



Message from the President



On Monday, October 24th, representatives of the Union Coalition at Rutgers met with Administration as part of the quarterly Labor Management Committee (LMC) to discuss a variety of issues. The most pressing of these had to do with the recent migration of payroll from Banner to People Soft.

Hold Back Pay: As you are likely aware, one key issue the migration generated is the “hold back” week that Rutgers owes all of our members. The law requires these delayed payments, when made for legitimate business reasons, to be paid within a “reasonable amount of time.” In an effort to avoid litigation and offer a “reasonable” solution, we demanded a signed stipulation that Rutgers will pay back our members one day per pay period, but not later than February 2017. After our previous threat of litigation, management agreed to address the issue with our Labor Management Committee; however, we were unable to come to an agreement at the October 24th meeting. However, we are continuing to negotiate a settlement to the ongoing issue of the “hold-back” week resulting from the payroll migration. We hope to share an update on our progress in the coming days. Be sure to check your email for further updates.

Payroll Errors: We have been receiving an enormous amount of complaints regarding payroll errors from our members. Some are related to missing differentials and/or overtime pay; the incorrect amount of hours worked; and others may not have received a check at all. We encourage any member experiencing problems with payroll to contact the University Help Line at 848-932-3888 and report the issue. Be sure to get a ticket number so you can follow up. You may also want to contact Payroll. Our contracts with the University require payroll errors to be corrected within a few days of notification. In the event a reported payroll error is not corrected, let your Union Rep know. **Along with Local 5089 and 5094, we have filed a grievance on these numerous payroll errors.**

2016 Raises : By now, you should have received your HP AE Local 5135 negotiated wage increase. The increase was

initially delayed due to the Rutgers payroll migration. The University has now informed us that the raise was included in the November 18th paycheck including payment for earnings retroactive to the first full pay period in October 2016. The employer had intended to delay this increase until January, however through your efforts, they agreed to pay it out sooner with retro pay:

If you are a nurse on the RB scale you should have received a 1% wage increase. In addition, if you were hired prior to October 1, 2016 and you were credited with an additional year of accrued experience as of October 2016, you should have been moved up one step on the wage scale. (Part-time nurses must work two full years in order to receive one step). Or, if you were on the top step as of October 1, 2016, you should have receive a \$1,000 lump sum payment (pro-rated for part-time nurses).

- ◆ If you are a nurse on the RH scale, you should have received a 1% increase. Also you may apply anytime to transfer to the RB scale.
- ◆ If you are a per diem staff nurse, you should have received a 1% increase.
- ◆ If you are Advanced Practice Nurse, you should have receive a 2% increase.

If you did not receive the raise and/or retro payment, please notify your Staff Representative, **Bryan Nelson**, immediately by emailing bnelson@hpae.org. Include the HP AE Payroll Issue Tracking Form and fax it, along with your pay-stub, to HP AE.

Class Action Grievance: We also filed a class action grievance on behalf of all bargaining unit employees at Rutgers over the multitude of payroll errors and resulting unpaid wages. If you have experienced a payroll error resulting in missing regular pay, overtime pay, shift or charge nurse differentials, and/or mileage reimbursement, please contact the University helpline at 848-932-3888. In addition, notify your HP AE Rep, fill out the HP AE Payroll Issue Tracking Form, and fax it, along with your corresponding pay-stubs and helpline tracking number to HP AE.

In Solidarity,
Sabrina

A Message from our State Officers on the HPAE Convention

On October 6-7, 2016 HPAE delegates, members, and staff came together to launch an ambitious plan to take on corporate healthcare, deepen membership involvement, win strong contracts, grow our union and strengthen community alliances.

Make no mistake, we are in difficult times and we need to take on increasingly more powerful health systems if we are to protect our workplace rights, our voice in patient care and the standards of care and working conditions we have worked so hard to earn.

That's why we also supported changes to HPAE's constitution, to adapt to these changing conditions, allowing us to be more effective and at the same time, more careful with the resources we have. It's why we supported specific resolutions to expand our organizing and membership programs, to build our strength and capacity.

