

HPAE Convention 2016 Resolution # 1

HPAE Strategic Plan for 2017-2018

WHEREAS, Recent trends in the health care industry, including the corporatization of health care, pose a serious threat to our bargaining power and workplace rights, as well as to the community's access to quality care; and

WHEREAS, Anti-union politicians and organizations have launched campaigns on the state and national levels to eliminate our workplace and bargaining rights, erasing the gains made by unionization; and

WHEREAS, HPAE has developed a strategic planning process that enables us to respond to these challenges with pro-active, comprehensive campaigns that engage our members; and

WHEREAS, The State Executive Council has established a strategic planning committee that has reviewed our current plan for 2015-2016, assessed our challenges and accomplishments, and identified goals for the 2017-2018 strategic plan; and

WHEREAS, The SEC has approved a new strategic plan for 2017-2018 which includes the following priorities for our union:

- Organizing non-union healthcare workers and involving more members in our organizing activities through a carefully targeted organizing program; and
- The development of state-wide contract standards on key issues to guide bargaining and the further development of coordinated bargaining among and between locals; and
- Our union's advocacy on issues related to the corporatization of health care, including protecting our members and the community from the negative effects of insurance billing practices and medical debt, as well as the need for accountability and protection for workers and communities in hospital mergers and conversions; and
- Implementing our member engagement goals both at our workplaces and in our political and community activities; and
- The development of 'bargaining for the common good' proposals and strategies with our community allies; and
- Improved communication strategies by and between locals.

Therefore, be it

RESOLVED, that the strategic plan for 2017-2018 be approved by the convention delegates; and

RESOLVED, that adequate resources (staff, assistance for leaders and activists, etc.) be provided so that we can achieve the priority goals of our strategic plan; and

RESOLVED, that the strategic planning committee continue to assess and evaluate our progress in meeting the goals set forth in the strategic plan for 2017-2018.

Submitted by SEC



HPAE Convention 2016 Resolution #2

Building Member Engagement

WHEREAS, Our union rights give us an effective voice in our workplaces and communities, and the right to speak up and bargain collectively for safe work, fairness and opportunity for all; and

WHEREAS, Membership involvement and activity is crucial to creating a strong, democratic union which has an effective voice; and

WHEREAS, Deliberate and well-orchestrated attacks by corporate CEOs and wealthy special interests manipulate the economic rules in their favor, making it even harder for working people to come together, speak up, and get ahead; and

WHEREAS, Anti-labor politicians, allied with the corporate elite, are attempting through judicial and legislative strategies to weaken unions and limit our right to advocate for our member and the community; and

WHEREAS, These attacks threaten our workplace rights and our ability to have a say about our working conditions and the safety of healthcare and public services.

Therefore be it

RESOLVED, that each local continue to pursue the following member engagement goals approved the State Executive Council in January 2016: 1) increase our number of activists to 10%; 2) increase the number of members who engage in any union activity to 70%; 3) reach out and speak to 100% of our members each year; and 4) reach out and encourage all the agency fee payers we represent to stand with us by joining our union; and

RESOLVED, that the State Executive Council will work with an HPAE staff coordinator to oversee the plan's implementation. The coordinator will serve as HPAE's representative on the AFT Affiliate Engagement Coordinator Network. The coordinator will facilitate a network of HPAE local coordinators, monitor and track the progress of the plan, and report to the State Executive Council and the AFT; and

RESOLVED, that HPAE will provide the resources necessary for local unions to accomplish the plan, including: staff support; improved communication tools (e.g. our new website); and updated and revised education/training materials; and

RESOLVED, that HPAE Local Executive Boards will incorporate the goals and provisions of this member engagement resolution into their respective work plans for 2016, utilizing key issues to foster member engagement; and

RESOLVED, that each local will "track" membership involvement in local activities, and assign a local coordinator, who will work with the existing leaders and activists to determine benchmarks and implement the plan, and report to the LEB and the statewide engagement coordinator.

Submitted by HPAE Local 5094



HPAE Convention 2016 Resolution # 3

Challenging Corporate Policies and Practices Leading to Medical Debt

WHEREAS, medical debt is a serious problem facing 43 million Americans, often leading to credit card debt, loan defaults and home foreclosures; and

WHEREAS, surprise medical bills, high deductible insurance plans, large out-of-pocket costs and narrow insurance networks all contribute to medical debt; and

WHEREAS, New Jersey has some of the highest-cost hospitals in the country and New Jersey employer-based health insurance premiums are the second highest in the U.S.; and

WHEREAS, the corporatization of health care and mergers among hospitals and health insurance companies are further increasing costs on consumers while the health systems and insurance industries reap record profits; and

WHEREAS, HPAE members, our communities, and our patients are facing medical debt due to the billing practices and insurance coverage of our own hospitals; and

WHEREAS, health care providers and hospitals report this debt to credit agencies and often sell the debt to collection agencies; and

WHEREAS, HPAE is partnering with NJ Communities United and AFT in advocating against abusive medical billing practices and the predatory practices of debt collection agencies.

