



HPAE

LOCAL 5105 Newsletter

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

THE PATIENT ADVOCATE

August 2019

Message from the President

Negotiation 2020!! Putting plan in to ACTION!!

As most of you know I have spent the summer recovering from my injury! This has afforded me time to really dig deep into what we need to be successful in winning the best contract for ALL of our membership!! I have reached out to many of you and got to connect with many members I honestly would not have had the time to connect with if I was working my full time job and trying to perform all my duties as Local 5105 President. I have had a lot of time to think about the planning of our 2020 negotiation campaign!!! As a Local Executive Board, we have started planning and putting our plan into ACTION!!

One of the first tasks was to take a good look at our unit rep structure and recruit unit reps for areas that were lacking representation. This is extremely important because our unit reps are the connection to our membership which is not only spread throughout the hospital but our offsite areas in Cardiac Rehab, Health Promotions, CNS, Virtua at Work and Radiation Oncology. We have recruited almost 20 new reps and are having a new rep training on Oct 16th 9-1pm at the Mount Holly Moose. Areas we are still struggling with are our high turn over med/surg areas! If you have any interest in being a unit rep, please let one of the Local officers know! No training needed just the desire to be an active part of our union!!

The second task was to start updating contact information and charting all our members in all the different units and shifts that they work. Initially, I thought this would be one of the less daunting tasks of this campaign. I was wrong! We have over 850 members! This is where having unit reps helping chart their areas is a great asset!! Why is this important? We want everyone's input and ideas. We want to be READY TO MOBILIZE at a moment's notice during negotiations for issues that matter most to our membership! Please make sure your unit rep has your updated contact information so you can be part of this Negotiations 2020 battle!!

Next we needed to decide how we are going to get input from our membership regarding what contract issues we need to focus on for negotiations. We decided to use several different methods to reach out to all our members to get input and ideas. We decided to construct a very

comprehensive survey and plan to offer not only SURVEY MONKEY online opportunities but hard copy snail mail versions for the less techy members! We plan to start surveying the membership at our upcoming **General Membership Education Dinner on September 23rd** at the Mount Holly Moose. Registration for this event is on our Facebook page **Memorial RNs (HPAE)** or online at **HPAE.org** under **Local 5105**. If you are not a member of our Facebook page, please ask a co-worker that is to invite you. It is a secret page that the employer cannot search, and all posting are protected under concerted union activity! Get your voice heard and please fill out a survey!!

Part of our member outreach will also include offering unit/department meetings for any unit that would like to meet with the union leadership team to discuss unit specific contract ideas or needs. Please reach out to any of the Local officers to request a unit/department meeting. Upcoming campaign tasks include organizing a Contract Action Team (outside mobilization team), organizing a negotiation team (inside team at table), reviewing surveys, training Contract Action team and Negotiation team, developing proposals and organizing mobilizing events. Lots of important work to be done!! **Any member who has an interest in being part of Contract Action Team or Negotiation team please let an officer know or reach out to me!!**

Important dates to remember:

September 23rd **General Education Dinner Negotiation Kick Off** 445pm-9pm Mount Holly Moose "Tools to Minimize Violence Risk in Healthcare"

September 27th **Joint Virtua/Lourdes Education session** Burlington County Library 9am-2pm

October 10th **HPAE PIC Conference** East Brunswick Hilton 8am-4:30pm

October 16th **New Rep training 9-1pm, Rep meeting 8am and 8pm** Mount Holly Moose

In Solidarity,
Sheryl Mount President 609-354-8065
itsme0063@verizon.net

How Much are You Worth?

With the recent purchase of Lourdes, Virtua has been heavily advertising its availability of services using a variety of media. One has to wonder; how much do these extravagant advertising efforts really cost? What has been compromised to provide these services and why does nursing staff still struggle to manage their workloads due to inadequate staffing if the employer supposedly has all of this money?

Some numbers to think about: a “bus wrap”, whether it’s partial or full, goes for \$7500 to \$13,500. The banners you see flying over the beach? Flight time alone is approximately \$400 - \$500 an hour with the advertising cost being \$700/hour and that is for 50 hours. Think about how many staff could be hired using that money. How much is nursing worth to Virtua? When we say we need more staff whether nurses or techs is Virtua listening or not? Why does the employer continue to build, develop and expand locations and services while there are units struggling with unsafe staffing situations?

We could do better if there were more staff to take care of increased patients loads so why don’t we have proper staffing? Healthcare is a business. There is no such thing as a healthcare system which is non-profit, and no services are really free. *Someone* has to pay for them. The advertising we see is all part of the “customer” service mentality, the same kind of advertising we see for hotels. It’s all part of the monster of entitlement, customers instead of patients, and saying yes to every patient wish even when staff is berated and abused by these “customers”. It’s a horrible trend that won’t end anytime soon unless healthcare staff stop putting up with the constant pressure of pleasing these customers, scripting, and basically doing anything to keep the patients we have as if they were customers we couldn’t lose. Is Virtua really that hard up for money that they would sacrifice the well-being of their staff for a customer?