That's also why our State Executive Council proposed, and our convention delegates passed a resolution to increase our dues, so that we have the resources to protect and advance our programs.

The increase, from 1.1% to 1.25% will have minimal impact on members, and we wanted to make sure of that. It will mean only a few more dollars per pay period in dues. For example, a member making \$70,000 per year will only pay \$4 more in dues per pay period. The increase will be scheduled to take effect with the first paychecks of 2017. Still, we know that HPAE members are working hard to stay ahead financially, and no one will welcome paying more. But without this increase, HPAE's budget will continue to operate at a deficit, and we would not be able to keep pace with our members' needs and aspirations.

We urge you to review the campaigns and programs launched at our 2016 Convention at <http://www.hpae.org/campaigns/convention2016/> – and see how engaged we will be this year in fighting to protect the advances we've made for all healthcare workers over the years. We are fighting to protect members' insurance coverage – and we are out there fighting surprise medical bills and 'narrow networks' that limit our members' options and increase their costs.

We are challenging hospital mergers when they threaten our rights, or jobs. We are still fighting for safe staffing, in contracts and in the NJ legislature. If you have questions on our programs, on the constitutional changes or on the dues increase, feel free to reach out to any of us. We hope you will get engaged with these programs and fight alongside your colleagues for a healthcare system that works for all of us.

Sincerely,
President Ann Twomey
First Vice President Bernie Gerard
Secretary-Treasurer Barbara Rosen

Fall and Winter Vacation Requests

Please remember to submit vacation requests in a timely manner. This will prevent any disagreements with management. Please check your leave balances to make sure that your time is accruing correctly. A member reported to the local a discrepancy in the leave balance recently. If you notice a discrepancy, please report it immediately to Human Resources Generalist Stephanie Plaskow.



AMERICAN DREAM ★ SWEEPSTAKES ★

Unions are the cornerstone of the American dream. So for our 30th anniversary, we want to celebrate union members by giving away more than \$100,000 in prizes.

REGISTER 9/29/16 – 12/31/16 TO WIN:

\$500 gift cards to 12 winners every week

\$30,000 Grand Prize to 1 winner

Sponsored by the Union Plus Credit Card Program. NO PURCHASE NECESSARY. Sweepstakes starts 10/10/16 at 12:00 AM ET and ends 12/31/16 at 11:59:59 PM ET. Open only to eligible legal residents of the United States, D.C., U.S. territories and military bases, who are Union Plus Credit Cardholders or current/retired eligible union members as of 9/28/16 and 18 years and older. Subject to Official Rules available at UnionPlusSweeps.com. See Official Rules for complete details, including entry instructions, entry periods, odds of winning, prize information, eligible unions, restrictions, etc. Void where prohibited. Msg & data rates may apply. Sponsored by Capital One, N.A., 1680 Capital One Drive, McLean, VA 22102.

© 2016 Union Privilege. All rights reserved. Union Plus benefits are for participating union members, retirees and their families. Union Privilege, 1100 1st St NE, Suite 850, Washington, D.C. 20002.

© 2016 Capital One.

Message from the President



The results of the Presidential and Congressional elections present challenges to each of us as union members and as members of the communities where we live and work. Regardless of how you voted, I ask you to consider that the election results threaten our union and workplace rights, women's

health, access to health care for tens of millions of Americans, and the constitutional rights of many of our neighbors, family members, friends and co-workers. While we work to restore civility to our political conversations, we also must work to protect and promote the workplace and civil rights that are the bedrock of our democracy and quality of life.

As a nurse and union leader, I've spent over 40 years fighting for the rights of healthcare workers to have a voice in their workplace. I know that many HPAE members have done the same, in your workplaces and through political activism. I now fear that there will be concerted efforts to strangle the voices of working people on the job.

For example, as President, Donald Trump will nominate one or more Supreme Court Justices and the Senate is likely to confirm these nominations, which most likely will be much more conservative, and inclined to strip public sector workers of their hard-won collective bargaining rights.

