HPAE

LOCAL 5089 NEWSLETTER

A newsletter for the members of HPAE Local 5089

THE SENTINEL

October 2020

President Report

Last spring, University Hospital was hit hard with the Covid -19 virus but the Hospital worked closely with the UH Joint Coalition, (HPAE, Teamsters, CWA, SEIU-CIR, IUOE and IAEP) to address many of the challenges that came with the pandemic. As a result, the Hospital came out stronger and for that, I would like to thank you for a job well done on behalf of the HPAE Local 5089 Executive Board. Moving forward, the Hospital seems to be more prepared as they have maintained a stockpile of PPE with at least 3 months' supply.

Dr Elnahal, CEO did a great job securing PPE for the Hospital as we were able to use one mask per day while nurses in other hospitals had to reuse their PPE for multiple days at a time. Also, during this time HPAE had conducted a survey that resulted in a white paper entitled "Exposed & At Risk", which can be downloaded at www.hpae.org. Several legislative initiatives were put forward during this time, as follows:

a. S2384/A4129 A law to require healthcare facilities to report COVID-19 data related to healthcare workers and certain first responders to the New Jersey DOH. This will further help to shape legislation.

b. S2380/3999 A law to presume that frontline workers who contracted the virus got it from workplace exposure for the purposes of healthcare employment benefits, also to include worker's compensation benefits.

c. S1083/A2439 A law to establish minimum registered professional nurse staffing standards for hospitals and ambulatory surgery facilities

d. S2509/A4169 A law to protect healthcare professionals from retaliatory action by employers during the ongoing coronavirus disease 2020 pandemic.

Lastly, Governor Murphy passed a bill that enables members to claim Workers Comp if contracted CoVid as a result of work. Also , the Hospital has sent out a memo which advises members on the process to apply for time off at Human Resources if you have child care issues due to Covid. For all our safety, please keep your nose and mouth covered as well as social distancing.

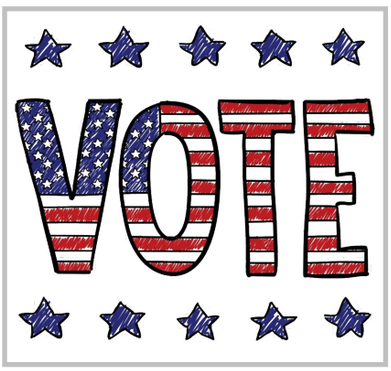
If you see guidelines not being followed –See Something Say Something Do Something.

Don't forget your Weingarten Rights.

Also please don't forget to fill out your short staffing forms because this the only way we have proof to present to management.

Don't forget to register to Vote- every Vote counts.

Cynthis McKinney
President Local 5089



Election 2020

The General Election takes place on

Tuesday, November 3rd, 2020

Visit the HPAE Election Center 2020 at

https://www.hpae.org/campaigns/election-center-2020/

HPAE Council of Retirees

A great way to stay connected with our Union when we retire, is to become an active member on our newly established Council of Retirees (COR). The COR will continue the fight for patient safety guidelines, improve staffing levels and win legislation that protects our patients and our rights as Union members.

In addition to the above, members on this council may assist with elections such as phone banking, provide support to locals who may be doing an action around an issue they have in their Local or provide support to other retirees that need help getting to a medical appointment, need groceries or medications.

As a HPAE Retiree we encourage you to attend HPAE events and conventions.

Hello HPAE Nurses,

I hope everyone is doing well and staying healthy.

My name is **Dara Skinner** and I am the New VP of Peri-Operative at University Hospital in Newark, NJ. I cover the areas of Medical Special Procedures, Operating Room, Same Day Surgery, Recovery Room and DOC outpatient Surgery. I was a union representative prior to taking on this new role and will continue to represent my fellow union members to the fullest. I had a divisional membership meeting in July 2020 to introduce myself to the nurses and to listen to their issues and concerns we had over 40 attendees!

I will continue to bring forth issues such as their pay for (floating, charge nurse, and preceptor), inadequate staffing, additional training, longer orientation for the OR holding nurses. I have been and will continue to meet with the local LEB and hospital management at our labor management monthly meetings to ensure our members issues and concerns are addressed and resolved in a timely manner.

