



Message from the President



Thank you all for a great turnout at the General Membership Meeting! We have a lot of hard work ahead of us in order to get the best contract possible. We are presently distributing our contract surveys and we are hoping to get 100% response from members. Great job in the ER and PM 5--100% returned surveys.

I know it seems as if we are always asking you to fill out one form or another, but this is a necessity in order to maintain open lines of communication and to achieve member engagement. Without your input and support we are unable to best represent you, be it at negotiations or at Safety/Labor Management meetings.

If any of you ready to "represent" we are still hoping that you will sign up to sit on the Negotiating Committee. Congratulations **Emily Guinan**, RN (ER) for stepping up to the plate!! Hopefully, this will be Emily's first step in being actively involved in our union. We are also delighted to add another newcomer to the negotiating team—Chris Lewis, respiratory therapist. Chris has served as an excellent union rep for a few years and he is ready to step it up. Last, but not least, we welcome back to the team two experienced negotiators, Kathy Boardman and Venus Weaver. These dedicated women have been involved from the beginning and bring knowledge and a strong sense of unionism to the table.

We look forward to having all of you on the committee! Negotiation training will be held on 10/29/19 in the Fox Conference Room.

Finally... we hope our brothers and sisters at Temple Main successfully negotiate a new contract as their present contract expires on September 30, 2019. Good Luck!!

In solidarity,
Betsy Nulty

Financial Uncertainty at Episcopal

In July 2019 Temple Episcopal had 7 layoffs. Management reported that the layoffs were a result of financial difficulties including a \$4.7 million projected budget deficit despite reporting that the 118 behavioral health beds at the facility have been full for most of the last year. We don't like to hear about layoffs and one is too many so this unfortunate news raised several important questions.

Why is Episcopal losing money? Management reports several reasons for the budget deficit.

1. The bed census for June and July was low which brings in less money than projected.
2. Out Patient Radiology has been generating less money than projected.
3. The census on the 21 bed medical unit C6 has been low.
4. Expenses are increasing such as salary and all the products needed for the hospital .
5. The last payment rate increase from CBH, the insurer for most of our patients was 2015.

Management planned to meet with Community Behavioral Health (CBH) and not only ask for a rate increase but also ask for an additional increase to cover the money lost by not getting a rate increase for 2016, 2017 and 2018.

We can only hope that in the future the hospital asks for an increase every year to cover expenses and that CBH and other insurers are willing and in a position to grant these increases. In addition, management and employees will have to continue working on new ideas and initiatives to increase and maintain sufficient numbers of patients for the outpatient and inpatient services provided at Episcopal and identify how the hospital can best serve the community as the face of health care continues to change in our community and nationwide.

Charles Bowen

Contract Survey Results

We are still in the process of collecting surveys and to date we are at 65%. But as our President, Betsy, has said our goal is 100% participation from our members.

Early review of the surveys shows a recurring theme—Staffing, Staffing, Staffing! We were delighted when a third nurse was added to the day shift and totally disappointed when a few months later they were taken away. On the behavioral units there is simply not an adequate number of mental health workers to cover the ones to ones and the unit. Behavioral health therapists are at risk when there is no mental health worker monitoring patients during groups. Social workers are often stretched thin and their job of getting payment for patient care services is crucial to our continued existence.

On some units there are “holes” in the schedule with not enough staff being scheduled. Schedules in the nursing office don’t match the unit schedule. Sometimes you are just waiting and hoping enough staff shows up. The ER is almost always short staffed and the experienced nurses are forever helping new members get up and running. The CRC has expanded to provide additional 23 hour beds, but the responsibility for observing these patients has been assigned to a crisis tech who is also responsible to precert and find placement for patients.

Our technical members have their own set of problems. Two radiology techs covering three areas—the outpatient department, the ER and Dexa scan causing, at times, long waits and less than satisfied patients. One tech covering CT and X-ray overnight with no additional compensation, despite the fact that others techs recently hired have been unable to handle that workload. Ultrasound tech who must use benefit time when they are sent home because there are no cases. In the lab shift changes and rotation to the night shift have made for less than optimal work environment. There certainly plenty of issues to address and we have not even mentioned the increased level of violence that are members face throughout the hospital.

One thing is clear. In order to safely provide the best patient care and patient services we need to be properly staffed.

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SAVE THE DATE
HPAE 2019 PROFESSIONAL ISSUES CONFERENCE
“Bringing Our Professional Values
into the Transformation of Health Care”

INVITED SPEAKER: First Lady Tammy Murphy

THURSDAY, OCTOBER 10, 2019

8:00 a.m. to 4:30 p.m.

Hilton East Brunswick

3 Tower Center Blvd., East Brunswick, NJ 08816

Register online NOW: www.hpae.org/PIC2019

AFLAC

We are proud to announce a new partnership in voluntary benefits with Aflac. Now all ACTIVE HP AE members will have access to four exclusively designed benefit plans. Aflac pays cash benefits directly to you (unless assigned), when you’re sick or injured. You can use the cash to help cover expenses that major medical does not— like mortgage, groceries, or whatever you need. It’s like a safety net for you and your family.

We had hoped to have an AFLAC representative at the Hospital to provide information directly to our members and be available to answer any questions. Unfortunately, Temple no longer endorses AFLAC and would not permit a representative on campus. We will reach out to the company for information that we can distribute to our members. You can also view the information and sign up on-line at--
<https://www.hpae.org/resources/get-aflac-coverage-with-hpae>.

