



Message from the President



WISHING ALL OF OUR MEMBERS AND THEIR FAMILIES A BEAUTIFUL HOLIDAY SEASON

Each year, as Local Officers it is our responsibility to develop a Strategic Plan and establish goals and objectives for our local for the upcoming year. A timeline is created to assist us in pushing our agenda forward, and we review our progress and measure our success in achieving the goals established the previous year.

Our goals for 2016 were identified by the Executive Board as being vital to successful contract negotiations in 2017 and the future success of our local. Those goals are: increasing the number of active reps and work area leaders, identifying potential leaders and increasing member engagement. The Local Executive Board is hoping to retire within the next few years. By identifying potential leaders and providing the necessary mentoring and training required to develop their leadership skills, the continued success of Local 5106 can, hopefully, be assured. When formulating our Strategic Plan for 2017 we determined that identifying potential leaders continues to be a top priority goal for us. As a Union we scrutinized our ability to effectively advocate for the health and safety of our patients and our members.

To that end our second goal is to redefine the RN Tech Practice and the Safety Committees so that we can fully engage management participation on these committees and to hold them accountable by developing contract language that will affect these changes. We will continue to strive to increase member engagement and work on improving our internal organizing and promoting our political and legislative agenda. By achieving our goals and objectives, Local 5106 will continue to be a strong advocate for the improvement of the health and safety of our patients and members.

On a personal note, it is very difficult to find the words to express how deeply we feel the loss of our dear friend Stephanie Reid-Harden. Only rarely in our lives do we encounter someone who could inspire us to be a better person and was kindness and caring personified. She was an unparalleled nurse and patient advocate as well as a dynamic union leader and negotiating team member. We can't imagine the sense of loss her family is experiencing especially her daughters of whom she was so proud. Our thoughts and prayers are with her family during this sad time. Rest peacefully in His tender care. You will be sorely missed.

Elizabeth Nulty

Unsafe Staffing Does not equal Magnet Status

On November 9, 2016, Besty Nulty and Sue Clements met with Episcopal Nursing administrators and Betty Craig, CNO from Temple University Hospital, at her request to discuss the quest for Magnet status. The information she presented was a review of what we had heard earlier from other Temple nursing administrators. Per Ms Craig, "The Magnet Recognition Program recognizes healthcare organizations for quality patient care, nursing excellence and innovations in professional nursing practice." All very interesting and certainly something we would like to achieve. But Episcopal nurses are asking: "How can we provide excellent nursing care when we are frequently without adequate staff?" Even when the hospital staffs according to their own matrix, there are times when the acuity of the patients, makes quality care impossible.

Nurses always want to provide the best care and be recognized for nursing excellence, but that can't happen if the ER is down 3 or 4 nurses and the behavioral units have one nurse trying to handle 20-25 psychiatric patients, who are either acutely or chronically ill. The Hospital wants our support for Magnet status. We want the Hospital to provide safe staffing. The ball is in the Hospital's court. It can be a win – win situation for all concerned, but only if we have the right staff to do the job properly.

Stephanie Reid Harden (1959-2016)



On 11/21/16, HPAE Local 5106 lost one of its senior nurses when, after a difficult battle with cancer, **Stephanie Reid-Harden** passed away. Stephanie started working on PM-5 at Temple University Hospital, Episcopal Campus in 2005. She was a steady presence there for more than ten years before going out on medical leave in March of 2016. She is survived by her loving husband, Jerome, two daughters, many family members and friends.

Her greatest legacy that she leaves behind may be her two beautiful daughters, who both have Stephanie's imprint all over them. Brittany has a Master's Degree and is planning on a PhD in education with the long term goal of opening her own school that will specialize in educating disadvantaged children. Her younger daughter, DeAnna, is also extremely talented, recently graduating and receiving her Bachelor's Degree with honors and a GPA in the 3.8 range.

