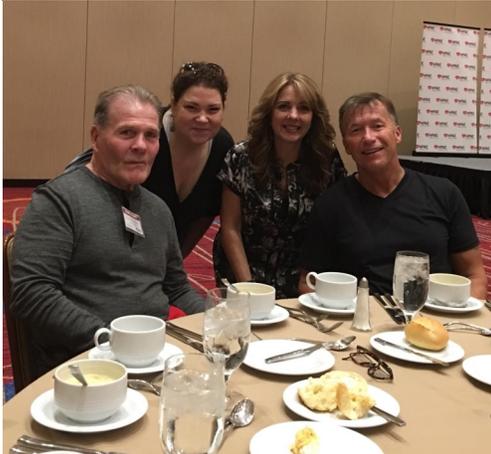




Message from the President



Dear brothers and sisters,

We unite. We fight. We win. Plain and simple. In these trying times, while it seems like divisions are everywhere, we need to remind ourselves of what brings us together as Union members: our commitment to our patients, our commitment to each other, and our commitment to stand up and fight for our rights.

Our Local is built on this commitment. It's in that spirit that I ask you to take an active part in the life of our Local. You can do so by staying informed and joining up with other members to make things happen. There are a number of ways to do this.

- 1) **Attend a Membership Meeting** - Our next membership meeting is scheduled for October 27th at Unity Church, 25 Mudcut Rd., Lafayette, NJ. Our membership meetings are a way for us to stay connected and understand what is going on at work and in our communities. It's also a forum to discuss issues in order to come up with a collective response to common problems (There are also raffles, door prizes, food and general good old-fashioned fun!)
- 2) **Bring any concerns or issues to your Officers and Reps at any time** - Democracy is the lifeblood of any strong Union. If you don't speak up, you can't be heard. We need to stay connected. Don't hesitate to call, text or email any Rep or Officer. We can work together towards a solution. That's the difference in a Union shop: Everyone has rights and everyone has a voice.
- 3) **Join a committee** - There are several committees that could benefit from your special talents and would appreciate a helping hand:

Wellness Committee- To further the well-being of patients and staff. (Mike Ryan, Lisa Alves)

Events Committee- Special events planning, membership meetings.(Elaine Dembowski, Irene Lapore, Mike Bowden)

Sunshine Committee- Membership outreach, bulletin board. (Jenny Miller, Dawn Gely)

Committee on Political Education (COPE)- ensuring our voice is heard at the legislative level (Katie Vaughan, Sheila Schicker)

There is no shortage of opportunities to be an active members of this Union. Let's keep up the spirit of mutual support and cooperation that won us a great first contract while we build upon our successes and learn from our mistakes, as always, together in the fight.

In Solidarity,

Sheila Schicker

Thank you for your support of Nancy Ross!

When Nancy was denied an accommodation under the Americans with Disabilities Act and terminated by Sunrise House in January, Local 5629 had her back. We immediately took action to enforce our contract and defend Nancy's rights. After a long process involving informal meetings, a formal arbitration filing, and a public petition signed by Local 5629 members, Nancy has finally returned to work as result of a our Union solidarity.

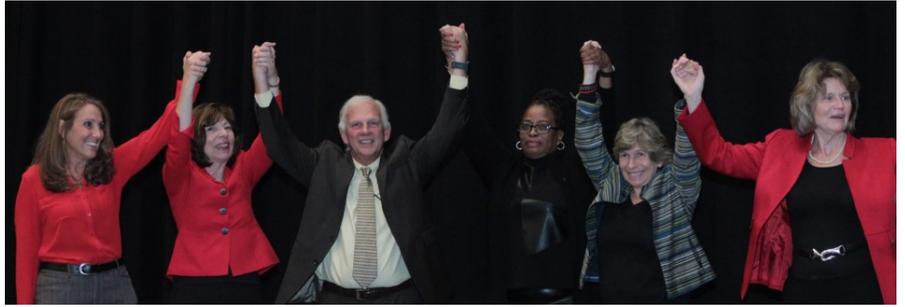
WE UNITE. WE FIGHT. WE WIN!

WELCOME BACK NANCY :)



Members Elect New State Officers

Atlantic City, NJ – Hundreds of HPÆ members gathered in Atlantic City on Friday to recognize the leadership of Ann Twomey as she retired as President of HPÆ, NJ's largest healthcare union. Bernie Gerard, First Vice President also retired. In addition, union members elected a new HPÆ leadership team: Debbie White, RN, President; Barbara Rosen, First Vice President; and Alexis Rean-Walker, Secretary Treasurer.



Since 1974, under the leadership of Ann Twomey, HPÆ has led numerous public campaigns designed to protect patient care and working conditions in NJ hospitals, including a ban on forced overtime, public disclosure of staffing levels, transparency at for-profit hospitals and a ban on surprise medical bills. During her tenure, the union grew from 250 members at Englewood Hospital and Medical Center to nearly 14,000 nurses, health professionals and allied staff across New Jersey and Philadelphia.