Please do not hesitate to reach out to me or any of the other union representatives for issues such as contract questions, representation during meeting with management, staffing concerns, or general questions. My contact information can be found on our HPAE 5089 web site.

Divided we are weak. Together we are strong!

Dara Skinner

UH 5089 VP Peri-Operative Services

My name is **Wanda Caudle** and I am the new VP of Med Surg, HPAE union officer for 5089, nurses' union. I cover all Medical surgical areas including psych. I am a case manager with over 25years of nursing experience and 15 years of service at University Hospital (UH). I'm available Monday-Friday onsite from 7am-3pm at 973-972-1961.

2020 has certainly been a turbulent year and has affected many of us due to the coronavirus. Short staffing prior to the coronavirus was a problem and continues to be an ongoing issue which affects the delivery of patient care services and satisfaction as well as staff morale. Another issues that adversely affects the nursing staff is the inability to take breaks or lunch which stems from short staffing. Many of you are also stating that UH does not want to pay you when you do not take breaks, lunch or leave on time which is mostly due to short staffing. Know that that the union has heard you and we continue to bring it the attention of UH management.

Short staffing produces a spiraling effect of not having breaks, lunches and it also forces one to stay late to complete their work. It is imperative that on the day that you are working short of staff that you complete a 5089 short staffing form, give a copy to your manager, fax a copy to HPAE and contact your rep. Remember that the short staffing form is your documentation and protection, so on days when you are short of staff, take your breaks and lunch/dinner. If you must stay late do not clock out until your work is done and UH will have to pay you. HPAE urges you to complete the Short staffing forms because it is our way of standing together to let UH management know that we are standing up for our rights and that they have to address the issue.

PPE has also been an issue this year. Make sure that you are wearing the N95 that you were fitted for to protect yourself and your family. If UH runs out of the N95 that you were using, then you must be refitted. HPAE 5089 advises that you do not go into rooms requiring N95's if you are not properly fitted or if there is no N95 available to fit you. Let your manager know about the situation and give them the opportunity to assist you with getting refitted or provide you with the proper N95.

Please note that mask must be worn all the time and cover your mouth and nose in all areas of the hospital at all times.

Now, more than ever, we must stand together and be vigilant. I look forward to standing with you all, so be safe and be well!

Wanda Caudle-Grimsley, RN

VP of Med-Surg

HPAE Cope Meeting

2nd wed of every month except August and December of 2020.Once a month Political action conference call for HPAE members. We are using zoom so please come and join our meeting. In 2020, it is important to vote. If you have not registered to vote than please do asap. Vote and participate in changing the world we live in.

HPAE White Paper: Exposed & At Risk

New Jersey healthcare workers reveal how our systems failed them during the Covid 19 pandemic. This white paper report can be found on our local 5089 websites. This survey details systemic failure in New Jersey Public Health infrastructure. HPAE have made recommendation on preparedness plans and urgent measure to help mitigate surges in futures outbreaks of Covid 19. Healthcare worker band together and work with management help make our workplace safe.

Retiree Medical Trust

Please contact the Retiree Medical Trust with any questions

TARA FISHER—**Zenith American Solutions**—140 Sylvan Avenue, Ste. 303, Englewood Cliffs, NJ 07632; P 201-947-8000 / F 201-947-9192

Vice President's Corner

Local 5089 HPAE members:

The NJ Isolated Confinement Restriction Act passed on July 11, 2019. It requires 7-day coverage of medical/MH providers to assess vulnerable populations. August 1, 2020, providers were asked to volunteer to aide with coverage. It is imperative that providers reach out to your site representatives about what NJ Confinement Law how this is affecting your work schedule. We will be conducting zoom meetings for site representatives and staff members on Saturday October 10, 2020 11am, Monday October 12, 2020 5pm. We will be discussing contract negotiations with Rutgers about the Confinement agreement with Local 5089, Currently, University Correctional Health Care (UCHC) has agreed to pay $80.00 dollars hour to Staff APN's and or PA''s who agree to cover this staffing shortfall. According to University Correctional Health Care (UCHC) 15 new positions were created to fill this staffing shortfall. Some facilities have hired Psych APN's we are awaiting a list of the facilities that are in need. I am particularly concerned about holiday and weekend coverage for each facility. Reach out to me about any concerns regarding this issue.