Stephanie was very proud of her daughters and the daughters are very proud of Stephanie's accomplishments as well. In 2014 Stephanie was recognized by HPAE Local 5106 for her outstanding contribution and work done for our Local. Stephanie was a Rep for Local 5106, and as a regular member of our bargaining team she helped negotiate multiple contracts that advanced our local and led to better benefits for our members. Stephanie was also an outstanding nurse. She was a model, not only for how to do things the right way, but also for how to do things at a very high level consistently for many years. Her trademark qualities were her always calm presence, especially in a chaotic environment, her outstanding bedside manner, and her ability to build trust and rapport with seemingly any patient, no matter how challenging. She never seemed to raise her voice, but everybody listened to her.

Stephanie was the quiet voice encouraging her co-workers to go back to school and further their education or get that professional license; and many of her co-workers took that advice because of the respect that Stephanie had earned. She was often the most knowledgeable nurse in the room and also the most humble, which endeared her to all who worked with her and knew her. She was a psychiatric nurse whose clinical skills, medically and psychiatrically, were exceptional. She was Nurse of the Year in 2009. But it was her kindness as much as anything that set her apart. Her co-workers spoke glowingly of her as they remember the individual things she did, but told no one about. One co-worker said "when I was out sick for a year Stephanie found out my address and sent me money. Another co-worker said Stephanie gave my daughter a beautiful prom dress that Stephanie had from her daughter." She was a special person and those of us who worked with her and knew her are all better people because of the time we spent with her and so we celebrate our friend and co-worker, Ms. Stephanie Reid-Harden.

Charles Bowen

HPAE Convention – October

The HPAE State Convention, with the theme of "Challenging Corporate Healthcare," was held at Bally's in Atlantic City on Oct 6th and 7th. The convention is always informative and fun, but it was especially enjoyable this year with the company of our own 5106 members - **Venus Weaver, Mike Wilson and Michele Morton** - who joined the local executive board members **Gary Peoples, Charles Bowen, Richelle Kozak** and **Sue Clements** for the festivities.

The convention lasted two days, starting with a workshop on Thursday afternoon on the issue of *Community and Labor Strategies for Challenging Corporate Health Care*. Thursday evening was party time with hors d'oeuvre, dinner, open bar and dancing.

Friday we conducted Union business, which included approving HPAE's strategic plan for 2017-2018 and passing resolutions to increase membership participation and engagement, to improve internal communication, and to play an active role in state and federal elections. Other business included approving changes in our constitution, including an increase of member's dues to 1.25%.

The high point of the convention for us was the chance to recognize one of our members for her dedication to the union by presenting her the local award. This year's award went to **Richelle Kozak**, for her tireless work and commitment as our secretary-treasurer and membership mobilizer. Richelle is without a doubt one of the most dependable, reliable, and good-hearted people you will ever meet. If it is getting people to a membership meeting, collecting money for a sick co-worker, picking people up and driving them to work, or coordinating a toy drive for needy children, she will get the job done. We are proud to call her co-worker and delighted to call her our friend.

Happy Holiday Time

Christmas elves at Episcopal are working hard to help those in need. This year we are collecting gifts to support Stenton Family Manor. Local 5106 and 1199 union members are rallying together to make it a happy holiday. Stenton Family Manor's mission is to enrich the lives of their clients and to empower them to promote pride and self confidence. We, at Episcopal, are hoping to make some happy memories for the families.

Thanks to everyone who contributed to such a wonderful cause. Have a joyous holiday and A Happy New Year!!

Richelle Kozak

Welcome New Members



Local 5106 welcomes the newest members to our Local:

Linda Howard, (CAT scan)

Anthony Tangi, RN and
Ruth Wanammaker, RN (CRC)

Lyni Sunil, RN, **Iona Barge**, RN and
Valbona Myrte, RN (PM5),

Samira Carstarphen, RN and **Victoria Mc Laughlin**, RN (PM5)

Abdoul Diallo, CRT

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.

A Message from our State Officers

On October 6-7, 200 HPAE delegates, members, and staff came together to launch an ambitious plan to take on corporate healthcare, deepen membership involvement, win strong contracts, grow our union and strengthen community alliances.

