



# HPAE

## LOCAL 5105 Newsletter

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

THE PATIENT ADVOCATE

JUNE 2019

## Message from the President

### Violence Against Health Care Workers is on the Rise!

When I decided to go to school to become a nurse the thought never crossed my mind that the job of nursing could be dangerous? From verbal abuse to serious physical assaults, frontline healthcare workers on a daily basis face threats to their safety and wellbeing as they care for their patients and the increasing number of visitors that enter the hospital. The President and CEO of the Cleveland Clinic has called violence against healthcare workers a **National Epidemic!** He stated in his 2018 annual State of the Clinic address that “it is very disconcerting to have well-meaning people who dedicated their lives and their careers being put in harms way by trying to help others.”

In 2008 Governor Corzine recognized that violence against healthcare workers was on the rise in New Jersey Health Care facilities and signed the Violence Prevention in Health Care Facilities Act. This law mandated that NJ hospitals, nursing homes, State developmental centers and State and county psychiatric hospitals to develop programs by committees made up of a least 50% frontline staff. This law was designed to give covered employers and their employees the opportunity to work together to reduce injuries to caregivers and their patients, improve the recruitment and retention of frontline staff and reduce healthcare cost. What does this mean for the frontline staff at Virtua Memorial and how does it relate to our collective bargaining agreement?

After the Violence Prevention in the Health Care Facilities Act was signed in to law in 2008 the very next negotiations, we proposed article 14.3 which states ***The employer will establish the Workplace Violence Prevention committee as mandated in the New Jersey Workplace Prevention Act. The Union will select the Union representatives on the committee.*** Virtua does have a Violence Prevention Committee that meets quarterly and is for all the Virtua divisions. We did have 2 members on the committee that just retired this past year. These members would report back about their experience at these Virtua wide, administration run Violence Prevention and Safety meetings, and never did they have frontline input or the opportunity to work collaboratively with the employer to really make an impact for those on the frontline.

Over the years we have had several grievances regarding Article 14# and the employer’s failure to maintain a safe

and healthy work environment. In 2014 Virtua did admit that they needed to review, update and reeducate the team on Virtua’s Violence Prevention protocols and accountability. In 2018 we filed another safety related grievance and out of this grievance we have agreed to start a MEMORIAL based Violence Prevention and Safety committee to address specific issues related to our workplace! We hope to have a start date soon! If anyone has a desire to be part of this new committee and make a difference, please reach out to me!! Much work needs to be done!!

We all know the only way to FORCE our employer to provide a safe and healthy work environment and decreased the risk of serious harm from verbal and physical abuse is to pass laws to set enforceable standards. Fortunately, Congressman Joe Courtney from Connecticut has introduced H.R. 1309, The Workplace Violence Prevention for Health Care and Social Service Workers Act. Senator Tammy Baldwin (D-WI) has introduced a companion bill in the Senate, S. 851. This new bill will require OSHA to develop protection measures and enforceable safety standards for healthcare and social service workers.

The legislation is moving quickly and we need your help by getting co-sponsors to sign onto this bill, and members to share their stories. Our Sister Union the AFT has a TOOL KIT to assist members with education and engagement around this important issue!! Here are the links!! Get information! Get involved! HPAE has updates and links on their webpage HPAE.ORG under the ***Issues and Actions*** tab. Also, HPAE has started a Safety Task Force, which I am a member of, spear headed by HPAE Ellie Barbarash Health and Safety Education Coordinator. Ellie has a wealth of knowledge and is always willing get involved and share her knowledge in any safety issues our locals are experiencing.

<http://allin.rtp.aft.org/make-action/workplace-violence-prevention>

[http://allin.rtp.aft.org/sites/default/files/article\\_pdf\\_files/2019-04/fs\\_nhp-wpv\\_members.pdf](http://allin.rtp.aft.org/sites/default/files/article_pdf_files/2019-04/fs_nhp-wpv_members.pdf)

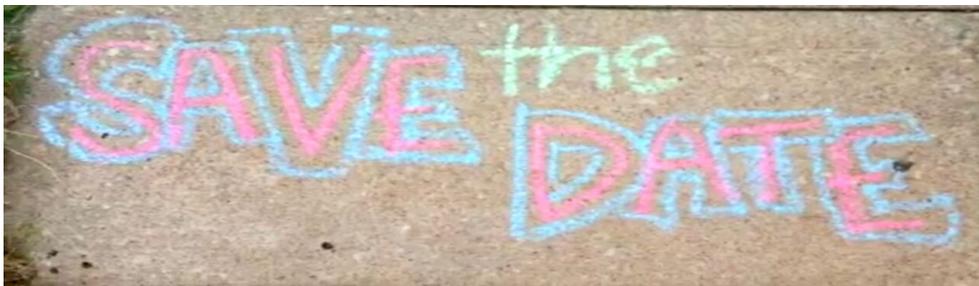
**Stay Safe!**  
**Sheryl Mount President Local 5105**

