



### Message from the President

Dear brothers and sisters,

Congratulations to our new Local officers: Grievance Chair, Jenice Cuccovia and Chief Steward, Stu Miller! We are so proud to have them join the Local Executive Board of HPAE Local 5629. Jenice and Stu bring with them a strong sense of dedication to this Local and a willingness to learn. Most importantly, they know the value of union solidarity and have demonstrated this through their participation on our picket line during the lockout as well as at the bargaining table.

We really appreciate them stepping up to fill the vacancies left by our former Grievance Chair, Mark Turner and Chief Steward, Frank McCafferty. We also want to take this opportunity to thank Mark and Frank for their service to this Local and for putting in so many hours to strengthen our union!

In solidarity,

Sheila Schicker, President

HPAE Local 5629



### This Month in Labor History - January

**January 8, 1811** - The largest slave revolt in U.S. history begins on Louisiana sugar plantations. Slaves armed with hand tools marched toward New Orleans, setting plantations and crops on fire, building their numbers to an estimated 300-500 as they went. The uprising lasted for two days before being brutally suppressed by the military

**January 8, 1864** - Birthdate of Mary Kenney O'Sullivan, first AFL woman organizer. In 1880 she organized the Woman's Bookbinder Union and in 1903 was a founder of the National Women's Trade Union League



**January 12, 1876** - Novelist Jack London is born. His classic definition of a scab—someone who would cross a picket line and take a striker's job: "After God had finished the rattlesnake, the toad, the vampire, He had some awful substance left with which He made a scab. A scab is a two-legged animal with a cork-screw soul, a water-logged brain, a combination backbone of jelly and glue. Where others have hearts, he carries a tumor of rotten principles"



**January 29, 1889** - Six thousand railway workers strike for a union and the end of 18-hour day

**January 11, 1912** - The IWW-organized "Bread & Roses" textile strike of 32,000 women and children begins in Lawrence, Mass. It lasted 10 weeks and ended in victory. The first millworkers to walk out were Polish women, who, upon collecting their pay, exclaimed that they had been cheated and promptly abandoned their looms



**January 28, 1932** - First U.S. unemployment compensation law enacted, in Wisconsin

**January 29, 1936** - Sit-down strike helps establish United Rubber Workers as a national union, Akron, Ohio

**January 9, 2003** - The administration of George W. Bush declares federal airport security screeners will not be allowed to unionize so as not to "complicate" the war on terrorism. The decision was challenged and eventually overturned after Bush left office.

**January 29, 2009** - The Lilly Ledbetter Fair Pay Act is signed into law by President Obama. Ledbetter worked for Goodyear Tire & Rubber Co. at a wage rate much less than men doing the same job; the statute of limitations for filing a claim of discrimination expired by the time she learned of the unequal treatment. The Fair Pay Act stipulates that the 180-day statute of limitations for filing an equal-pay lawsuit regarding pay discrimination resets with each new paycheck affected by that discriminatory action

# Members Elect New Local Officers

On January 18, 2019 the American Arbitration Association completed the tally of the Special Election of Local 5629 Officers. We would like to thank all the candidates for their participation.

Congratulation to the winners!

**Jenice Cuccovia – Grievance Chairperson**

**Stuart Miller – Chief Steward**



The primary responsibility of the **Grievance Chairperson** is grievance handling for all bargaining unit members. The Grievance Chairperson may establish a grievance committee and will provide training and guidance for each committee member. The Grievance Chairperson is a member of the Local Executive Board and a delegate to the State and National Conventions.

The primary responsibility of the **Chief Steward** is to coordinate activities of the union representatives and meet with union representatives of the departments to facilitate conflict resolution. The Chief Steward is a member of the Local Executive Board and a delegate to the State and National Conventions.

