



HPAE

LOCAL 5105 Newsletter

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

THE PATIENT ADVOCATE

August 2018

Message from the President

Leadership Transition

For the past 8 years it has been my honor to serve as your president. As I informed those on our Facebook page, I will be taking a 3 year leave of absence to run for HPAE State office. Our current president, Ann Twomey, has been in office for 40+ years. Our union started in Ann's hospital in Englewood, NJ and continued to grow one local at a time until we became the largest healthcare union in NJ with 13,000+ members.

Ann would like to retire this year and has endorsed my candidacy. Our local negotiated a side letter (Side letter 11) that will allow me to do this and still have the ability to return when the term of office is concluded. Sheryl Mount, our Grievance Chair, has graciously stepped up to the office of President of the Local. She knows the contract, the employer and the issues and is well respected by the nurses in our local.

I have appreciated working with all of you. We have a local that is organized and ready for action. I have been humbled to see our members mobilize and rally at a moment's notice. We all know that the Union is not just the executive board but **all of us** working together. This is what makes us a successful local. So stay involved and informed. Consider joining our Facebook page for real time updates and notices. To request membership you must be a Facebook member and then search: Memorial RN's (HPAE)

Here is the new executive board:

President: Sheryl Mount (PACU)
Secretary Treasurer: Beth Cohen (3NE)

VP Hospital: Lorraine Thone (OR)
Grievance Chair Hospital: Bonnie Terwilliger (Cath Lab)

VP Homecare: Kelli Zambetti (CNS)
Grievance Chair Homecare: Susan Lanis (CNS)

In solidarity,
Debbie White

Leapfrog Gives Virtua Memorial a C Rating (we know why)

We've been telling Virtua administrator that they need to improve staffing. The unprecedented numbers of unsafe staffing forms especially in the past year+ clearly show this. We have a forum to communicate this message to management in the Staffing Committee and we've talked about this excessively. Of course, we all know that there is a direct link between poor staffing and poor outcomes.

So, why should it be such a shock that Leapfrog gave us a C rating? Leapfrog measures patient outcomes-- see <http://www.hospitalsafetygrade.org/h/virtua-memorial-hospital-burlington-county>. Had Virtua worked with us to establish PROPER staffing levels we believe outcomes would have been so much better. All of the unsafe staffing forms, hearing repeatedly from front line staff about the short staffing should have been enough. Instead, Virtua waited until the damage was done.

So did they then hire the correct staffing? Not yet. The company that wasted millions on the Ritz Carlton education rather than hire more staff wasted more valuable dollars to ask a consultant, Price Waterhouse Cooper, to tell them what went wrong. We shake our heads. A company that filed for Magnet recognition for "shared governance" and "empowerment of nurses" needs to pay a consultant to tell them what we've always said? Please. Had they listened to staff, we believe they would not be in this predicament.

As always, we say to Virtua: listen to your nurses and hire more staff!

Debbie White
President Local 5105

Celebrating the past and Welcoming the future

I borrowed the above title from the theme of our upcoming HPAE 2018 State Convention because it is so fitting! I hope to see many of our members there as we proudly support our Local President when she accepts the position of HPAE State President!! As Debbie transitions in to her new role we the members and the Executive Board of Local 5105 can't help reflecting on and celebrating the many successes our local has experienced with her as our leader. Debbie has a fierce reputation for NEVER backing down from a "discussion" with management and has been a true advocate for ALL members. She so eloquently has used her extensive knowledge and historical recollection of our contract as a powerful weapon against the ever-changing management team that continually attempts to silence our collective voice. She often has described her role as local president as being in a continuous game of "Whack a Mole" beating down issue after issue.

Thinking back over the last eight years of Debbie's presidency many things come to mind that are worth celebrating! Just to mention a few: 3 successful contract negotiations with very few give backs and many gains, protection of bargaining unit work in many departments, terminations overturned putting members back to work, upholding the just cause standards of discipline ensuring fair treatment of all members, safe patient handling citation forcing Virtua to provide equipment and training, violence prevention and employee safety being brought to the forefront, constant monitoring of the membership to ensure that contract language is being upheld and being a Local that is well respected for having a mobilized and highly vocal membership! Debbie has been a mentor and leader to her Executive Board leaving us with the knowledge and skill to grow our local even stronger! This is only a very brief list of how successful our Local has been because of her strong leadership and ability to engage the membership.

