

### MESSAGE FROM THE PRESIDENTS

I want to take the opportunity to thank each and every one of you for your hard work and dedication in all we have done and accomplished in getting through this pandemic together. With flu season upon us and the slight increase in COVID numbers we may have to buckle down again. This time we have the knowledge and PPE, according to administration, to be better prepared. Supporting each other, we can continue to provide the best nursing care for all of our patients who depend on us.

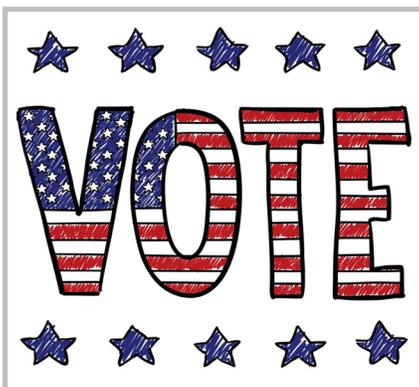
The staffing forms that we submit have finally resulted in a positive impact. At our latest Labor Management/ Staffing meeting, management shared that there has been an approval for an additional 40 FTEs, or full-time employees. They include RNs as well as Nurse Aides. They have assured us there is an “aggressive recruitment plan” to employ new hires immediately.

We work in an environment that promotes partnership, compassion, integrity and quality. If you are in a position that other employees are not reciprocating those qualities, please note that there is a Corporate Compliance Hotline. By going to these tabs in the Inspiranet you can access the Compliance Hotline Reporting, via telephone 1-888-413-4313 or in the computer under Corporate Compliance Web Reporting. Tabs under Medical Staff involve conflicts and concerns involving physicians and patients or staff, policy and procedure issues, contractual arrangements and other business practices. Follow prompts as indicated. Know that this is an anonymous report, as much information as possible is necessary for follow up. However, please use your chain of command in resolving issues if possible.

Now that some social distancing restrictions have been lifted please make every effort to attend the General Membership meetings that have been scheduled. If there are specific issues that you would like to be addressed, please notify your unit Representative or any member of the Local Executive Board.

As always, thank you for everything you do!!

In solidarity,  
April Ferrara, MSN, RN, CCRN



### Election 2020

The General Election takes place on  
Tuesday, November 3<sup>rd</sup>, 2020

Visit the HPAE Election Center 2020 at  
<https://www.hpae.org/campaigns/election-center-2020/>

# The Workers' Compensation Presumptive Eligibility Bill Becomes Law in NJ

Governor Murphy signed legislation helping essential workers have greater access to workers compensation. HPAE lobbied tirelessly on getting this bill passed knowing many of you have been getting your claims denied during the pandemic. You can read the actual bill by going to NJ.gov and search for Senate Bill No. 2380/Assembly Bill No. 3999.

The law now shifts the "burden of proof" from the employee to the employer in workers compensation claims for essential workers who interact with the general public and contact COVID-19 during the declared state of emergency. The "presumption" of infection at the workplace is rebuttable by the employer or the insurance company if evidence exists that the worker contracted the virus outside the course of their employment.

We are awaiting further clarification on the bill as it may directly affect some of you. We will keep you updated as we receive more information. The bill is retroactive to March 9, 2020, the date of Governor Murphy's declaration of a public health emergency with respect to the coronavirus pandemic.

## *Hello fellow Nurses,*

I have been active with grievances over the last few months and several have been filed.

We recently won a grievance because a 5131 nurse was granted an open position over two of our nurses that applied for the same job. We argued that our internal candidates were qualified for the position and should have been given preference for the job. We recently got notice that we won and the position was awarded to one of our nurses. Many people have been applying to other positions within the system. Please read Article 35 Job Postings to make sure the hospital is following the contract.

We also won a grievance for nurses who were pulled to a different unit and a nurse on overtime from that unit was sent home. Nurses always go back to their home unit before anyone is sent home. The nurse who was incorrectly sent home was reimbursed for lost wages and Inspira stated they would follow the language concerning this order of reassignment and cancellation. It is always best when people are working on their home units.

