



# HPAE

## LOCAL 5629

A NEWSLETTER FOR THE  
MEMBERS OF HPAE LOCAL 5629  
AT SUNRISE HOUSE

September 2017

## Message from the President

### VICTORY AT SUNRISE HOUSE!



Dear brothers and sisters,

On behalf of the negotiations committee and the Local Executive Board, I would like to thank you all, the members of Local 5629, for the support and solidarity you demonstrated as we organized to form a Union, fought through a year of negotiations, and stood strong and united during a lockout to win our first contract.

We showed the employer (and more importantly each other) that we are prepared to stand up, stick together, and fight for what is right. Now, as the tough work of enforcing our contract and laying the foundation for future gains is ahead of us, we can be sure that we have a strong union of dedicated workers who are up to the task.

Perhaps the most important thing right now is for us to stay informed and active to ensure that we continue to build on our recent victory.

#### Stay Informed, Stay Involved, Keep up the Fight!

The fight to improve conditions at Sunrise House isn't over just because we have a contract. It's up to us to enforce our new collective bargaining agreement and it will take all of us working together to make it happen. Since the ratification of the contract we've been hard at work establishing our new Local's Constitution and By-Laws, nominating our Union Officers and Reps, participating in Union training, and getting our committees up and running. We've conducted Joint Labor-Management and Health and Safety Committee meetings and filed a number of grievances over contractual issues. On page 2 of this newsletter you will find a list of Officers and Reps and a membership meeting schedule for the Fall and Winter seasons as well as a list of ways you can stay informed about recent developments. Page 3 includes an update on the Labor-Mgmt. and Health Safety Committee meetings as well as an update on the recent grievances.

#### Union Solidarity is Key

We won our contract fight because when push came to shove we didn't back down and we were there for each other. We also got help from our allies in the labor movement because Union members understand that "An injury to one is an injury to all." Funds and supporters poured in from HPAE Locals and other Unions and we were able to get through a tough time because we are a part of something bigger. It's in that spirit that I ask you to consider supporting the recent hurricane victims through a fund established by our national union, the American Federation of Teachers (AFT). Below you'll find the website for the AFT Disaster Relief-Donation Center.

Thank you again for all your hard work and dedication. And welcome to HPAE Local 5629!

In solidarity,

Sheila Schicker, President

HPAE Local 5629



**HPAE**  
Putting care first

### AFT Disaster Relief—Donation Center



Our brothers and sisters need our continued help during this 2017 Hurricane season. Thanks to members like you we have more than \$90,000 following Hurricane Harvey but the need will grow in the coming weeks after Hurricane Irma and any that follow.

Help us show our union family that we have their backs!

Donate today at:

<https://www.aft.org/disaster-relief-fund>

# Local 5629 Officers Get Sworn In



From left to right: HPAA President Ann Twomey, Frank McCafferty, Linda Fescine, Mike Ryan, Sheila Schicker, Katie Vaughan, and Mark Turner

HPAA President Ann Twomey gave the oath of office to the newly-elected officers of HPAA's newest local union on Thursday, August 17th prior to the first meeting of Local 5629's Executive Board.

The new officers are Sheila Schicker (President), Linda Fescine (Vice-President), Katie Vaughan (Vice-President), Mike Ryan (Secretary-Treasurer), Mark Turner (Grievance Chair) and Frank McCafferty (Chief Steward).

After being sworn in, the new officers made a number of important decisions, including the appointment of Union Representatives who will advocate on behalf of their co-workers and enforce the contract. The Union Reps are Donna Braun, Mike Bowden, Steve Martin, Chrissy Miller, and Sharon Storms.

The LEB also identified the members who will function as "Union Liaisons" at Sunrise House, providing their co-workers with information about our union and helping to mobilize members for union activities. On August 29th, the Local Officers, Reps, and Union Liaisons attended a training from HPAA staff on how to become effective and knowledgeable Union advocates.

Additionally Union officers attended Union officer training on August 17th and committee training on August 31st.

## SAVE THE DATE !

### Fall/Winter Membership Meeting

**Tuesday, October 17th, 2017**

Two meeting times: 12noon or 6pm

Location: Unity Church, 25 Mudcut Rd.

**Tuesday, December 19th, 2017**

(**Holiday Party** following the meeting)

Two meeting times: 12noon or 6pm

Location: Unity Church, 25 Mudcut Rd.

**Tuesday, February 20th, 2018**

Two meeting times: 12noon or 6pm

Location: Unity Church, 25 Mudcut Rd.