This will be my last grievance update as I transition into the position of President of Local 5105. I guess it is my turn to play "Whack a Mole". I personally am very proud of Debbie and I am confident our State Union of close to 13,000 members is in very good hands!! I have a feeling that Debbie's strong connection to our local will draw her back to many of our Local's functions and she has promised me that she is only a phone call away! I hope to see many of our members at the State Convention on October 4-5th. Check our website for information. HPAE.org then look for Local 5105 Virtua under member resources.

In Solidarity,
Sheryl Mount
Grievance Chair Local 5105

BE A PART OF HPAE'S 2018 CONVENTION

OCTOBER 4-5, 2018 • Harrah's Waterfront Convention Center • Atlantic City, NJ

Celebrate our past. Welcome the future.

Since 1974, HPAE has led the way – Protecting and advocating for New Jersey patients, health professions and communities.

At our 2018 Convention, we will pause to celebrate HPAE's bold leadership team: Ann Twomey, Bernie Gerard and Barbara Rosen.

CONVENTION TENTATIVE SCHEDULE:

Thursday, October 4 — Pre-convention activities:

11:00 a.m. – 12:00 p.m. • Registration
12:00 – 2:00 p.m. • Lunch / • Committee Meetings
2:00 – 5:00 p.m. • Meetings / • Workshops
6:00 – 9:00 p.m. • Delegate Reception / • Dinner

Friday, October 5 — Convention:

8:00 – 9:00 a.m. • Registration
9:00 a.m. – 4:00 p.m.

- General Session
- State of the Union
- Constitutional Amendments
- Luncheon and Awards
- Resolutions
- Election of Officers

Registration Types & Fees

HPAE Member - Oct 4 and 5 (*)

Registration Fee: \$50
Late Fee: \$60

HPAE Member - Oct 4 (*)

Registration Fee: \$35
Late Fee: \$45

HPAE Member - Oct 5 (*) Registration Fee: \$35

Late Fee: \$45

Non-Member: Oct 4 and 5:

Registration Fee: \$75
Late Fee: \$85

Non-Member: Oct 4:

Registration Fee: \$55
Late Fee: \$65

Non-Member: Oct 5:

Registration Fee: \$55
Late Fee: \$65

(*) (includes pre-convention meetings and workshops, dinner and reception, general session, and luncheon)

Book Your Hotel Room

Harrah's Waterfront Conference Ctr
777 Harrah's Blvd—Atlantic City, NJ 08401

You must reserve your own room. **You can make your reservation by calling 1-800-777-8477** and selecting option 3 to be connected with a reservation agent. In order to obtain the special group rate, you need to identify yourself as being with the **Health Professional and Allied Employees 2018 Conference**.

Register by Friday, September 19, 2018 to take advantage of the group discount rate.

For more information or to register at www.hpae.org

Staffing Updates

- Cardiac Cath lab- Chronically short staffed, open positions, new staff, weekend open shifts- some days half the staff; agency-traveler filling in. On Call issues.
- L&D- Continued lack of unit secretary on weekends, no one to answer locked door to let family in.
- Med Surg/ICU/PCU Continue to work with insufficient ancillary staff and RNs

Staffing committee updates- effective Sept 2018:

- **Deborah Jacobs-Barbour** has agreed to transition to Chair in the next few months: 609-417-0058; deb.barbour2469@gmail.com
- **Lorraine Thone** will still be on committee along with **Dawn Jones**, **Kathleen Bridgewater**, and **Marikay McMullen**.
- **Kim Hubing** will join the team representing med surg. **We are seeking alternate members to attend if needed.**

Unsafe Staffing situation forms 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
ICU	3	7	7	1	0	2	4					
2N	2	9	13	9	11	12	16					
3NE	24	19	27	25	21	20	27					
4NE	17	14	15	13	19	17	27					
4/3NW	18	24	13	24	20	16	27					
5St	8	10	2	3	4	6	4					
7St	8	6	7	2	5	4	10					
Peds	0	0	0	0	0	0	0					
MBU	4	1	0	2	0	0	0					
SCN	1	1	0	1	0	0	0					
Endo	0	0	0	0	0	0	0					
SPA	1	0	0	0	0	1	0					
BHU	1	3	0	6	2	3	3					
ED	1	0	0	0	0	0	1					
PACU/OR	2	1	0	0	0	2	1					
L&D	0	0	0	0	1	1	0					
Total	80	95	84	86	83	84	120					