Hello all,

May was a wonderful time to celebrate those special in our lives as well as ourselves and our peers. It only seems natural for Mother's Day to coincide with National Nurses Week. Two of the largest groups of the most selfless people, yet endlessly rewarding of any job. These are true heroes of life; not only being a wonderful mother but also a nurse. As a nurse and a mom, you know that everyday you will touch a life, and a life will touch yours. It is more than a commitment, more than hard work, more than care that goes into becoming a good mom and a good nurse. You make a difference every day. Meaningful recognition is not what we get up every day for, but it helps to replenish all the little pieces of ourselves that get chipped away everyday as we care for others. Take time to reach out to one another, say a kind word, support one another, encourage one another, lend a helping hand, be a mentor. Take a moment out each day for yourself, to look outside and enjoy a glimpse of the sunshine, or the beauty of the raindrops hitting the window. Take advantage of that stolen moment you finally get to go to the bathroom or get a drink. Embrace the comradery and shared compassion of your fellow co-workers. We are all in the trenches together. We are doing what we were meant to do, fulfilling our life's mission, putting others ahead of ourselves. Little selfless acts everyday to make a difference in our patients and each other's lives. Use these thoughts moving forward in the HRO environment. High Reliability is a standard definition of our nurse's work ethic. It should be for awareness and improvement not discipline. Becoming an HRO requires a commitment to quality as well as productivity, to open communication, and a culture that encourages self-driven improvement. All of which we already possess as nurses. We strive to do no harm and be the best we can be every minute of every day. No one goes to work to make a mistake, not follow policy or have a bad day. We are self-critics and highly self-aware. We have worked long and hard, sacrificed much and continue to give of ourselves everyday as a nurse. So, wear your nurse's hat with pride. To do what nobody else will do, despite all we go through; is to be a nurse. Not many people are capable of doing what we do, and even fewer are capable of doing it with the charisma and passion we do it with.

Hope you had an amazing Mother's Day and National Nurses Week!!

Yours in Solidarity,  
Bonnie Terwilliger, RN~BSN  
HPAE Local 5105 Grievance Chair



## HPAE Professional Issues Conference

**October 10, 2019**

East Brunswick Hilton  
3 Tower Center Boulevard  
East Brunswick, NJ 08816



### Greetings Home Care Nurses!!!

Latest Hot Topics for Home care have been:

On-Call: Is the SOP being followed?

Case Management time; Are you being provided the amount of time according to contract?

Case Loads: Are your case loads being controlled to a manageable, safe level?

Short Staffing: Much of the on-call and scheduling issues are really due to short staffing so lets start calling it what it is and move to get that fixed!

Kelli and Sue have met with Staff recently on Saturdays to collaborate on issues (thanks all who took time to join us) and discuss what contract agreements are not being met at this time. We need to assure that the contract we have IS being met before we can address changes or additions to the contract that we want at the next negotiations. Only 1 year away!! If ANY issues or problems arise in the meantime, please give Kelly or Sue a call.

We hope to have more frequent meetings starting in the Fall and hope you will all join us in the fight!

Thank You all!

Sue Lanis, Grievance Chair, CNS  
Kelli Zambetti, VP, CNS

## COPE

There are a lot of unknowns regarding the future of Virtua Memorial and the acquisition of Lourdes Health System. On April 10, 2019 I testified at the public hearing of the New Jersey Office of the Attorney General to present HPAE's position statement.

HPAE and the community expressed concerns surrounding the retention of jobs by all current employees from both systems, but also the effect on and availability of services for the surrounding community. We do not want to see people lose their jobs due to changing job descriptions/categories/requirements by the employer. We also do not want to see a change in availability and possible consolidation of services. We question if anyone would actually profit from these changes or if these changes would essentially harm the community.

Some questions we must ask ourselves regarding a possible "merger" is: What will our health plan look like? Will we have more choices for providers? Or will Virtua who will have a market share of 53% take over and monopolize services and supplies, creating a bottleneck of backed up and difficult to schedule appointments? Will critical services such as the ER be maintained and by whom? Time sensitive events such as STEMIs and strokes cannot and should not wait those extra minutes to be transferred to another facility "just because".

