



Message from the President

Moving Forward and Staying United

When Debbie mentioned to me “Do you think you want to run for Local President?” my initial thought was ABSOLUTELY NOT! Then, I went home and thought about it. Thoughts of “Am I the right person?” and “Can I be the leader our Local deserves?” entered my mind. Thoughts of that initial meeting in Michael Vecchione’s garage in 1995 where a small group of ICU nurses met to discuss bringing a Union to Virtua popped into my head. I thought of the countless reasons why we decided we needed a Union and ultimately chose HPAE to represent us. The emotion and excitement of the



night we, **THE VIRTUA NURSES**, learned that we voted to become **HPAE LOCAL 5105** is still fresh in my memory. On that night, I knew I intended to be an ACTIVE and INVOLVED member of our local. So.... how could I say no?

In 1995, I had already been a nurse for 10 years and had witnessed firsthand what could happen when you do not have a strong voice in your workplace and in your nursing practice. I can think back to our first contract and how empowering it was to know that **THE VIRTUA NURSES**, had a voice! We were united standing together with a common goal and we now had the right to sit down with our employer and bargain over things that affected not only our working conditions and wages but how we cared for our patients.

I remember the HPAE organizers at our first negotiations saying we were a very extraordinary group of nurses. We were united and mobilized and that is how over the years we have had great success as a Local. With the strong leadership from our first two Local Presidents, **Joan Johnson** and **Debbie White**, we have remained a united local that is ready to mobilize around important issues.

How do we take our locals continued success forward to tackle the new challenges that will most definitely be cast our way? As our employer continues to build, expand and merge its way through South Jersey our membership needs to remain united, ready to mobilize, politically active and visible to our community. Our ability to defend our contract and improve our working conditions will always depend on the collective power of our membership. We must also remember that our newest members are our future! Connect with them, embrace them and let them know how they can become involved. My goal as president is to constantly find ways to involve more members in the activities of our union such as solving workplace problems, supporting negotiations, or participating in political action. I believe that this, along with strong leadership, has been the key to our success!

If you, like I did years ago, would like to become a more active and involved member I am sure we can find something that fits your interests and time constraints. There is much work to be done!!

Sheryl Mount President Local 5105

Generations in Nursing Today

No matter how long you've been a nurse, it's impossible not to notice that the workforce at the hospital is multigenerational including countless new to practice nurses fresh out of nursing school known as "Millennials" or "Generation Y-ers". I am in the "Sandwich Generation" as I like to call it, 40-something not quite up there but not a kid. So how does having multiple generations of nurses working together affect our working conditions and how we interact?

Backtrack thirteen years ago when I started as a nursing assistant on 3NE, I was definitely intimidated by some of the more traditional, older nurses. Many still wore all white. These veteran nurses could be so serious, and their methods were so unbending and well established. Although this older generation of nurses intimidated me, they were always willing to share their insights and wisdom that could only come from years of life and work experience. This was especially true when they learned you were starting nursing school! "You're in school?" "Okay-come with me!". These ladies (because they were all women back then) taught me the majority of what I know today, especially when dealing with those "special" patients and families. That's not the stuff you will learn in school that is for sure. By the time I finished nursing school my perspective on this generation of nurses changed completely. I guess I learned whether new, old, or somewhere in between, we are all on the same team and need each other to effectively care for today's and tomorrow's patients!

The incoming generation of Millennials and Generation Y-ers are said to be globally aware, realistic, master multitasker's, and practical. They have used computers as toddlers and most of them could be my kids which is strange even for me. The younger generation wants to progress in the workforce, not necessarily stay at the same place forever like those ladies in white. Social security isn't even a thought. There is no loyalty to an employer and seniority is not viewed as something necessarily to be achieved because if you're already at the top of what you can do in the organization, then what? Time to move on.

We are all committed nurses, wanting to do the best we can for our patients, yet the end goal is very different for each of us. The older nurses think about retirement, I'm thinking how many years I can do this, and will I be able to ever retire. The younger generation is thinking about advancement. And that is okay. We need to try our best not to judge or pigeon-hole each other into stereotypes that run rampant and create misunderstanding. Each generation brings value to the workplace and plays a key role in the present and future. Older nurses have solid and irrefutable experience to bring to the table. They're a vital part of the workforce and will mentor future generations. Younger nurses have vitality, and energy and are technologically savvy. They're the future of the profession. Nursing and health care cannot survive without either group. A healthy dose of respect, courtesy, and personal interest in each other can certainly help close the generation gap!

Keep an open mind – Beth

MESSAGE FROM COPE

In NJ, we could not have had a better outcome in this election. Certainly appreciate that so many of you came out to knock on doors and also to vote. Now we have a little reprieve to enjoy the holidays and get through the winter months. In the spring, we need to continue to make sure everyone is registered to vote and that they are ready to come out once again to vote in November. 2019 will be about local elections and local politics. HPAE is here to encourage you to take a step out in confidence and run for office. We need people to run for school board, town council and mayor, freeholder and State Assembly. We are here to help you. There is an AFL-CIO school each August to teach what makes a successful campaign. Our COPE fund will support you with dollars if you take that course and run for office. This was the most successful election for the AFL-CIO for Congressional Candidates. All of their chosen Congressional Candidates won. Now we have to hold them to their campaign promises as they take office in January.

