



## Message from the President



This year has certainly flown by. Time always flies when you are busy. And we have been busy, especially in our emergency areas—the ED and the CRC. With only twelve treatment beds and 4 asthma chairs we are almost always forced to bed patient in the hallways. It is not ideal, but it is the best we can do.

Our beds are frequently filled with patients who have overdosed and who need to be monitored until they are fully awake and breathing normally. It can take many hours forcing patients with significant medical problems to wait for care. We have become victim of the populations of our neighborhood and there seems to be no solutions to the problems we face.

The CRC is similarly impacted. As Gary Peoples puts it, “We have stadium seating in the day room.” Not a good situation when too many impaired or homeless people are crowded into a room with psychotic patients. Detox beds are at a premium in the city and it is almost like being at the right place at the right time to get a bed. Stat 13s in the ER and the CRC have been off the hook and injuries to the staff are commonplace. Recently a PCT monitoring patients in the ED waiting room was assaulted by a woman. More than one CRT is out with a workman comp injury after struggling with patients who refuse to cooperate.

The staff in both areas are feeling overwhelmed. The ED staff is also feeling unsupported and burned out from the responsibilities when they are constantly assigned as charge nurse. At the last Labor Management meeting we suggested hiring a management person to be in charge. Walking in our shoes might help management see things from our perspective and may even to help find some solutions. We can only hope. In the meantime we are doing the best we can with what we have.

FYI: 2019 is the lead up to our next contract negotiations. Much to do to prepare our internal structure,

surveys, proposals. Stay tuned for more information in the coming months.

### Member engagement—year in review

A union cannot remain strong unless the members are engaged. Our members have been very engaged this past year. Here are the highlights

- A new rep, Jamie Barge, helped to facilitate a union sponsored drug in-service on campus
- All of our reps have attended rep training and four of the reps are being trained to handle
- grievances
- In response to the Hospital’s proposal to change the Attendance Policy over 80% of our members completed a survey, strongly objecting to the changes
- In the process of trying to establish a staffing committee, we communicated with over 80% of our nurse members on a one to one basis to educate on the use of short staffing forms
- 45 % of our members attended the August General Membership Meeting at Episcopal or Northeastern Campus where we discussed the Supreme Court Janus decision. All who attended signed a new membership card as a commitment to our union.
- Most of those who attended the meetings also had a picture taken with “I’m sticking with my union” poster which we posted on the bulletin board and on our web page.
- 97% of our existing members have signed new membership cards
- Two of our CRC nurses, Pat Haynes and Madeline McCarthy, coordinated the toy drive for donations to The Stenton Family Manor which works with victims of domestic abuse.
- Last, but certainly not least, was the combined efforts of HPAE and 1199 members to provide a special Christmas for Orlando Roberto and his family

In solidarity,  
Betsy Nulty

## Christmas at Episcopal

Christmas is normally celebrated on December 25<sup>th</sup>, but this year Christmas at Episcopal was December 18<sup>th</sup>. On this wonderful day the Episcopal family reached out to one of our own with love and generosity. Almost everyone knows Orlando Roberto, an incredibly kind and sweet man who had an accident back in September and was seriously injured. Co-workers have been hoping and praying for his recovery and today our prayers were answered when Orlando and his beautiful family came as the honored guest of the party.



A group of Christmas elves, Richelle Kozak, Betsy St. John, Michelle Ramos, Chris Lewis and Connie Garicia, collected presents for the kids, gift cards and cash donations from people throughout the hospital. They also solicited donations from other organizations who were happy to contribute. Richelle and Betsy organized the party, decorated the room and made sure there were plenty of refreshments. They also arranged for a visit by Santa.



To say that it was heart warming to see people from every department in the hospital wrap Orlando in hug after hug would be an understatement. It was a wonderful display of Christmas spirit.



Thank you, Gracias, Merci, Grazie, Domo, Dojeh, Danke Sehr, KhopKhun and Mak Kha.....

To everyone who made a donation of time, money, gift cards and toys for Orlando's family. We had a wonderful outpouring of love and kindness for the Roberto family.

Once again thank you for your thoughtfulness and generosity during this Christmas season. They all had smiles on their faces and some happy tears!

Richelle Kozak

## Christmas Toy Collection

Pat Haynes, RN and her band of merry CRC elves pictured here with gifts collected for Stenton Family Manor, an agency serving the needs of domestic abuse victims. Pat and Madeline McCarthy coordinated the project, collecting gifts from employees throughout the hospital.



Workers at the facility were grateful for the donations which will help make the holidays a little brighter for the families they serve.

## HPAE Convention; 2018 local award recipient

Local 5106 members had a great time at the HPAE State convention at Harrah's in Atlantic City on Oct. 4 and 5. Richelle Kozak, Marlene Grant, Michele Morton, Venus Weaver, Charles Bowen, Cam Truong, Sue Clements and guest Gerry Dever pictured here. We witnessed history as the founder of our union, Ann Twomey, and VP Bernie Gerard passed the torch to our newly elected officers: Debbie White, President, Barbara Rosen, Vice President and Alexis Rean Walker, Secretary Treasurer. It was a bittersweet moment for all as we said a sincere thank you and wished Ann and Bernie a very happy retirement.