HPAE LOCAL 5629 NOMINATION/ELECTION COMMITTEE: Todd Tubby, Phyllis Belanger, Elaine Dembowski and Jeffrey David Ball (HPAE Staff Representative, [jball@hpae.org](mailto:jball@hpae.org))

## SAVE THE DATE!

### General Membership Meeting

**Date:** Tuesday, February 5, 2019

**Time:** 6pm

**Location:** Unity Church of Sussex  
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 festivities!



### Stay connected online...

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

HPAE main website:

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

HPAE Facebook page:

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

Local 5629 website:

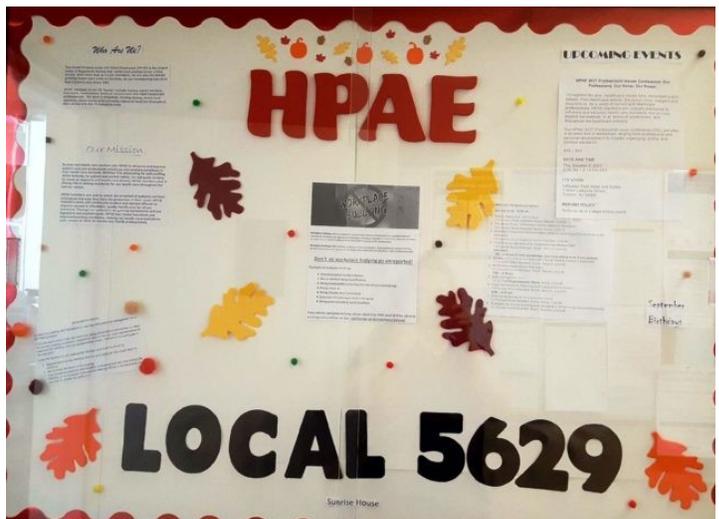
[www.hpae.org/local/local-5629/](http://www.hpae.org/local/local-5629/)

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

### Report back from 12/20/18 Labor-Management Committee Meeting

The Union proposed bringing in Dr. Mee Lee, the editor of the 2015 new ASAM Criteria guidelines, to help tailor a training program designed to help Sunrise House improve their Horizon scorecard.

Management rejected our proposal and suggested that they are on track to meet the Horizon scorecard benchmarks for their next review in January.

The Union demonstrated that employees are not receiving training or even notification of many of the documentation/treatment standards required by Horizon. The Union further pointed out that this miscommunication within and between departments (as well as between levels of management) has been compounded by the "revolving door" turnover of Medical, Nursing and Psychiatric Directors of the last several months.

Regarding the computer documentation system AURA, the Employer claimed that workers have received ample training and that the concerns the employees raised are without merit.

We suggested that to deal with the aforementioned communication issues Management should conduct interdepartmental meetings/trainings with staff and clearly articulate standards required by Horizon. There was tentative agreement to follow this suggestion.

The Employer stated that SRH is on the right track to meet benchmarks and if they score above 80% on two consecutive quarterly scorecards, the Horizon inspections will be reduced in frequency to be conducted annually.

## Health & Safety / Security Advisory Committee Update

### Sunrise House/AAC receives \$92,390 in penalties for OSHA violations

**Repeat Violation** - Employer failed to provide employees with TB syringes with engineering controls to protect them from needle-stick injuries while administering TB tests. \$46,195 Penalty.

**Violation - Failure to abate violation.** - Employer did not make available to all employees who are occupationally exposed to blood or other potentially infectious materials such as, but not limited to, maintenance, housekeeping and behavior health technicians. \$46,195 Penalty

## Grievance Update

### Settled Grievances:

**Mike Imparato** – won through settlement a \$0.50/hr. across-the-board increase for acquiring black seal license and additional \$1.00 for work in capacity as Maintenance employee

**LPN Wages Class Action** – won through settlement recognition that Employer cannot hire new employees at higher rate than current employees in same title with same experience.

**Loading Dock Doors** – won through settlement enforcement of Health & Safety/Security language in our contract. Loading dock doors must remain closed and locked for the protection of patients and staff.

**Mark Turner** – won through settlement the overturning of an unjust discipline. Management rescinded disciplinary notice.