Other concerns were brought up by representatives from Deborah Heart and Lung Center and Hampton Behavioral Services. Deborah has had an agreement with Lourdes which allowed Lourdes to rent space as Emergency Services at Deborah. The agreement that Lourdes had with Deborah did not allow them to merge or be acquired by another health system while they had ER space at Deborah. This agreement has since expired since the date of this testimony. Now Deborah is looking for someone else to run their ER. There are many choices in the area for this and right now the possibilities are open. Hampton Behavioral Health was concerned with a change in the area of the merger/acquisition possibly providing acute and inpatient psychiatric services on a larger scale than Virtua Memorial currently is able to provide. This would be competition for Hampton. Conjecture surrounds Lourdes in Willingboro being made into a large psychiatric facility. It is questionable if Virtua would be able to provide this extent of psychiatric and behavioral health services with the current staff from both or either facility. So where will they get these staff? And who will organize and run this possible program/s? I am sure we will hear more on this.

Right now, we are waiting for the detailed transcript with a decision on the Virtua-Lourdes deal which will come from the Superior Court. We will keep you informed as we receive more information and any new developments.

Request to join our Facebook group @ Memorial RNs (HPAE) to get up to date information regarding our Local!

Beth  
Cell 856 296 6439  
Email tokidsbeth@aol.com

By the time you read this, the Primary election for this year, November 2019 will be over and everyone will know who will be on the ballot in November. Only party members vote for the candidates they want to represent them. Hopefully, many of you participated in this process. If you are working Election Day, now is the time to obtain a vote by mail ballot if you have not already done so.

The big election everyone is already talking about is November 2020. This year we only elect state assembly members, County Freeholders, Sheriff and local Council/Mayor candidates. In 2020, the President will be up for election as well as Congress, and County Freeholders. One issue that the Cope reps attended was on Universal Health Care. I have to tell you that it is the only cure for health care issues that makes sense. Patients who are citizens will all have coverage and Hospitals, doctors etc. that participate in Universal Health Care will get paid. One website which is informative is [www.healthcare-now.org](http://www.healthcare-now.org). You can also google Universal Health Care and a wealth of information comes up. A lot of misinformation is out there now as well as good information. Pay attention to the source of the information. Are they related to an insurance company? The cost at the end of the day will probably be cheaper out of pocket as you will pay no premiums, no copays and the billing will be simplified, so no need for massive billing departments. It is always scary to go into the unknown, but this is what most civilized nations have and it works. For every exception to the rule, there is a patient out there dying because they don't currently have coverage and



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

110 Kinderkamack Road  
Emerson, NJ 07630  
Phone: 201-262-5005

facebook.com/hpaeft 

**Address Service Requested**

## Staffing Updates

Please welcome Rachael Robinette, RN as the new co-chair to our Staffing Committee! I will be stepping down after being co-chair since 2009.

Rachael is a night shift full time RN on 7 Stokes. She accepted the position after coming to staffing committee and speaking about staffing concerns on 7 stokes. Rachael came to a New Nurse Council meeting and had wanted to get more involved in HP  
AE. I found her to be enthusiastic, energetic and passionate about staffing, so being the co-chair of staffing committee seemed like a great position for her. After attending several Staffing Committee meetings and contacting Virtua IT- Rachael is now able to receive and acknowledge notices of unsafe staffing forms.

If you have any staffing concerns, please contact Rachael via email or text.

[Rrobinette24@gmail.com](mailto:Rrobinette24@gmail.com) 609-784-4741

### Staffing Committee members:

Rachael Robinette- HP  
AE co-chair- (Med Surg areas)

Dawn Jones-L & D (MCH area)

Lorraine Thone- OR (Surgical areas)

\*\*\*\* need a critical care/2N/PCU representative\*\*\*\*

**Alternative members:** In case the original staffing committee members are unavailable to attend the meetings. If interested in being an alternative member, please let us know.

Marikay McMullen- OR areas

Need: Med Surg

MCH

Critical Care

Even though I have stepped down as the Staffing Committee co- chair with Melissa Zak, I will still be in staffing committee and continue to support Rachael.

Feel free to contact any of the staffing committee members with any staffing issues and PLEASE continue to fill out ONLINE unsafe staffing forms it makes a difference!!

Thank you- In Solidarity,  
Lorraine Thone, VP Hospital HP  
AE 5105