### **Grievance Process**

If you believe our union contract has been violated please note the specific article and contact either a unit representative or myself. We will help you investigate the suspected violation and if warranted, file a grievance. **It is extremely important to remember that we only have 10 days from the date of occurrence to file a grievance.**

If you believe you are going to be disciplined by management, whether justly or unjustly, please take a unit representative with you. Remember you have Weingarten Rights that allow you to have a representative to attend a meeting with you. You also have the right to have meeting at a time that is mutually agreeable to both parties.

The union does not recommend you put any statements in writing for management, but answer all questions honestly during the meeting.

Once it is determined that a grievance should be filed, I will file on your behalf and send to the appropriate recipient based on the level of the grievance. Grievance steps are 1, 2 and 3.

1. Step one goes to your direct manager; they have 10 days to respond

2. Step two goes to Terri Spoltore (VP of Nursing), We set up a meeting at which you and I attend together. This is where you are given the opportunity to tell your story. Terri

investigates then gives us her decision within ten days.

3. Step three goes to Denise Lambrecht (Labor Relations Director for Inspira). We set up a meeting that you and I attend together. This is where we state why we do not believe the discipline is justified. This is also where we submit class action grievances, when we are filing for a group as a whole. Denise does her investigation and is supposed to respond to us in ten days.

Once we have a decision on our grievances, we have the right, if denied, to file to the next step. If all three steps result in denials, then the local executive board (LEB) votes on bringing the grievance to arbitration. The next step would be taking it to the State union board for a vote to continue to arbitration. As you can imagine this is all a very timely process, however the results can be a victory for you as well as our union as a whole.

There is an updated list of reps on the HPAE website, and the bargaining union bulletin board by employee entrance of hospital.

I would like to end with a letter from a bargaining unit nurse whom we were able to help!

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*"I wanted to take this opportunity to thank HPAE for helping me out with a workplace situation and guiding me through the entire process. Tracy C. was wonderful to work with and made herself available each time that I reached out. I have never been in a situation like this before, and she was there to answer my questions and explain the process, so I knew what to expect. In the end I was successful and had my situation addressed. I can now put this behind me and I encourage anyone who feels they need to set the record straight to contact HPAE to gain resolve."*

*-Emergency Department RN*

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In Solidarity, Your Grievance Chair,  
Tracy L Cefaratti MSN, RN, CCRN  
Tracycef5621@gmail.com

# REMINDER

**GENERAL MEMBERSHIP MEETING \*\*11/5/2020\*\***

**Where? Glassboro Marriot/When? 8am, 5:30 and 7:30/Why? It's been too long**

Labor Management/Staffing Committee (article 21)

The employer and the Union agreed to establish a Labor Management and Staffing Committee that meets bi-monthly to discuss and resolve issues of mutual concern in real time. This committee is made up of 8 employees of the bargaining unit and 8 members of management.

Prior to each meeting, the union submits an agenda of topics we would like to discuss at the table. These topics generally include current issues that are brought up from our Union members. We receive communication from our unit reps as well as short staffing forms submitted online.

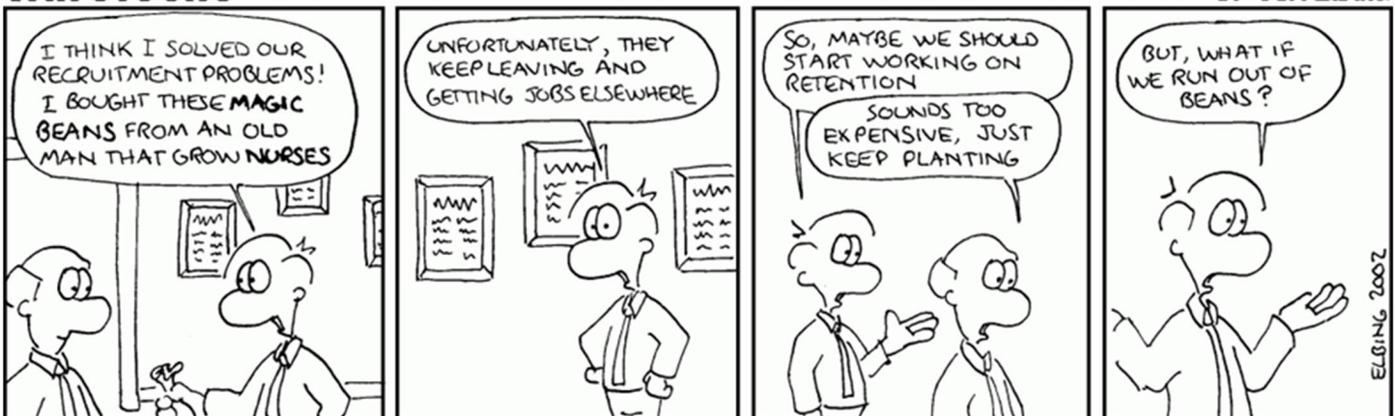
We encourage staff to continue using short staffing forms to report staffing or safety concerns as we can use them to show trends and situations on each unit as well as throughout the hospital. You can enter them in real time, which is best, but you can always go back and postdate them as well.