Make no mistake, we are in difficult times and we need to take on increasingly more powerful health systems if we are to protect our workplace rights, our voice in patient care and the standards of care and working conditions we have worked so hard to earn.

That's why we also supported changes to HPAE's constitution, to adapt to these changing conditions, allowing us to be more effective and at the same time, more careful with the resources we have. It's why we supported specific resolutions to expand our organizing and membership programs, to build our strength and capacity.

That's also why our State Executive Council proposed, and our convention delegates passed a resolution to increase our dues, so that we have the resources to protect and advance our programs.

The increase, from 1.1% to 1.25% will have minimal impact on members, and we wanted to make sure of that. It will mean only a few more dollars per pay period in dues. For example, a member making \$70,000 per year will only pay \$4 more in dues per pay period. The increase will be scheduled to take effect with the first paychecks of 2017. Still, we know that HPAE members are working hard to

stay ahead financially, and no one will welcome paying more. But without this increase, HPAE's budget will continue to operate at a deficit, and we would not be able to keep pace with our members' needs and aspirations.

We urge you to review the campaigns and programs launched at our 2016 Convention at <http://www.hpae.org/campaigns/convention2016/> – and see how engaged we will be this year in fighting to protect the advances we've made for all healthcare workers over the years. We are fighting to protect members' insurance coverage – and we are out there fighting surprise medical bills and 'narrow networks' that limit our members' options and increase their costs.

We are challenging hospital mergers when they threaten our rights, or jobs. We are still fighting for safe staffing, in contracts and in the NJ legislature. If you have questions on our programs, on the constitutional changes or on the dues increase, feel free to reach out to any of us. We hope you will get engaged with these programs and fight alongside your colleagues for a healthcare system that works for all of us.

Sincerely
President Ann Twomey
First Vice President Bernie Gerard
Secretary-Treasurer Barbara Rosen

General Membership Meeting — Ratification of Contract Proposals



On Wednesday, December 14th the LEB and negotiating team met with members throughout the day to review the proposals that we will present to management on January 3, 2017 when our negotiations begin. The proposals reflect the results of our contract survey. Not every issue that was identified could be included in the proposals. Some issues will need to be addressed to management on an individual basis, some will be addressed at committee meetings.

Eighty four members attended the meeting and approved the proposals. There were no dissenting votes or abstentions.

SUMMARY OF 2016 CONTRACT SURVEYS 119 SURVEYS RETURNED

<i>74 Nurses</i>	<i>33 Techs</i>	<i>12 Professionals</i>
<i>ER--29</i>	<i>Radiology --14</i>	<i>Social Workers--6</i>
<i>CRC--3</i>	<i>Lab--5</i>	<i>Behavioral Health Therapists--5</i>
<i>PM4 -- 4</i>	<i>Heart Station--3</i>	
<i>PM5--4</i>	<i>Respiratory--3</i>	
<i>PM6--6</i>	<i>Crisis response Tech--8</i>	
<i>C4--2</i>		
<i>C5--5</i>		
<i>C6--15</i>		
<i>Endo--3</i>		
<i>Chemo --2</i>		

1. List the top four things that would improve your work environment.

- Improved staffing 62%
- Improved/functioning equipment/Computer issues 26%
- Safety/security 20%
- Management support/communication 15%
- Improved educational opportunities 6 %

2. As a nurse, tech or professional what is that most important aspect of your job?

- Patient care/patient safety 75%
- Maintaining a safe environment 20%
- Teamwork/respectful environment/professionalism 9%
- Completing work in timely manner without obstacles (4)
- Reporting results in a timely fashion (2) Utilization review/discharge planning (1)

3. Based on your response to number two, are you able to perform your work as you would like? If so why?

- Yes 26%
- Sometimes 31%
- No 34%

If not, why?

- Inadequate Staffing 62%
- Computer issues/paperwork 26%
- Equipment problems/clinical decisions 12%

4. What are your top priorities for these negotiations?

- Salary increase/Extra steps on salary scale 70%
- Improved staffing 58% (including ancillary staff—mental health workers, unit secretary, patient care techs)

Safe work environment 31%