THEREFORE, be it

REOLVED, that HPAE work to expose the high costs of healthcare services and the business practices which are responsible for the rising costs of healthcare; and

REOLVED, that HPAE locals fight for contract language to protect our members and the community from surprise medical bills and for transparency and fair practices by our employers; and

REOLVED, that HPAE work with community partners to advocate for fair billing practices by all of our hospitals;

REOLVED, that HPAE advocate for policies and laws that improve oversight of the health care industry, limit out-of-network billing practices and surprise billing by hospitals and health providers; and

REOLVED, that HPAE work with AFT to advocate for national policies which restrict these same practices; and develop educational resources and tools for patients who are victims of surprise medical bills and debt collectors.

Submitted by HPAE Local 5185



HPAE Convention 2016 Resolution #4

Petition the Occupational Safety and Health Administration (OSHA) for a Workplace Violence Prevention Standard for all Healthcare Workers

WHEREAS, the healthcare and social assistance sector accounted for 52% of all reported workplace violence events causing injuries resulting in days away from work in 2014 according to the Bureau of Labor Statistics; and

WHEREAS, Bureau of Labor Statistics data indicates the problem is worsening significantly. Rates of workplace violence increased by 64% between 2005 and 2014 in private sector facilities, with rates for private sector hospitals climbing by 110%, and

WHEREAS, these statistics represent only a fraction of all assaults, threats, and verbal abuse experienced by healthcare workers. Studies cited by the GAO estimate that only 12 to 40% of workers formally reported an incident of workplace violence to their employer; and

WHEREAS, it has been 20 years since OSHA first issued voluntary guidelines to encourage healthcare and social assistance employers to develop comprehensive workplace violence prevention programs. We have found little evidence to suggest that many employers have implemented such programs; and

WHEREAS, workplace violence is a serious concern for our members. Workplace assaults, threats, verbal abuse and bullying impact every HPAE local.

Therefore, be it

RESOLVED, that HPAE will encourage its members and healthcare workers throughout the state of New Jersey and southeastern Pennsylvania to join with the AFT Nurses and Health Professionals in petitioning OSHA for a federal standard to protect healthcare workers from workplace violence. The standard should require healthcare employers to establish and maintain comprehensive workplace violence prevention programs with genuine worker and union involvement and include the following elements:

- Written workplace violence prevention programs that also address bullying and harassment specific to the risk factors and characteristics of the healthcare setting; and
- Genuine worker and union involvement in the development and implementation of the program through a joint committee; and
- Healthcare facility analysis to identify hazards and conditions, including the tracking of violent incidents and threats; and
- Implementation and evaluation of engineering and administrative controls specific to the existing hazards; and
- Development of a user-friendly reporting system, training for workers on the need to report all incidents, and requirements that prevent reprisals to workers for reporting; and
- Training appropriate to all workers' specific occupational needs; and
- Evaluation and recordkeeping to improve the effectiveness of the program on an on-going basis; and

HPAE. Putting care first.



RESOLVED, that HPAE will educate members about the importance of reporting all workplace violence to the employer, including assaults, near misses, threats, and verbal abuse. We will encourage bargaining for user-friendly reporting systems and reprisal-free reporting.

RESOLVED, that HPAE will educate members about their right to report assaults to the police and press charges.

Submitted by HPAE Local 5091



HPAE Convention 2016 Resolution # 5

Protecting and Advancing Our Collective Bargaining Strength

WHEREAS, Collective bargaining is key to protecting and advancing the standard of living, professional working conditions, and rights of healthcare workers; and

WHEREAS, The corporatization of health care, hospital mergers, and conversions to for-profit ownership threaten our bargaining leverage with individual employers and weaken our ability to create state-wide contract standards; and

WHEREAS, Hospital mergers and consolidations in New Jersey have created mega-systems with thousands of non-union employees working alongside our members;

WHEREAS, In this context, we need to join forces and coordinate our bargaining so that we have the power to bargain effectively with large employers; and essential to leveraging our voices and bargaining power; and

WHEREAS, HPAE has always been a leader in establishing contract standards for safe staffing, patient safety, workers' rights, fair wages, and professional practice; and

Therefore be it

RESOLVED, that All HPAE Locals and negotiating teams will leverage their power with common employers by engaging in coordinated contract negotiations and joint bargaining when this opportunity exists; and

RESOLVED, that When HPAE locals share a common employer, the locals shall establish a Bargaining Council to ensure that high contract standards are attained and membership unity and strength is maximized.

