

HPAE Local 5106  
Labor-Management/Safety Meeting  
November 28, 2017  
Episcopal Campus, Room 213

Attendance: Betsy Nulty, Richelle Kozak, Sue Clements, Barbara Gennello, Luann Kline, Yasser El-Khatib, Clara Galati, Joan Schiavo

Follow up from last meeting

- ED Nurse/Physician issues--Deb Kohl, ER manager to provide feedback
- Not everyone has received their uniforms
- Vendor has been difficult to contact; some orders are incorrect
- In July there will be an opportunity to select a new vendor

Safety Needles/syringes

- Eliminating vanishing needles in place of safety glide or other manual needle cover is a big step back in safety
- Psychiatric and combative patients frequently require multiple injections under difficult circumstance. Potential for needle stick is very high.
- Yasser has spoken to supply chain manager about ordering retractable needles from the new vendor
- Episcopal has a representative on the VAT committee which has input on the supplies ordered

RN Accountability for Ancillary Staff

- Union suggested that staff punch in and out when going on break so they would be accountable for their own actions. Management responded that this is not possible in Kronos.
- At present ER, C6 do not schedule lunches at the beginning of the shift. BH units do schedule Lunches.
- Lunches should be assigned and staff held accountable to those times. Deviations should be reported to manager if persistent/chronic problem
- Eight hour workers are entitled to 30min lunch and two fifteen minute breaks
- Twelve hour workers are entitled to a 30 min lunch and three 15 minute breaks
- Some areas combine their lunch/breaks for an hour lunch which is acceptable to management.

Staff in Radiology using benefit time to make up work hours

- Techs in ultrasound dept at Episcopal and Northeastern are being sent home early when the volume falls. Morning schedule is heavy; can cases be spread out throughout the day?
- Management: cases are scheduled according to patient requests. We are constantly looking at numbers and exploring ways to increase volume. We have lost some of the OB cases that we previously had. We are trying not to downsize our staff.
- If techs stay past their scheduled quit time, they cannot be sent home early the next day to avoid paying overtime. Management agreed. Luann will check on frequency of problem

- Volume has been down at NE possibly because of construction Tulip St. making it difficult to get in the parking lot
- In some dept, studies must be scheduled around MD availability for injections (CT) or diagnostics purposes (mammography)
- Per management: Rotation between Episcopal and Northeastern is mandatory for xray techs

#### Uniforms for chem./endo

- Management-Financially unable at present
- Possibly in the future

#### ER bonus structure for staff vs pool

- Management based the bonuses on working hours “over your required time”
- Full time employees are eligible for bonuses after working 36hrs.
- After pool staff meet the requirement of 24 hrs in a pp, they are eligible for the bonus

#### Dietary issues

- If the dietary aides do not have a “ticket “ for a patient that patient may not get a tray, despite the fact that a list of patients and their diets are provided at each meal
- Long term patients on C6 have trouble with special requests even when those meals are listed as alternatives.

Next meeting—January 16, 2018

February we will return to 4<sup>th</sup> Tuesday scheduling