Please reach out to your unit Reps if you have questions or concerns that you would like addressed.  
Committee members:

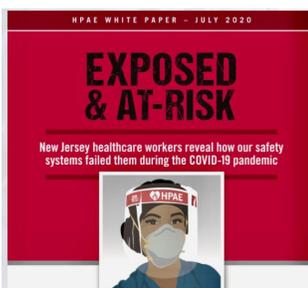
April Ferarra                      Michele Carey                      Tracy Cefaratti      Liz Hice  
Colleen Kupsey Art Mathews                      Dan Deichert                      TBA

**Upcoming 2020 Meetings; October December**

## Nurstoons



[www.nurstoons.com](http://www.nurstoons.com)



## HPAE White Paper: Exposed & At Risk

New Jersey healthcare workers reveal how our systems failed them during the Covid 19 pandemic. This white paper report can be found on our local 5089 websites. This survey details systemic failure in New Jersey Public Health infrastructure. HPAE have made recommendation on preparedness plans and urgent measure to help mitigate surges in futures outbreaks of Covid 19. Healthcare worker band together and work with management help make our workplace safe.

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A NEWSLETTER FOR THE MEMBERS OF

Address Service Requested



## Inspira's Social Media Policy

The network recently updated their social media policy. Social media can be complicated because it blurs the line between off-duty and on-duty conduct. We would strongly advise all employees to take the following precautions when interacting on a public forum:

- Do not identify yourself on social media as an Inspira employee.
- Do not use your work email address for personal use.
- Do not disclose any patient or confidential information online and be mindful of HIPAA.
- Do not share photos taken in patient care areas without the approval of management.
- It is recommended you are not connected with managers or supervisors on social media.
- Check your security settings to make sure they are set to where you feel comfortable.

You are still protected by the National Labor Relations Act when speaking about the terms and conditions of your employment, union activity, etc.

## HPAE Council of Retirees

A great way to stay connected with our Union when we retire, is to become an active member on our newly established Council of Retirees (COR). The COR will continue the fight for patient safety guidelines, improve staffing levels and win legislation that protects our patients and our rights as Union members.

In addition to the above, members on this council may assist with elections such as phone banking, provide support to locals who may be doing an action around an issue they have in their Local or provide support to other retirees that need help getting to a medical appointment, need groceries or medications.

As a HPAE Retiree we encourage you to attend HPAE events and conventions.

## Staffing Issues

We know many departments are experiencing unsafe levels of staffing. We have been receiving numerous short staffing forms and we encourage you to keep filling them out through the portal. They should be completed whenever you feel like you can't provide safe patient care with the staff you have or don't have the supplies you need for your shift.

We have a committee called Labor Management/Staffing Committee that meets with the hospital every other month to discuss these issues. At these meetings, we have been advocating for the hospital to post more permanent positions and hire agency staff until positions are filled, offer incentives, and have better communication with other campuses so nurses from Local 5131 can volunteer to help fill our holes. But we can't do it alone and we need nurses from units facing short staffing to be present at these meetings and speak to the issues specific to your department. It makes a big impact to have nurses express their personal and firsthand experiences. Please contact a Union Officer to find out when the next meeting is and if your unit would like to be put on the agenda.

## Retiree Medical Trust

Please contact the Retiree Medical Trust with any questions

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