



HPAE

LOCAL 5105 Newsletter

THE PATIENT ADVOCATE
A NEWSLETTER FOR THE MEMBERS
OF HPAE LOCAL 5105 AT VIRTUA
MEMORIAL/CNS

THE PATIENT ADVOCATE

June 2017

Message from the President

Contract Ratified!

I'm happy to report that another contract has been ratified! Thank you to a fantastic negotiating committee. You took time away from work and family and joined us in the fight for a better contract. Your dedication and commitment were inspiring. You guys helped keep it light when the atmosphere was too serious. (Your jokes kept us all laughing.) At the same time, you also knew when to get serious and work through difficult issues. Thank you for all you did for all of us:

- * Sheryl Mount
- * Lorraine Thone
- * Beth Cohen
- * Molly Kirkpatrick
- * Kelli Fraser – Zambetti
- * Dawn Jones
- * Pete Latini
- * Joanne Repici
- * MaryKay McMullen

And special thanks to **Fred DeLuca** for serving as our lead negotiator while juggling a hundred other things. We so appreciate you!

At work, I have never seen such a unified group of **nurses**! You all, in solidarity, helped convince the employer to post multiple positions all over the hospital. Thanks to all who came to our breakout sessions. They were effective in winning some good contract language and defeating proposals that were clearly punitive and not aimed at fixing a staffing crisis that the employer claimed did not exist.

Because of all of you, we won a really great contract. We are a powerful bunch because we are united.

Congratulations to all of our members!

Debbie White, President

HPAE Local 5105 Contract Settlement Highlights

HOSPITAL

Staffing

- Hospital posts multiple positions including Med-Surg, Critical Care, new MCH float pool positions and 4 tech positions in order to address short staffing (including 1:1 issues)
 - ICU/PCU float pool 2- Full time
 - MCH float pool 2.7 FTE's
 - Med Surg 6 FTE's
 - PCTs 3.6 FTE's
- Online Unsafe Staffing form to be developed by end of October
- ED Staffing Committee: to monthly address issues of critical short staffing
- ED positions posted
- Staffing Committee to review impact of tele-sitter program and increase in PCTs against issues in unsafe staffing forms
- Protection of numbers of staff for Endo unit
- Side letter for shifting Cysto work to OR including:
 - Increases in staffing
 - Adequate education
 - Delay start until Jan 2018

PTO

Virtua must give reasons for denial. Union can now keep better track of reasons and address. Union intends to grieve any denials for chronic unfilled vacancies

Wages

- 2.75%- 2%-2% for Full time, part time and limited time
- 2%- 2%-2% for per diems
- Increase in Certification bonus to \$1000 for full time and \$500 for part time

Clinical Ladder (PDAP)

- Union to appoint bargaining unit members for oversight of program
- Participation is voluntary—may still receive certification bonus without PDAP participation
- Union may arbitrate adverse decisions
- Bonus for completion of Level 3-- \$3000 FT, \$1500 PT, Level 4--\$5000 FT, \$2500 PT

Benefits

- 5% cap on increase of employee premiums from year to year (see handout)
- Reasonable comparable remains except in de-

termining number/identity of docs

- Cadillac tax must be negotiated

Hospital Proposals Defeated

- Virtua proposed expansion of clinical groupings – ICU to PCU and MBU to L & D for stork nursing, Med Surg (Virtua proposes to delete all units in contract)
- Proposed increase in on call requirements for PACU and OR
- Mandatory assignment of open on call shifts to employees who have already met their max
- Residency program—giving away jobs to students
- Giving away Union work to non-bargaining unit members in Endo and changing work hours
- Make up for call outs on weekends, holidays and on call shifts (mandatory and voluntary)
- Rescinding CSB for call outs later in the week
- Increase to 2 Hallmark holidays for per diems

Miscellaneous Wins

- IR and full time on call increased sleep time
- ED Bulletin board
- EPIC—protections for members who become trainers and those left on the unit as well

STORY OF

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★ ★ ★


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HPAE Local 5105 Contract Settlement Highlights

CNS Specific issues

Pushed Back

- Increase visits for both 8 hr and 12 hr nurses
- Make up for weekend on call call outs
- Increase weekend on call
- Increase on call for per diems
- HCC required to immediately work one weekend a month
- If emergencies arise may assign patients in reverse order of seniority to visits

Won

- MOVE Bulletin Board to supply closet hallway
- Per Diems may stay hourly and/or convert from per visit to hourly
- CONSENTS count as 2 patients
- If admission nurse unable to reach a manager by end of day, RN can tell scheduler to make the patient a 2 patient visit for next day
- Preceptors only have 5 patients
- Critical PTO identified and can be requested early in year

The HPAE Retiree Medical Trust: Information Resources

Information on the HPAE Retiree Medical Trust is available on HPAE's website at <http://www.hpae.org/resource/rmt/>. You'll find an explanation there of the plan and your benefits.

For more specific information about your benefits and plan documents and forms, please visit the website of the administrator of the plan, Benserco, at <https://www.benserconj.com/HPAE.html>

On their web site, you will find the following regarding the HPAE Retiree Medical Trust:

How to Submit a Claim for Reimbursement

(<http://www.hpae.org/wp-content/uploads/2016/06/RMTClaimFormPDF.pdf>.)

- Summary Plan Description
- Participant Information Card
- Medical Expense Reimbursement Form
- Summary Annual Report

Online Access to Your Contribution History

As of May 2017, HPAE members have had online access to their work history, contributions, and annual participant statement. To access your contribution history online, go to <https://www.benserconj.com/HPAE.html> and click on the "Participant Login" button.


For an explanation of how to use the online system, go to:

<http://www.hpae.org/wp-content/uploads/2016/06/RMT-Online-Access-to-Contributions-History.pdf>



A Newsletter for the members of HPAE
Local 5105 at Virtua Memorial/CNS

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First Time Negotiations Experience

Will I EVER know what I'm doing? Everyone else seems to know what they're doing. Why am I so paranoid? These were the thoughts that ran through my head prior to negotiations. Then, during negotiations there were definitely some tears, upset stomachs and migraines, but mostly many conversations with the very supportive people on my team (you know who you are)! And before I forget, please let me thank my HUSBAND because I would never have been able to do any of this without his support! (I guess the kids are fine?? Trying to not feel guilty...)

Looking back on negotiations I learned a few things: I really need to know the contract! Also, my employer can be very "creative" with the truth so I learned that we need to be prepared—and we were! (It seems to surprise our employer when our members come prepared with facts). I also learned that when we are prepared, it makes for a very convincing position. Finally, I learned that I could do this as long as I was part of this great team!

Our Union has taught me that solidarity can withstand even late nights, last minute proposals and exhaustion because we have a concrete plan and goals which are rooted in doing the right thing - which is creating a work environment which is safest for our patients and ourselves. That is our history. Our priorities are not about the business but about the people. Your fight is our fight and don't forget that. We busted our asses to get you the best contract possible. After all, we work alongside you.

The reality is that although we have the perspective of "best practice" for the nurse and patient, the employer is not going to easily relinquish control, nor will they want to share their power with their employees. And the business side of healthcare will always be reflected in their proposals. So we needed a strong union to fight for what is right. We have that in our members.

If you have ideas for the next contract, jot them down and save them. Maybe you will be interested in being a rep for your unit or just helping out with meetings, events and general Union business. You may even consider being a part of the next negotiations, and like me, you will learn, too.

In solidarity,

Beth Cohen,
Secretary / Treasurer