As President, Donald Trump will appoint members of the National Labor Relations Board (NLRB). While President Obama's appointments to the NLRB have upheld and even strengthened our rights in the face of employer violations of our organizing and collective bargaining rights, we can expect President Trump appointees to undermine and constrict these rights.

Under a Trump Administration, I believe we will face a much more difficult time protecting our workplace rights and the voices of nurses and health professionals when they speak up against corporate practices that threaten patient and worker safety and quality of care.

I've fought to raise wages, both in unionized hospitals and through raising the minimum wage, so that workers can raise their families with dignity and we can build the middle class in this country. Without unions and legal

protections, too many employers will begin a race to the bottom, destroying our progress and our middle class.

HPAE joined with countless citizen and labor groups and President Obama, to make great strides in expanding access to healthcare for uninsured Americans. Instead of improving Obamacare, Trump supports repeal of the law, which would cause millions of newly insured Americans, including many adult children still covered by parents' health plans, to lose their coverage.

We must challenge the 'normalizing' of hate speech and attacks on women, the disabled, immigrants and others. I've been hearing people ask: "How do we talk to our children, our students, about the results of this election?" It is not an exaggeration that many parents and teachers are facing frightened children today, some of whom are from families under direct attack during the campaign.

One answer is that we will fight to protect them, their dignity and their rights, whoever they are. We need to re-commit to the principles of our union, and build broad coalitions with groups fighting for a decent and just society.

Equally important are the voices of our members, who share the frustrations of many Americans with candidates and policies that don't speak to or for them. We need to listen to those voices, and work for new ways to bring those voices to our politics. It is critical for all of us to remember that our union is our best vehicle for raising these issues in a powerful way, bringing our principles of fairness and dignity for working families to the table.

At the same time, we need to work towards policies that actually address income inequality, rather than merely foster blame and division. We will join with our allies in the fight to protect workplace, civil and human rights for everyone. We will challenge our politicians, Democrats and Republicans, to fight to protect and strengthen the gains made in this country over the past 50 years.

As we fight to protect our hard-earned rights, we need to work to unify our union and our country. We won't stop.

List of Officers

President: Sabrina Brown-Oliver

Email: sbroivr@aol.com, brownosr@ubhc.rutgers.edu

Phone work: [6092980500 ext 1451](tel:6092980500) Home: [7325020048](tel:7325020048) Cell: [8484696588](tel:8484696588)

Secretary/Treasurer: Patricia Swaby

Site Representative for Local HPAE Local 5135:

Jane Aldershoff, Union Representative	Garden State Youth Correctional Facility
Vacancy	Mountainview Youth Correctional Facility
Rae Bennett, Union Representative	East Jersey State Prison
Joseph Bentivegna, APN, Union Representative	Bayside State Prison
Sabrina Brown-Oliver, APN, President Local 5135	Albert C. Wagner Youth Correctional Facility
Carol Milroy, Union Representative	New Jersey State Prison
Edith Feldman, Grievance Chair, Union Representative	Adult Diagnostic and Treatment Center
Denise Johnson, APN	Northern State Prison
Karen Kinkade	South Woods State Prison
Pat Swaby, Secretary /Treasurer, Lorna Beaumont, Union Representative	JCC—Bordentown
Vacancy	Southern State Prison
Dawn Raabe	Edna Mahan Correctional Facility
Barbara Jordan	Central Receiving and Assignment Facility
Vacancy	JJC—Jamesburg

Southern Grievance Chair: Currently, we are looking for a replacement for Southern Grievance Chair. You can contact **Sabrina Brown** or **Karen Kinkade** if you have any one is interested in the position. Please forward all grievance to **Edith Feldman** (ADTC), Northern grievance chair.

Juvenile Justice Commission (JJC): **Lorna Beaumont** is the Grievance Chair for all of JJC. If you have any issues or questions, please contact Mrs. Beaumont.

New Union Rep at EMCFW: We would like to congratulate **Dawn Raabe** on her appointment to the Union Rep position at Edna Mahan Correctional Facility. Thanks for stepping up Dawn!