Bernie Gerard was a trauma nurse at University Hospital, and a founding leader in 1989 of the union's largest public sector local at the University of Medicine and Dentistry of New Jersey (UMDNJ) in Newark, and also served on various boards and committees to advance professional and nurse practice issues.

"From the early days of our union's history to this day our union has been a voice in hospitals, in communities and the NJ state legislature for patient safety and standing up against attacks on the rights of healthcare workers," said Debbie White, incoming president. "I proudly intend to carry this legacy forward as we face enormous challenges in an increasingly corporatized healthcare system."

In her closing comments at HPÆ's 2018 convention, Ann Twomey said to the union members gathered in Atlantic City: "With the corporatization of health care, we must organize more members, build stronger contract campaigns and elect people who support our priority issues, such as access to affordable and quality healthcare for all and Safe Staffing levels. We are closer than ever to passing safe patient limits in NJ. Looking ahead, I know that HPÆ is in good strong hands as you move forward to meet these challenges."

SAVE THE DATE!

Membership Meeting and Fall Festival

Date: Saturday, October 27th, 2018

Time: 6pm

Location: Unity Church, 25 Mudcut Rd., Lafayette

Come on out for important updates and information about your Local and our fight to improve conditions at SRH.

Stay for the food, friends, and Fall festivities!



Stay connected online...

Connect with your Union and get up-to-date information using the following links:

HPÆ main website:

www.hpae.org

HPÆ Facebook page:

www.facebook.com/hpae.aft/

Local 5629 website:

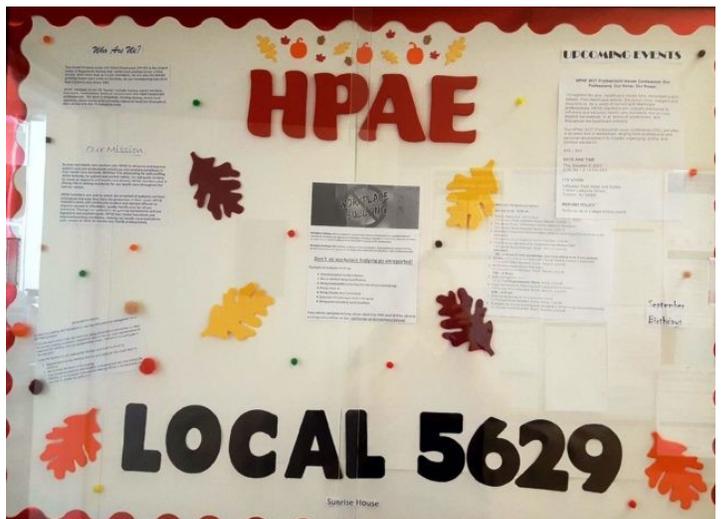
www.hpae.org/local/local-5629/

Local 5629 Facebook page:

search "Sunrise United" and join the group

...and don't forget to check out the

Union Bulletin Board!!!



Labor-Management Committee Update

09-20-18 / Start 3:30 end 5:30

In Attendance: Sheila Schicker, Mike Ryan, Frank McCafferty, Jon Boschen, Elena Castellana, Sarah Riker, Amanda Nagy, Stan Frank, Bryan Nelson

* **Clinical Scorecard** - Improvements have been made but some notes were still late. We agree we are going in the right direction, and things are in line for continued improvement.

* **Loading dock door** - Management refuses to abide by contract language which requires that the door be locked for security reasons. The Union has filed for arbitration on our grievance over this issue (see below).

* **Shift Differential** - Mgmt. wants to change shift hours to make payroll process less cumbersome and reduce errors. Union is concerned about errors and has filed for arbitration on the matter. Parties will discuss further as to how to resolve issues with various shifts overlapping.

* **Security Camera Angles** - Union is concerned over Management unilaterally changing camera angles. Management insists that change was for safety reasons and not for employee monitoring for disciplinary purposes.

* **Kitchen no longer bringing food for nurses** - Mgmt. says it is a health concern when trays of food are stacked close to meds. Union suggests putting food in fridge in nursing break room and Management agreed to do so for days trial basis.

* **Management to institute time study**- of 15 to 20 mins periods to analyze work flow. Union is opposed to study and wants to see the metric and standard used. Union suggests simply asking workers

* **Need clarity on patients leaving detox on Ativan** - We are a smoking facility. How can we safely accommodate smokers on Ativan? Nursing assessment must be performed. How can counselors see patients in their rooms? We need to clarify process.

* **HR recruitment** - Mgmt. supplied list of open positions and of new positions

Health & Safety / Security Advisory Committee Update

* **New emergency bags with portable oxygen** - Union was able to win this important tool for the safety of the patients

* **Union is demanding hands-on blood pathogens training for maintenance and custodial staff with a certified instructor.** - So far Management has failed to provide this important training. Employees are concerned about exposure to infectious diseases.

* **Union's request for Management to take advantage of free chemical hazard training is denied.** - Management has so far refused to accept a free training offer from the NJ Work Environment Council

* **Management hasn't completed crisis intervention training for all staff.** - The Union is fighting for this important training as well.