Members please review the Rutgers inclement weather policy. Winter is coming upon us and we to be ready.

Also, members look at this Rutgers police 60.9.10 D Doctor's Note Restriction:

Staff members who are in violation of the Attendance Control Policy may be placed, in writing, on doctor's note restriction, which requires the staff member to provide a note from their personal physician stating the nature of the illness and anticipated date of return for all future absences including one (1) day absences. The doctor's note restriction is not discipline. It is a restriction that must be complied with during the six months following the receipt of formal counseling, written warning or suspension. Failure to submit the doctor's note immediately upon return to work will result in the staff member not being paid for the absence(s), and when warranted, in accordance with this policy, issued the next level of discipline for attendance abuse. The doctor's note restriction will be removed if the staff member has no absences for a period of six (6) months from the date he/she was placed on doctor's note restriction. The fact that a staff member is no longer on doctor's note restriction does not mean that disciplinary action will not be taken based on the individual's disciplinary history. E. Rolling Twelve Months Attendance Review Period: Doctor Note Restriction.

I would like to welcome our New HPAE Staff Representative **Kayleigh Madormo**

Health Professionals and Allied Employees—110 Kinderkamack Rd., Emerson, NJ 07630 Office: 201-262-5005 ext. 107. Kayleigh will be taking over for Bryan Nelson.

Members should email me with any specific questions about the contract so that we can discuss these issues during the site membership/ general meetings. I can be reached by email is sbrovr@aol.com. Home 7325020048 or my cell 8484596588, Garden State 6092986300 ext 2421 Monday – Friday

Prison and Healthcare Professional updates in the NJ legislature.

Senate Bills

S2519 Requires public health emergency credits to be awarded to certain inmates and parolees during public health emergency; prohibits contact with victim upon release of inmate awarded credits. ***
Passed both Houses today

S2492 Sca (1R) Establishes public awareness campaign concerning programs and services for first responders, healthcare workers, other frontline workers, and their families experiencing mental health issues related to COVID-19 pandemic. *
Budget and Appropriations
Sponsor's: Dunn and Vainieri-Huttle, Valerie

S1082 Requires newly licensed registered professional nurse to attain baccalaureate degree in nursing within 10 years of initial licensure.
Sponsor: Vitale

Assemble Bills

A3945 AcaSca (2R) Extends eligibility for accidental disability and accidental death benefits to certain PFRS, SPRS and PERS members who contract COVID-19 and test positive for SARS-CoV-2. **

Sponsor: Murphy, Carol, Diegnan, Patrick JR. Chaparro, Annette, Mukherji, Raj Greenstein, Linda
Bills and Joint Resolutions Signed by the Governor

A673 Requires correctional police officers receive 40 hours in -service training, including eight hours in prevention of sexual misconduct, non-fraternization, and manipulation.
Law and Public Safety

Sponsor's: Vainieri-Huttle Valerie, Lopez Yvonne, Timberlake, Bittnee

A1760 "Consumer Access to Health Care Act"; eliminates requirement of joint protocol with physician for advanced practice nurses to prescribe medication.
Health

Sponsors: Munoz, Nancy, Jasey Mila

A5829 Revises criteria for medical parole for certain inmates; establishes medical parole for certain eligible juveniles.
Law and Public Safety

Sponsor: Schaer, Gary

HPAE forefront

The Workplace Democracy Enhancement Act (A3686) would require public employers to provide exclusive representative employee organizations with access to members of the negotiation units. The rights of the organization to access required by the bill would include:* the right to meet with individual employees on the premises of the public employer, during the work day, to investigate and discuss grievances, workplace-related complaints, and other workplace issues;* the right to conduct worksite meetings during lunch and other on-work breaks, and before and after the workday to discuss workplace issues, collective negotiations, the administration of collective negotiation agreements, other matters related to the duties of the organization, and internal union matters involving the governance or business of the organization; and * the right to meet with newly hired employees, without charge to the pay or leave time of the employees, for a minimum of 30 minutes, within 30 calendar days from the date of hire of each