### Local award Recipient: Venus Weaver

In 2010 the professionals, social workers and behavioral health therapists, on our campus decided they wanted to be part of a union. As always some people stepped up into leadership roles which was the case the our local award recipient today. Venus has attended every organizing meeting and she was on the negotiating team for the professional's first contract. She continued to be on the negotiating teams when we bargained for the whole local. She has been a steadfast unit rep, being one of the best at carrying information to her department, sharing concerns of the members and that ever important job of getting signatures on petitions and surveys filled out.

She has a goal of taking an active part in the grievance team and she is anxious for the opportunity for more formal training. She gives the Union the same passion and dedication that she gives our acutely ill psychiatric patients. The Local was delighted to present Venus with this award recognizing her contributions to our Union.

## Unit Reps and Officers Celebrate the Holidays

The annual Christmas Party for our unit reps and officers was held at Gallo's Seafood House on December 6<sup>th</sup>. There was great food and lots of fun and laughter with some new faces at the table. Jamie Barge, and Cam Truong joined Pat Haynes, Chris Lewis, Venus Weaver, Betsy Nulty, Gary Peoples, Charles Bowen, Richelle Kozak and Sue Clements



It is always nice to step away from the work setting to share a meal and say thank you to those who do so much throughout the year. We are very grateful for all who serve in any capacity and we are sad that not everyone could join in the celebration. We are always looking for a few good men and women and we would be delighted to have you join us for dinner next year.



## 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.

CRC: **Christina Johnson, RN**  
P 6: **Chrissy Thomas, RN**  
Float: **Timothy Mann, RN**  
ER: **Michael Worthy, RN**  
Cat Scan: **Inder Rakhra**

HPAE Local 5106  
Labor-Management/Safety Meeting  
November 27, 2018  
Episcopal Campus, MAB 213

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

## Minutes

### Review of minutes form 10/30/18

- Kronos training for super users will start in Jan.; will include managers, Diana Clark, Wanda
- Problems re-entering doctors lot during the night; swipe cards are programmed to allow entry at certain times. Luann will check
- Safety bars placed in ER by the scale; will follow up on safety bars in C6 showers
- ESI (triage) course with nurses with over a year of experience; hoping to distribute triage assignment among more nurses.

### Behavioral Health Therapist Schedules

- Concerns that a requested schedule change for one therapist to attend class will negatively impact two long time therapists who presently work on Saturday
- Per LJ, one therapist will be away for about five weeks during that time; schedules of present employees will not be disrupted nor will there be loss of time /schedule change for therapists presently working on Saturdays..
- Will there be coverage on Friday? Friday will be adequately staffed since there is one activity on 4<sup>th</sup> and 5<sup>th</sup> floor as opposed to two groups.
- MHTs are faithfully attending groups as back up for therapists
- Most days therapists are running two groups; on Friday there is one group per therapist
- It was never intended that the therapist's absence during the day would result in additional work for other therapists.
- To decrease her time away from the Hospital the therapist will be using Skype thus cutting down on travel time
- Possible creation of a new full time BHT position pending approval

### Nursing Uniforms

- Agreement for two new uniforms per year for nurses
- Management will contact supply chain about vendor and set up times for ordering

### ER Waiting Room

- Per Yasser during a city "Code Blue" people in the waiting room cannot be forced to leave
- If people do not want to be seen there will be cots in the Fox Conference Room
- ER has, at times, secured shelter beds for patients, but

- cabs are not coming for many hours
- Possible other transport option; circulation, Lyft service for health care transport
- Ideally all patients should be triaged before going to the waiting room. Volume at times prevents this.
- Drug and alcohol patient are getting beds over sick patients because of low pulse ox.
- Other patient are complaining about the wait for an ER bed
- Homeless and substance abuse patients are being seen and discharged only to return with a new complaint requiring another full triage, at times with a language line which is very time consuming
- There needs to be a clear set of guidelines and education of the staff
- Stat 13 should be called for problematic discharges
- CRC patient waiting in the ED to go up to CRC or waiting for transport create another issue since the RN rounding in the waiting room has no way to verify who they are and why they are there
- Security unwilling to intervene with aggressive patients unless a Stat 13 is called
- Security has been receiving additional training related to recent issues with patient removal from the ER
- Status of Respite center in Beacon House run by the city is dragging; Limited number of beds will not provide us with much relief

### General ER issues

- Nurse burnout from doing charge or triage almost daily
- Newer nurses need triage course to start taking a rotation
- Staff is not feeling supported by their managers who have not provided any hands on assistance during very busy times
- Additional responsibilities for charge nurse causes further concerns that noncompliance will result in disciplinary action
- Delays in disposition of patients, techs missing in action increase stress
- Consider a management person as assigned charge nurse

Per Yasser, Joint Commission will be back for review before Christmas.