**Jenice Cuccovia** - won through settlement the overturning of an unjust discipline. Management rescinded disciplinary notice.

**David Mazzuchelli** – reached settlement converting termination to a resignation in good standing with severance pay.

### New Class Action Grievance:

**Unilateral Changes to Health Plan** – The Employer violated Article 9 of the contract when it failed to provide notice and bargain with the Union over changes to the employee health plan. Specifically, the employer reduced the HRA and increased the maximum out-of-pocket cost for the high-deductible plan. The Employer has failed to respond at Step Two of the grievance procedure so the Union is preparing to file for arbitration. Meanwhile we are pursuing options for a remedy that would make all of the eleven employees whole by offsetting the increased costs by having the Employer increase the HRA accordingly.



# L.A. Teachers Showed Us How It's Done

January 25, 2019 / [Samantha Winslow](#)

(reprinted from [Labornotes.org](#))

I spent an exhilarating week in the midst of the Los Angeles teachers strike—the first strike in 30 years by the second-largest teacher union in the country.

Of course wages and benefits were central to the teachers' fight. But like many successful strikes, theirs was about something bigger—that the district should invest in public education as a public good, rather than stripping schools of their value and selling them off as parts.

And because the union had lifted workers' expectations of what they can win, members were inspired and motivated to fight.

They organized themselves school by school, workplace by workplace. In a city where rain is rare, they braved a week of downpours and showed up to rallies in bigger numbers each day.

## **LONG TIME COMING**

This strike was a long time in the making. It's been 20 years since some of these same teachers first started building a caucus to transform United Teachers Los Angeles in the spirit of other reform movements they had read about in Labor Notes, including Teamsters for a Democratic Union.

Like many in our network, they were swimming against the tide as unions narrowed their focus and tried to stay alive by avoiding risks. The reformers instead wanted their union to aim higher, to build power in the workplace and the larger community.

They won officer positions and lost them again, had successes and stumbles, learned and regrouped—the way it often goes in organizing.

Then in 2012, Chicago teachers lit a fire across the country with their strike for “the schools Chicago students deserve.” Teachers in L.A. started their own “schools our students deserve” campaign. They were in touch with their Chicago counterparts before, during, and after that strike—which in many ways became a model for this one.

Along with Labor Notes, both groups helped found a lively national network, United Caucuses of Rank-and-File Educators, where teachers share experiences and discuss strategies. Today that network includes unions and caucuses all over the country.

In 2014 the Union Power caucus won leadership of UTLA. They ran on a vision of fighting for better schools and joining forces with parents to confront the billionaire privatizers. Once in power, they spent four years building rank-and-file leaders at every school and worksite.

The results spoke for themselves when 1,000 members showed up to a strike preparation meeting; when 50,000 people rallied downtown day after day; and when teams from each school organized their own picket lines to keep the pressure on.

## **SILVER BULLET?**

A good strike does more than bring the boss to the table. It involves every member in conversations and decisions about their own lives and their own power.

I can't think of a better way to celebrate Labor Notes' 40th birthday.

What will it take to reverse the decline of unions? We've heard it all from labor leaders and experts over the years: Partner up with the boss. Merge and consolidate. Keep your head down. Buy glossy ads and billboards. Use a cell phone app to organize. Get the laws changed. Elect new legislators.

Some ideas are just plain wrong. Some are useful tools. But none can substitute for what really builds power.

We've been beating the same drum for 40 years, and we don't plan to stop: you've got to organize at your own workplace and build a movement from there.

We've heard that strikes are outdated and don't work. We've been told that union democracy takes too long and is too messy to work on a large scale. The L.A. teachers strike should finally set those myths to rest.

A union's power comes from its members—their ideas, their relationships, their organizing abilities. Channel all that energy in the same direction and what you get is what we saw at 900 schools across Los Angeles. It was a privilege to witness it.

[Samantha Winslow](#) is co-director of Labor Notes. [samantha@labornotes.org](mailto:samantha@labornotes.org)