Labor Day Parade



Ever faithful to the tradition of attending the Philadelphia Labor Day Parade on Columbus Blvd., Venus Weaver, BHT, donned her HP AE bandana and T shirt and proudly marched through the rain with members of the Philadelphia Federation of Teachers. The rain may have dampened the parade but by the time union members reached Penns Landing the sun was shining. There were plenty of free refreshments, live music and rides for the youngsters.

Some of the unions set up displays and distributed union logoed gifts. Venus is hoping to recruit a group from our local to participate in next year's Labor Day celebration.

Local 5106 Round Table Discussion with Senator Robert Casey

Sue Clements, Local 5106 VP, joined other union leaders on Tuesday, August 6, 2019 for a discussion of the issues affecting workers in our present political climate. Senator Casey spoke on the continued assault on workers commenting on some specific issues.

The Tax Bill of 2017 did not deliver to the middle class as promised, but it did

- Accelerated the movement of jobs overseas
- Gave enormous tax breaks to the top 1%
- Did not help workers
- Took away deductions for union dues and work expenses

U.S Supreme Court

- With five Republican justices and four Democrats, it is now a corporate court
- The Janus decision eliminating fair share dues for public sector employees is just the beginning
- This corporate court will try to take away workers right to organize

Job Losses

- Closure of the oil refinery in South Philadelphia will wipe out 30,000 jobs in the refinery and associated business. \$16 billion in the economy will be wiped out. Hahnemann Hospital pending closure. Trying to maintain access to care and provide jobs.

Gun Violence

- The Senate needs to spend a week passing at least one common sense gun bill
- According to Christopher Wray, Director of FBI, the majority of the domestic terrorism cases that have been investigated are related to White Supremacy.
- There needs to be increased funding for homeland security. Guns are an American problem. Politicians cannot surrender to the problem



Attacks on Workers/Veterans

- Trump's executive order deprived federal workers of BU rights
- Veteran deprived of rights
- The next case before the Supreme Court could take away private sector right to organize

Affordable Care Act

- The threat of repeal of the ACA remains very real as the case is being considered in the courts
- The administration has sabotaged the exchange by cutting the advertising budget by 90%
- There are continued threats to cut Medicare, Medicaid and Social Security

Senator Casey will fight to change:

- Tax Bill
- To Stop undermining regulations in the work place
- To reverse the anti-union climate

Welcome New Members

Local 5106 extends a warm welcome to our new members. We hope that you will contribute your time and talents to help grow and improve our local.

ER: **Keira Martin**, RN; **Kelly Coleman**, RN; **Woodbine Ostagne**, RN; **Paige Longo**, RN.; **Ryan Andriszak**, RN
Chemotherapy: **Nicole Flaherty**, RN
Behavioral Health: **Shelby Flaherty**, BHT

HPAE Local 5106

Labor Management Safety Committee Meeting

August 27, 2019

Minutes

Attendance: Betsy Nulty, Richelle Kozak, Sue Clements, Jeanine Penn, Luann Kline, Clara Galati, Karen Stauffer, Mary Ann Casino

Review of Minutes from 6/25/19

- Patient coming from Temple to CRC still need an identifying bracelet
- Independent Safety Survey has provided a draft; Senior Management will review. Limited suggestions for providing a safer environment
- Karen, ER NM, is providing Betsy with overtime information from Kronos, but the format is still difficult to determine fair distribution of OT. Problems has been addressed to Kronos person.
- Standardized care plan has been effective. New patient identified to be in need of a care plan.
- There was never a “hands off” security policy. New supervisor with understanding of issues.
- Uniforms—two per year. New staff members having problems getting uniforms. Company will be on campus in October. Joan will email dates to staff.

RN/MHW staffing on behavioral units

- Per Jeanine, no reduction of mental health workers. Four scheduled for days on each unit; First 1:1 to be covered by staff.
- Three techs for each unit

ER Issues

- ESI Training: on hold until new staff members are up and running so that staff can be taken off the unit. Some Hahnemann nurses have challenged testing and will be available for triage fairly soon.
- Approval of OT for four weeks: Karen is working on this
- Minor care door not functioning properly—Luann will address
- Patient requesting CRC; still spending excessive time in the ER waiting room. Yasser has informed the staff that CRC patients cannot be held in the ER waiting room and must be brought to CRC as soon as security escort is available. Second security officers should help alleviate the problem.
- Bedbugs: if restraints are contaminated with bedbugs they are to be discarded. Restraints must be washed and dried in the dryer per policy.
- Healthfleet for BLS transfers—delay in transfers; recent case of 5 hour delay. All calls are filtered through T3. Midas report escalated the issue. Is the new company living up to the terms of the contract?
- Clothes contaminated with C dif (Betsy requests defer until contract negotiations.
- 7/18 No Security officer in ER. To address the problem a third security officer will be scheduled for the ER. It will be a permanent position.
- Safety search—CRC patient with heroin; ER patient with knife. Upon investigation, it was discovered that the patient had the knife hidden in his wheelchair and it was therefore not discovered by metal detector

Kronos Issues

- Inconsistency in printed schedules vs computer vs nursing office. Jeanine is working on Kronos issues. Union is requesting kronos printout that lists days, night and pool grouped together so that it can be more read more easily.

Epic Issue

- Editing notes cancels original writer. Jeanine will address to Epic people.

Extra shift bonus for C6 nurses

- Per Jeanine there was no authorization from management to offer bonuses to C6 nurses.
- The nurses who agreed to work for a bonus will be paid, but there will be no further bonuses on C6.
- ER bonuses are also being phased out.