Your COPE Representatives Jenn Pepe, Melody Schantz and Claudia Storicks

Message from the Grievance Chair



Hello everyone,

I would like to take this opportunity to thank you all for my nomination and election to become your New Grievance Chair for our Local 5105. I Joined Virtua Sept 11, 2001 a day I'll never forget. I worked on 2 North telemetry, then the ICU then on to the Cath Lab. I know many of you that I have worked amongst for the past 17 years here at Virtua, but there are many new bright faces to meet. I started out in the ICU as a Union Rep in 2003 and continued to the Cath lab as their Rep in 2006 where I am still today. So, here's a little about me. I am a mother of a beautiful and talented 16-year-old girl Sara and proud wife of a retired Air Force TSGT- KC10 Crew Chief named Guy. We have been married for almost 23 years and I am one lucky gal. I am also the daughter of a still practicing LPN of 33 years and a retired Lieutenant Police Officer. I come from a family of Union supporters, my grandfather and father were active members of Teamsters 676 and my father formed the Carneys Point Police Officers Association in 1975 where he was the VP for 15 years then the President for 8 years. All 23 years handling all the grievances and arbitrations and only ever losing One. Go Dad! I can only hope to live up to the pride and practice of my parents as well as my union peers before me. I have become a part of an amazing team and have high hopes of doing great things. I am looking forward to helping us practice in solidarity and maintaining a fair and equitable work environment. I support best practice, caring culture, patient safety and nurse empowerment. My hope is to help better the future practice of caring for our patients as well as ourselves. We all must stick together, stay strong and support one another. I am here for all of you and look forward to a rewarding term.

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

2018-2019 NJ Staffing Bills

Nearly every person you know will be a patient at some point in their life. From our first day caring for patient until our last, our profession is there for patients and families. We are there for the joyful moments, while we comfort in the darkest hours. What we need is to become a united community of nurses and patients for safe staffing. Often times the public perceives the hospital driven short staffing as laziness or poor customer service. They may not be aware of rising patient loads with less nurses and ancillary staff to tend to their increasingly acute needs. Do more with less is the new norm. Most patients and the public don't know that there is a ratio related staffing crisis. This issue has been hidden from the public. As of right now few politicians have supported safe staffing and have not successfully passed a bill into law.

Where are we now with safe staffing in NJ? Here is the website to the most recent senate bill: <https://www.njleg.state.nj.us/bills/BillView.asp>

Jan 2018 a new Safe Staffing Bill was introduced in to NJ Senate (S989) and Assembly (A1470). These bills have the same text as the prior bill S1280.

By October 2018 the bills have gained support from:

Senators (district number):

1. Joseph Vitale (19)
2. Loretta Weinberg (37)
3. Nilsa Cruz-Perez (5)
4. Vin Gopal (11)
5. Linda Greenstein (14)
6. Shirley Turner (15)

Assembly support for A1470:

1. Dan Benson (14)
2. Carol Murphy (7)
3. Angelica Jimenez (32)
4. Mila Jasey (27)
5. Joe Daniels (17)
6. Thomas Giblin (34)
7. Andrew Zwicker (16)
8. Angela McKnight (31)
9. Joann Downey (11)
10. Eric Houghtaling (11)
11. Linda Carter (22)

I would encourage all of you to take the time and reach out to your district's 2 Assembly members and 1 Senator, email them, call them. Ask them to sponsor the bill. Share with them your experiences. Use the website below to find your elected representatives.

<https://www.njleg.state.nj.us/districts/municipalities.asp>

Lorraine Thone VP Staffing Committee Chair



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

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

facebook.com/hpaeaf



Address Service Requested

HPAE Retiree Medical Trust

Being part of HPAE allows you to be enrolled in the HPAE Retiree Medical Trust (RMT). Currently, you are contributing 20 cents per hour. This money is sent each month by the employer to the Third Party Administrator of the RMT, Zenith-American, whose office is in Englewood Cliffs, NJ. Your contributions and the contributions of all other HPAE members who are participating in the RMT are placed in a collective fund, which earns interest based on the current economic market.

You will be able to use this money to get reimbursed for medical costs once you meet the retirement criteria. For HPAE members who are full-time and have five or more years of contributions to the plan, the age eligibility is 55 years old. You must also have ceased employment with a participating employer to receive reimbursement benefits.

If you have less than five years of contributions to the RMT, you are eligible for reimbursement benefits as early as 40 years old, assuming no contributions are made for two years and you have ceased employment with a participating employer.

For those HPAE members who have five or more years of contributions and are eligible for benefits, you will be able to submit medical expenses based on a monthly reimbursement benefit. The exact amount of the monthly benefit is determined by your length of years contributing and the contribution rate. Any benefits not used in one month are "rolled over" to the next month.

To keep yourself updated on this important trust that you contribute to, please keep the following

information filed for future reference:

1. The annual participant statement - this is mailed once a year and will give you an estimate of the amount of monthly reimbursement you will get based on the contributions made as of December 31st of the previous year. As you continue to work and make contributions that amount will continue to go up.
2. The participant information form - this is mailed once a year and it is encouraged that you fill this out to keep your contact information and the names of your beneficiary up to date.
3. If you move PLEASE remember to contact the RMT so you can put in a change of address. If a participant moves and needs to submit a change of address, they have to do so in writing. The easiest way to provide this information is to complete a fillable form on Zenith-American's website - <https://hpae.zenith-american.com>. After printing out the form, mail, fax (201-947-9192), or email the completed form. The participant can also contact the HPAE office and we will advise them of the process.
4. If you have questions regarding the RMT you can go to our union website at www.hpae.org or contact Zenith-American representatives at (201) 947-8000.

If you leave employment with a participating employer and are still working, also remember to contact the RMT when you are eligible to retire.