* **OSHA inspectors are following up on previous inspections and will be looking at the lack training and other possible violations.**

Grievance Update

See chart below for some recent arbitration filings:

Grievance #	Grievant	Status	Issue
5629-2018-45	Class Action	Filed for arbitration - pending scheduling	Patient to Counselor Ratios
5629-2018-46	Class Action	Filed for arbitration - pending scheduling	Errors in differential/lead pay
5629-2018-48	Georgette Harris	Filed for arbitration - pending scheduling	Department closure on holidays
5629-2018-55	Class Action	Filed for arbitration - pending scheduling	H & S - loading dock doors
5629-2018-58	Class Action	Filed for arbitration - pending scheduling	Direct dealing - \$5,000 bonus
5629-2018-59	Mark Turner	Filed for arbitration - pending scheduling	Article 2.01 - Just Cause

And a recent victory overturning the termination of Nancy Ross!

5629-2018-12	Nancy Ross	Returned to work with back pay for health insurance costs	Article 2.01 - Just Cause
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Local 5131 Holds Opioid Education Seminar

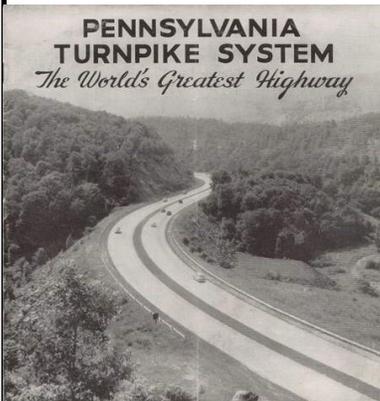
On Wednesday, May 9th members of HPAE Local 5131 Southern Jersey Healthcare attended a continuing education program entitled "The Opioid Crisis: Frontline Addiction Treatments with Policy, Knowledge and Training." The program was part of HPAE's growing portfolio of options for members to obtain Contact Hours for re-licensure.

The Seminar was a joint effort between HPAE members of Locals 5629 at Sunrise House, members of Local 5091 at New Bridge Medical Center, and HPAE public policy staff member, Heidi Hansen. Heidi Hansen presented on the topic of "Facts, Figures and Policy", Cathy Grant of Local 5091 presented on "OORP Intervention/How to Administer Narcan" and Sheila Schicker and Katie Vaughan presented on "Compassionate Care for Clients and Caregivers."

Local 5131 members were engaged in exercises requiring participation ranging from "20-questions" regarding statistics on opioid use in the U.S. and New Jersey, to examining their role as healthcare providers, and the real possibility of compassion fatigue. Member-presenters Cathy, Sheila, and Katie offered real life scenarios from their work experiences, inviting member participants to share any stories relating to opioid use that they experienced with their patients.

The program ran over two hours with many questions from participants and a request for the opioid team to return in the Fall because the demand for opioid education is so high.

This Month in Labor History - October



October 1st, 1940 - The Pennsylvania Turnpike opened as the first toll superhighway in the United States. It was built in most part by workers hired through the state's Re-Employment offices



October 3rd, 1967 - Folk singer/songwriter Woody Guthrie ("This Land is Your Land", "Union Maid" and hundreds of others) dies of Huntington's disease in New York at the age of 55

October 5th, 1976 - The UAW ends a 3-week strike against Ford Motor Co. when the company agrees to a contract that includes more vacation days and better retirement and unemployment benefits

October 9th, 2003 - An estimated 3,300 sanitation workers working for private haulers in Chicago win a 9-day strike featuring a 28-percent wage increase over five years

October 13th, 1985 - More than 1,100 office workers strike Columbia University in New York City. The mostly female and minority workers win union recognition and pay increases

MORTGAGE
The Union Plus mortgage program makes buying or refinancing a home easy for you and your children.

CAR RENTAL
Up to 25% discount on car rental deals with Avis, Budget, Hertz, Dollar, Thrifty & Payless.

Four Ways to Save

AT&T WIRELESS
The only national unionized wireless provider. 15% savings for union members on the monthly service charge of qualified plans.*

CREDIT CARD
Several credit card choices** all with competitive rates and U.S.-based customer service, designed to meet the needs of union members.

*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing union deduction on the Union Plus Member Benefit Card and submit to service under an individual account for which the member is personally liable. Offer available upon union verification of union membership status. Discount subject to approval between Union Plus and AFSA and may be interrupted, changed or discontinued without notice. Discount applies only to monthly service charge of qualified union and state plans, not savings. Not available with additional union plans. For Family SA, apply only to primary line. For all Mobile Share plans, apply only to monthly plan charges of \$15 or more, not to additional monthly usage service charges. Additional restrictions apply. See Union Plus at 1-800-543-2889 for details. **Credit restrictions, limitations, and qualifications apply to these plans. Additional information and eligibility criteria can be obtained at UnionPlus.org/benefits. Credit approval required. Terms and conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A., licensed to a licensee from MasterCard International Incorporated. Capital One, N.A. is not responsible for the contents of the message unless you affirm that you are a product/service member. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated.

Visit unionplus.org/aftbenefits

Know Your Rights!

Contract books are available for all members in good standing. See Vice-President Katie Vaughan for your copy!