### Officers

Sheila Schicker, President  
Katie Vaughan, Vice-President  
Linda Fescine, Vice-President  
Mike Ryan, Secretary/Treasurer  
Mark Turner, Grievance Chair  
Frank McCafferty, Chief Steward

### Phone #

973-229-2734  
973-570-8414  
917-817-6882  
973-714-4122  
570-856-7777  
973-271-6531

### Email

sheilaschicker@yahoo.com  
katiev1119@yahoo.com  
lafhardy@hotmail.com  
mfryan0329@gmail.com  
abdurraheem777@outlook.com  
missowl54@yahoo.com

### Union Reps

Donna Braun  
Mike Bowden  
Steve Martin  
Chrissy Miller  
Sharon Storms  
Linda Seman

### Phone #

973-875-5391  
973-997-3394  
973-454-7120  
973-271-6737  
973-300-0015  
908-798-7398

### Email

braun.donna@gmail.com  
mpbowden@yahoo.com  
steve.martin@contactaac.com  
noonan.miller@yahoo.com  
sstorms@contactaac.com  
Lmseman@yahoo.com



## Stay connected online...

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

HPAA main website:

[www.hpaa.org](http://www.hpaa.org)

HPAA Facebook page:

[www.facebook.com/hpaa.aft/](https://www.facebook.com/hpaa.aft/)

Local 5629 website:

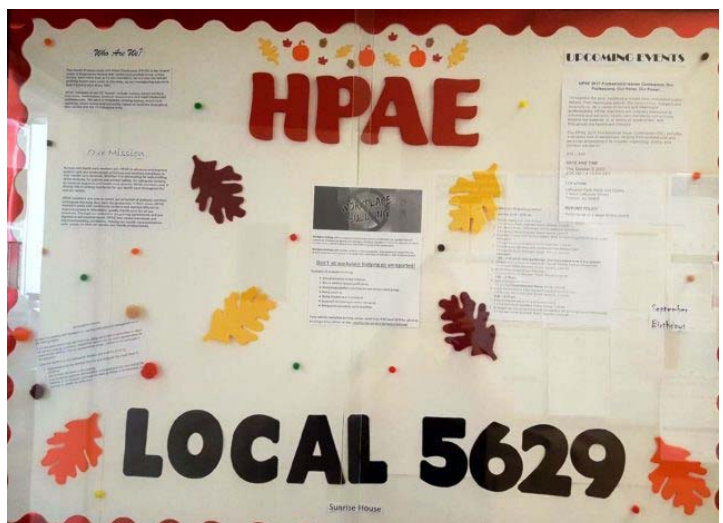
[www.hpaa.org/local/local-5629/](http://www.hpaa.org/local/local-5629/)

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

The Labor-Management Committee is a joint committee composed of five (5) representatives selected by the Employer and five (5) representatives selected by the Union which meets monthly in an advisory capacity to discuss and suggest resolutions to issues that arise during the course of the contract term. Every other month the focus of the meeting is staffing.

So far the committee has met more often than contractually required in order to deal with issues surrounding the implementation of the new contract. Through the Labor-Management process we have accomplished a lot already including: starting information sharing processes between the Employer and Union, initiation of dues deduction, joint trainings for department heads and Union Officers/Reps in labor relations and health and safety, setting up of the Union bulletin board, and settlement of grievances.

Our next Labor-Mgmt. meeting is scheduled for Thursday, September 21st at 10am. If you have any issues or concerns you feel should be addressed at the Labor-Mgmt. Committee meeting, please talk to a Union Officer or Rep.

## Health & Safety / Security Advisory Committee Update

The Joint Health and Safety/Security Advisor Committee is composed of three (3) representatives chosen by the Union and three (3) representatives chosen by the Employer. The committee is charged with proposing ways to minimize the risk of violence in the workplace and other health and safety problems. Committee members attended joint labor-mgmt. training with the New Jersey Work Environment Council on Thursday September 7th, where they learned how to identify safety system failures and the best practices for running an effective health and safety committee.

We are happy to report that, as per Article 4.01 of the contract, work has begun to install cameras throughout the facility and the installation is expected to be completed by the end of the month. The next committee meeting is scheduled for 9/20.

## Grievance Update

Since the ratification of the contract we have filed several grievances over alleged breaches of the contract including grievances over unilateral changes to the job descriptions and additional assignments, double shifts, working more than five consecutive days, PTO requests and accruals, differential payments, lead pay, staffing, just cause, meal breaks, and health and safety (See table below). We have reached a settlement on the issue of double shifts, and are in the process scheduling hearings on the other grievances.