Welcome our New Reps:

CNS

Renee Patel 609-206-3278 rv.patel@comcast.net
Lexi Holba 856-2203354 lwxiipounds@gmail.com

Susan Lanis 856-296-7861 irishrn@comcast.net

3 NE

Melody Schantz 856-296-0386 melodyschantz@gmail.com

7 Stokes

Kim Hubing 609-634-6521 kimberlyhubing@yahoo.com

Rachael Robinette 609-784-4741 rrobinette24@gmail.com

Behavioral Health Unit: 6 Stokes

Scartocci JR, Edward 609/980-1513 edwardas1@msn.com

Radiology-5

Jen Valentine 609-304-6580

Reps change of Department/unit:

2N-46

Megan Kennedy 856-904-1614 mschneiderRN@gmail.com

Med Surg

PD-

Patti Travaglio 609-510-8656 pattythecook08@yahoo.com

HPAE LOCAL 5105 GENERAL MEMBERSHIP MEETING & EDUCATION DINNER

MONDAY, SEPTEMBER 17, 2018

THE OPIOID CRISIS

HOTEL ML

5PM REGISTRATION

CEUs and paid Education hours if eligible

Link: <https://actionnetwork.org/events/local-5105-education-dinner/>

Hope to see you there!



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

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

Address Service Requested

facebook.com/hpaeaft 

Harassment in the Workplace



Lets be clear. We condemn harassment in the workplace. Whether you are in a work setting or out having drinks with those you work with (and for), it is never ok to be the giver or recipient of unwanted sexual advances or verbal, physical or emotional attacks. These behaviors define harassment

and need to be kept out of the work environment, even if the “work environment” extends to socialization outside of the workplace. We must hold one another accountable for the following reasons:

1. We have a responsibility to present ourselves in a professional manner not just for the job but for our nursing license
2. We have a responsibility to ourselves, our colleagues, and the public to report any type of harassment or negative behavior

Harassment can affect work performance in multiple ways. You may keep mentally reliving the event wondering if it was your fault or if you could have prevented it from happening. You may feel unable to report the event for fear of retaliation. You may find yourself minimizing or making excuses for the behavior: “the person was not in their right mind,” or “I’m making a big deal out of nothing,” or “I don’t want to get them in trouble.” If a supervisor was involved, you may also wonder how you will ever get a fair evaluation or whether there will even be a resolution if you report. All of these reactions are common but do not change the need to report. And let me assure you that the employer *is required* to do a thorough investigation *by law*.

It is imperative not only for one’s own emotional and mental health (you actually may need counseling) but also to protect those in the future who also may be subject to the same behaviors.

In case you were wondering, the Union has an obligation to report these events, even if the people involved do not want the event reported. Why? Besides the legal ramifications, people who commit acts of harassment are usually repeat offenders. What will happen to others down the line if we keep silent?

If you have any questions or concerns, please feel free to contact us.

Check out https://www.eeoc.gov/laws/types/sexual_harassment_guidance.cfm

Beth
Cell 856.296.6439

What is COPE?

The Committee on Political Education (COPE) is a group of HPAE members formed to fight for positive changes in healthcare from the grassroots up. We help promote legislation regarding issues such as safe staffing, we screen and/or interview candidates at the state and federal level in order to make recommendations for our members, we educate elected officials about issues important to us as nurses, track voting records and let them know our members will be watching! We are a group of volunteers (no union dues can be used for political purposes) who rely on member donations made specifically to further these efforts through voluntary payroll deductions and fundraising efforts at union events. Look for our table at the next education dinner so we can tell you more about the exciting work that is being done and how you can participate.



Voting Tips

Are you unsure if you are properly registered, what district you are in, where you need to go to vote or what the hours are at your designated polling place? Visit the nj.gov website (or pa.gov or whatever state you live in) to find out. If you are working or will be out of town on Election Day- Tuesday, November 6th- you can vote by mail-in ballot. Visit the nj.gov website to request to have a paper ballot mailed right to your home.

Your Memorial COPE reps: Jennifer Pepe, Melody Schantz and Claudia Storicks