RESOLVED, that HPAE shall establish a committee to review and establish contract standards on key issues, including wages, staffing, and retirement security; and

RESOLVED, that the 2017 Bargaining Conference shall provide locals with the resources and strategies to increase our bargaining leverage and achieve strong contract standards.

Submitted by HPAE Local 5058



HPAE Convention 2016 Resolution #6

Hillary Clinton for President/Tim Kaine for Vice-President

WHEREAS, there are stark differences between the views and policies of the presidential and vice-presidential candidates; and

WHEREAS, Hillary Clinton is the only major party candidate running for president who understands that economic growth depends upon economic fairness, and who has articulated an agenda focused on rebuilding and expanding the middle class; and

WHEREAS, Tim Kaine is a strong supporter of civil rights, fair housing and building an economy based on raising wages; and

WHEREAS, Hillary Clinton and Tim Kaine believe in a strong labor movement and will advocate for the collective bargaining rights of all workers, including public sector workers; and

WHEREAS, Hillary Clinton and Tim Kaine are advocates for access to high-quality healthcare for all, including expanded mental health services, and support safe staffing in hospitals and nursing homes; and

WHEREAS, Hillary Clinton and Tim Kaine are committed to expanding economic opportunities through increasing the minimum wage and providing free college tuition for students attending public colleges and universities; and

WHEREAS Hillary Clinton and Tim Kaine support reforms that will eliminate the role of unaccounted monies in our political system; and

WHEREAS, Donald Trump and Mike Pence support tax cuts for the rich, and would cut essential services and programs, including federal aid to education and vital healthcare programs such as Medicare and the Affordable Care Act; and

WHEREAS, Donald Trump's economic proposals will worsen the already growing income inequality in this country and return our country to the very policies that led to the worst economic recession since the Great Depression.

THEREFORE, be it

RESOLVED, that HPAE hereby endorses the candidacy of Hillary Clinton for President and Tim Kaine for Vice-President; and

RESOLVED, that HPAE/COPE will build membership involvement in labor walks and campaign activities, and provide educational materials and outreach to members on the policy positions of the Clinton/ Kaine ticket on labor and healthcare issues.

Submitted by: HPAE COPE



HPAE Convention 2016 Resolution # 7

Growing Our Union Through Organizing

WHEREAS, changes in the healthcare system, including the creation of large healthcare systems and the shift of healthcare services to non-acute care settings with an increasing non-union workforce, present us with serious challenges; and

WHEREAS, the power of anti-union ideologies and strong employer resistance to Unions in the U.S., as well as weak labor laws, make it increasingly more difficult to organize; and

WHEREAS, the national labor movement has experienced a steep decline in membership over the last few decades; and

WHEREAS HPAE's power to win and maintain strong workplace standards and contracts is dependent on our density in larger healthcare systems,

THEREFORE be it

RESOLVED, that HPAE should respond to these challenges by creating a culture of organizing through member education and increased member activity to support our organizing program; and

RESOLVED, that HPAE shall develop a comprehensive organizing program, in conjunction with the new committee, to identify non-union targets, including unorganized workers in existing locals; and

RESOLVED, each HPAE LEB shall appoint and establish its own local Organizing/Growth committee to carry out the goals and objectives set out by the Statewide New Organizing/Union Growth Committee; and

RESOLVED, that the HPAE shall establish a state-wide committee on New Organizing/Union Growth, composed of members from each local's Organizing/Union Growth committee and staff, to help support our new organizing program; and

RESOLVED, that each local Organizing/Union Growth committee shall complete a relationship map between members and non-members by surveying the widest group of members possible in one year's time; and

RESOLVED, that members of each local Organizing/Union Growth committee shall make themselves available for outreach to non-union members by phone, house visit, social media, or other pertinent methods of communication; and

RESOLVED, that the committee on Organizing/Union Growth shall develop a program to bring together union and non-union healthcare professionals in a partnership to work on advocacy projects designed to build trust and cooperation and long-term organizing leads.

Submitted by HPAE Local 5621