The major outstanding class action grievances are over proposed changes to the job descriptions and the incorrect payment of shift differentials and lead pay. We have two dates scheduled to negotiate over the job descriptions and are setting up grievance meetings to resolve the problems with differential and lead pay.

We want to make sure that all HPAE members' voices are heard and any issues that arise are taken care of appropriately and quickly. Going forward, please contact your HPAE Officers and Reps for any concerns. We will no longer be using incident report forms for these purposes. If you receive a discipline or are aware of any other violation of the contract, it's important that you talk to a Union Officer and/or Rep immediately. We have seven (7) days from the date of the discipline or violation to file a grievance, so please don't delay. Union Officers and Reps will work with the Grievance Chair and Staff Rep to make sure the contract is being enforced.

We encourage all to read our contract and become familiar with your rights under it.

Sincerely,

Mark Turner, Grievance Chair

#	Grievant	Date Filed	Current Status	Contract Section
01	Class Action	7/20/2017	pending scheduling of Step I meeting	Job Descriptions
02	Class Action	7/20/2017	MOU signed 8/31/17	Double shifts
03	Class Action	7/20/2017	pending settlement agreement	Work Schedules
04	Christa Considine	7/20/2017	withdrawn 8/18/17	PTO requests
05	Class Action	8/18/2017	pending scheduling of Step I meeting	Differential Payments
06	Class Action	8/18/2017	pending scheduling of Step I meeting	Charge or Lead Pay
07	Class Action	8/18/2017	pending scheduling of Step I meeting	Staffing
08	Dawn Hayes	8/18/2017	pending scheduling of Step I meeting	Just Cause
09	Christine Miller	8/20/2017	PTO corrected as per HR - awaiting confirmation	PTO Accrual and Pay
10	Class Action	8/21/2017	pending scheduling of Step I meeting	Breaks and Meal Periods
11	Bernadette Antonellis	8/30/2017	pending scheduling of Step I meeting	Health and Safety



# First Annual HPAA Local 5629 Labor Day BBQ!!!



Above: Scenes from Local 5629's 1st Annual Labor Day BBQ!!!

Big thanks to all who made it out, and special thanks to Elaine Dembowksi and Christa Considine for making it happen. Great job!

## This Month in Labor History (from www.unionist.com)

**September 11th, 1897**—Some 75,000 coal miners in Pennsylvania, Ohio and West Virginia end a 10-week strike after winning an 8-hour day, semi-monthly pay, and the abolition of overpriced company-owned stores, where they had been forced to shop. (Remember the song, "Sixteen Tons," by coal miner's son Merle Travis, in which there's this line: "I owe my soul to the company store.")

**September 11th, 2001**—More than 3,000 people died when suicide hijackers crashed planes into the World Trade Center towers, the Pentagon and a Pennsylvania field. Among the dead in New York were 634 union members, the majority of them New York City firefighters and police on the scene when the towers fell.

**September 11th, 2009**—Crystal Lee Sutton, the real-life Norma Rae of the movies, dies at age 68. She worked at a J.P. Stevens textile plant in Roanoke Rapids, N.C., when low pay and poor working conditions led her to become a union activist.



Sutton

**September 12th, 1918**—Eugene V. Debs, labor leader and socialist, sentenced to 10 years for opposing World War I. While in jail Debs received one million votes for president.

**September 17th, 2011**—The Occupy Wall Street movement is launched with an anti-Wall Street march and demonstration that ended up as a 2-month encampment in Manhattan's Zuccotti Park. The event led to protests and movements around the world, with their focus on economic inequality, corruption, greed and the influence on government of monied interests. Their slogan: "We are the 99%."



Demonstrators at the anti-Wall Street march, 2011

**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 501(c)(29) member unions. Other additional restrictions associated with eligible unions and other sponsoring organizations with a qualifying agreement. Member provides acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and applicable to services under an individual contract for which the member is a participating union. Other participating plans of other member unions. Member subject to representative contract terms and conditions and may be discontinued, changed or discontinued without notice. Savings applies only to recurring monthly service charge of qualified rates and data plans, not overages. Not available with unlimited voice plans. The Family Link applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly service charges. Additional restrictions apply. See page 10 of 10 for the eligibility confirmed and will not apply to prior charges. Member after application of any available credit. May not be combined with other service discounts. Visit [UnionPlus.org/4W](http://UnionPlus.org/4W) or contact 877-468-4333 for details.

Visit [unionplus.org/aftbenefits](http://unionplus.org/aftbenefits)



## Hot off the Press!

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