Ask yourself that and decide how you will participate in our upcoming Contract Negotiations. We are tired of being your pawns in this game, the do more with less mentality of corporate healthcare!

Beth Cohen

Member Article Liz Murphy CNS

Being a nurse from many generations ago, I feel its important that I share with my new colleagues the experience that I’ve had before we had a union at Virtua. When I first started at Virtua I worked in the main hospital and it was non-union. At that time, I watched the CEO close floors, layoff nurses without any regards to seniority “to balance their budget”, freeze raises and eliminate pension plans. I transferred to home care CNS division and discovered that there was no set pay scale for our wages. In fact, there were master’s degree nurses making less money then others with less education. It did not make any sense. I thought to myself, “It must be who you know?”. I witnessed managements retaliatory behavior dismissing nurses for unjust causes. It was an atmosphere that I would describe as a dictatorship instead of a leadership.

Fortunately, we grouped together and decided to have a united voice in our workplace. We united together and decided to stand up against unfair and unethical work practices. Our union helped the nurses that lost their jobs return to work with full back pay!! We now have an equal, fair and balanced pay scale that is not based on who you know or being the manager’s favorite. They were able to negotiate a fair deal for our senior nurses who were about to lose their pensions. The union save the pensions for these senior nurses and negotiated 401K options for the newer nurses. When you are a new nurse, things like pension and 401K may not seem to be important but long-term these benefits were a huge win for all of our futures!! Our union leaders and their legal advisors went to bat for us many times over the years negotiating fair contracts that benefited us all.

Many newer nurses may believe that their manager is their “friend” and has their best interest in mind, but my past experience of the “pre-union” Virtua can make you understand that only standing together as one voice can protect our best interest!! I could go on and on, but I am glad to be union and wish to thank our union leadership for all they do and continue to do!

Sincerely, Liz Murphy CNS

Member Alert!!

Please inspect your paychecks carefully! Please check that you are getting the proper shift differentials!! The issue that has been discovered is mainly with the off shifts like 10:30am-7pm. The time clock is “automatically” calculating half hour unpaid lunch at 3:30pm (5 hours into shift) and therefore employees are not meeting the required 4 hours worked to get shift differentials. Thank you to one of our very SMART union members for picking this up!! This issue has been grieved and the employer is agreeable to resolving issue and investigating a permanent time clock resolution. If you discover you have been affected by this issue or have questions regarding this issue reach out to one of the union officers.



Local 5105 Education Dinner and General Meeting 9/23/2019

Start: Monday, September 23, 2019 • 4:45 PM

End: Monday, September 23, 2019 • 7:30 PM

Mount Holly Moose Lodge 737 • 853 Woodlane Road, Mount Holly, NJ 08060

Program title: Tools to Minimize Violence Risk in Healthcare

Presenter: Ellie Barbarash- MS, CPEA, HPAE Health/Safety and Education Coordinator

Fueled by understaffing, healthcare consolidation and the opioid epidemic, workplace violence against healthcare and social service employees is rising exponentially each year, with nurses and behavioral health workers experiencing levels of violence on par with prison guards and police. This double workshop will focus both on strategies to protect yourself and on identifying institutional, systemic causes and solutions to workplace violence in healthcare.

2.0 contact hours will be awarded

Learner outcomes:

Will review recent upward trends in workplace violence in healthcare; including risk factors for workplace violence.

Will learn personal de-escalation techniques and strategies to minimize violence; focusing on employer best practices and safety management plans; effective documentation, OSHA regulatory help and union activism.

Training program will also provide Homeland Security recommendations for survival in the event of an Active Shooter in a healthcare setting.

Agenda

4:45 pm Registration

5:15 pm Dinner

5:30 pm Speaker presentation

7:30 pm Membership meeting

Register online at HPAE.org under Local 5105 webpage or link on Facebook page Memorial RNs(HPAE)

CNS Homecare Update

We have been through a lot of changes over the past year, and it has become apparent that many more changes are in the works. One thing that has been constant through all of this is our staffing issues, with it being at a critical level lately. This has forced a majority of our members into overtime, missed visits, no case management time, high ACH rates and low satisfaction scores, leaving us all with low morale. Let's take a minute and celebrate a huge win, critical shift bonus! This has been repeatedly suggested and repeatedly declined over the years. Recently they agreed to offer it, and you guys stepped up to cover 19 admits and 14 RVE!!! This was a huge morale booster not only for us but for upper management as well, dare I say they are starting to get it? Remember, our strength is in our numbers and our solidarity. This being a contract negotiation year we need to maintain our strength. Sue and I look forward to meeting with you all again in the fall.

Kelli Zambetti Frazer
HPAE 5105 CNS VP

facebook.com/hpacafh

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

Address Service Requested



SAVE THE DATE

HPAE 2019 PROFESSIONAL ISSUES CONFERENCE “Bringing Our Professional Values into the Transformation of Health Care”

INVITED SPEAKER: First Lady Tammy Murphy

THURSDAY, OCTOBER 10, 2019

8:00 a.m. to 4:30 p.m.

Hilton East Brunswick

3 Tower Center Blvd., East Brunswick, NJ 08816