HPAE
A Newsletter for the members of
Local 5097 at The Harborage
110 Kinderkamack Road
Emerson, NJ 07630
Phone: 201-262-5005
www.hpae.org
facebook.com/hpaeaft

Address Service Requested

Negotiations Update MOA Confinement Law

We currently working out the finishing discussions with UCHC regarding the MOA regarding the Psych APN coverage and weeks and holiday coverage.

Grievance Corner

HPAE: Current grievances
Time and attendance (current)
Reassignment (Current)

List of Officers

VP President Local 5089 Brown-Oliver, Sabrina

Email: sbrolvr@aol.com, Brownosr@UBHC@rugters.edu
Phone work: 6092986300 ext 2421
Home 732-502-0048
Cell 848-469-6588

Site Representative for Local HPAE Local 5089:

- **Northern State Prison (medical) Denise Johnson esined8864@aol.com johnso11@ubhc.rutgers.edu**
- **Northern State Prison (mental health) Elizabeth Ilukwe ilukinei@ubhc.rutgers.edu**
- **East Jersey State Prison Veronica Moser vm461@ubhc.rutgers.edu**
- **ADTC Edith Feldmann eafeldmann@gmail.com feldmaed@ubhc.rutgers.edu**
- **Edna Mahan (medical) Dawn Raabe dawneraabe@aol.com**
- **Edna Mahan (mental health) Ulric Kelly kellyui@ubhc.rutgers.edu**
- **Mountainview Itoro (Peace) Ekpo ekpoph@ubhc.rutgers.edu**
- **New Jersey State Prison (medical) Carol Milroy milroy36@comcast.net**

New Jersey State Prison (mental health)
Lucia Otti ejiofolc@ubhc.rutgers.edu

- **CRAF Carol Gallagher** gallagc1@ubhc.rutgers.edu
- **Dominque Ivory** iveryds@ubhc.rutgers.edu
- **Mid-State Jay Brewin brewinjp@ubhc.rutgers.edu**
- **East Jersey Moser, Veronica vm461@ubhc.rutgers.edu**
- **Garden State Francine Pasch paschfr@ubhc.rutgers.edu**
- **Gardenstate Jane Aldershoff alderje@ubhc.rutgers.edu**
- **Southwoods (medical) Stacy Williams Hall** williamia79@ubhc.rutgers.edu
- **Southwoods (mental health) Doreen McKishen mckishda@ubhc.rutgers.edu**
- **Southern State Monica Tsakiris** tsakirmm@ubhc.rutgers.edu
- **Bayside Joe Bentivegna njrn2@msn.com**
- **J.J.C. Bordentown Lorna Beaumont** lorna.beaumont@doh.nj.gov, beaumola@ubhc.rutgers.edu
- **Southern Grievance Chair:** This is an open position. Please contact Sabrina about this position if you are interested in

Juvenile Justice Commission (JJC)

Lorna Beaumont is the grievance chair for all of JJC. If you have any grievances, please contact Mrs. Beaumont.

Fall and Winter Vacation Requests

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

Passages: Our nurses that have earned their eternal wings

It is a gift to work with dedicated nurses. Life is so precious. Nevertheless, we all must make this journey remembering and celebrating life's gift of having these staff members grace our presence.

Susan Cicala RN: Susan worked at Northern State Prison for 8 years. Susan died on April 4, 2020. Our first staff member that succumbed to Covid 19 virus.

Lance Craver RN: Lance worked at Midstate Correctional Facility. Lance died on September 8, 2020. Prior to this he worked at New Jersey State Prison and Albert C Wagner Youth Correctional facility.

Tom Mullarney RN: Tom worked at Craf and Garden State Youth Correctional Facility in various staff and management position. Tom died on September 15, 2020.

In solidarity

Dr. Sabrina Brown – Oliver DNP