvassers will orient new recruits. In order to encourage members to participate, our union provides a stipend of \$50 for a morning of canvassing. Members and their family members or friends are eligible for this stipend.

If you are worried and concerned by what is happening in this country, decide to do something about it. Help us GOTV—Get out the vote!

Every Saturday between now and the election.

Staging Locations: NE: Sprinklerfitters LU 692, 14002 McNulty Road Northeast Phila.
South: Seafarers Union 2604 So. 4th Street

All Labor Walks begin at 9:30am

HPAE Local 5106
Labor-Management/Safety Meeting
September 18, 2018
Episcopal Campus, Room 213

Attendance: Betsy Nulty, Sue Clements, Luann Kline, Yasser El-Khatib, Jeanine Penn, Clara Galati, Joan Schiavo

Minutes

Campus Safety issues

Beacon House (Luann Kline)

- Will become a respite center for the homeless. If you are living on the street and you need a place to rest.
- The city has put out a request for proposal to agencies who might be interested
- People will enter Beacon House from Huntington st. and not from parking lot.
- Employees entrance to the parking lot on Huntington Street will be moved away from the entrance to Beacon House.
- We will not respond to any emergency in Beacon House; it will be a 911 call
- There will be additional security guard outside when it happens to prevent people from loitering in the parking lot
- T3 call center will move to Temple
- Ambulance staff will move to Tower 2

Safe injection site--no plan at this time.

School of Nursing Building

- Letter of Intent to purchase has been signed by Sister Mary Scullion/Project Home
- Renovations to start November 2019

Behavioral Units

Staffing

- There has been approval of positions for a third RN on acute units, day shift
- Possible change in the model of care delivery
- CRC has been given an extra tech, 24/7
- Pm4 will have a second nurse from 11am to 11pm nurse on the weekend.
- Pm 6 7p-7am nurses frequently re-assigned; documentation provided; Jeanine Penn will follow up
- Nurses covering one to ones; not enough MHW on the night shift. Yasser responded that nurses should help with one to ones; need to be out on the unit, rounding

and interacting with patients as well

Admissions should come to the unit before 12am. 11pm to 6am—What are nurses doing?

Nurses need to use critical thinking skill, appropriate assignments and most importantly rounding on the patients.

ER issues

ER staff are only identified on ID by first name. Some language line operators have been insisting that ER users provide a last name which is a safety issue. Yasser will address to head of linguistic services

ER Charge nurse burnout—Frequent assignment/Too many duties.

- Consider assignment of minor care nurse to round in Minor care waiting area
- Consider lunch relief with Triage 1 nurse or minor care nurse, if possible
- Newer nurses need ESI training so they can start doing triage
- Some new nurse have displayed strong clinical and organizational skills. They could be oriented to charge.
- Rotating charge assignment to prevent burnout

Miscellaneous

- CRC patients arriving to ER without allergy bracelets
- Consider training for CRC staff when calling a rapid response: vital signs, pulse ox, accucheck, O2.

Magnet Meetings

- Staff had different experience depending on presenter and environment
 - Appreciate the value of unit councils, but Union and Management agree that some issues are best addressed in our present forum
 - Yasser encourages staff to get involved in the councils
- There will be a mock Magnet survey Nov 13 -15

Sue Clements

Staff Rep/VicePresident RN Unit