



MESSAGE FROM THE PRESIDENT

What is a labor union and what benefits do we obtain from it? A labor union is an organization of workers formed for the purpose of advancing its members' interests in respect to wages, benefits, and working conditions with job protection under a collective bargaining agreement with the employer.

On average, union workers are more likely to enjoy better benefits compared to non-union employees. That includes health, retirement accounts, and paid sick leave. According to a 2013 report by the U.S. Bureau of Labor Statistics, pension coverage for unionized workers is significantly higher than for non-union workers: in the public sector 78 percent of union workers have pensions (67 percent in the private sector), in contrast to a mere 13 percent of non-union workers in the private sector. Again, union representatives work out these details as a part of the collective bargaining agreement with the employer (AFL-CIO). Due to union leaders such as A. Phillip Randolph we are able to have such benefits.

Regarding negotiations please read your emails, updates are posted as they happen. There will be more negotiation sessions over the next few months. On earn sick time, University management is still working on how to incorporate the new law into the Time and Attendance Policy however we are still fighting for the right to allow our members to designate if and when they exercise their rights under this new act. Keep checking your time sheets for any discrepancies and report to your timekeepers.

On another note our new CEO Dr Enahal started on July 22, 2019 and we will be looking into how he implements the University's Strategic Plan. Check your UH emails when the Board of Directors meetings are scheduled so you can attend.

Remember your Weingarten Rights whenever there are any disciplines.

Cynthia McDougall, RN
President

My Union Jacket

On May 9, 2019, HPAE 5089 celebrated "Nurses Day" which had an impressive number of members that attended the meeting. We were happy to see that so many members participated in the celebration and were excited to collect the jackets that HPAE distributed as a gift. Everyone loved the blue fleece jacket, which is made by union workers in California, that was handed out however you had to attend the meeting in order get the jacket. The vendor mixed up the order that was placed for the jackets which resulted in us having to place an order for more small jackets. In an effort to avoid further confusion, we began to collect the names of nurses that would like a jacket as well as their size to ensure that we order the correct amount. We had another union meeting on July 18, 2019 where we handed out more jackets because we received a partial shipment. We are currently waiting for another delivery by October 31, 2019.

If you have a question about your jacket status, please contact Cynthia Baez, Treasurer HPAE Local 5089. There will be no new orders placed for jackets, so please be sure to look out for future dates. The jackets are not included in the budget for 2020 so get it now.

Union Power

Being knowledgeable about the purpose of union and understanding union contracts

A labor union is an organization that acts as an intermediary between its members and the business that employs them.

Our main purpose is to give our members the opportunity to negotiate for more favorable working conditions and monetary benefits. As a collective bargaining unit, we are able to speak as one voice for the greater good of all.

I want to take this time to encourage all members to familiarize yourself with your Union contract as well as hospital policies so that we are not intimidated by management as they push to make us believe that the union is responsible for their deficiencies.

Members are being told that there is no cap on the number of patients a nurse can have, that's incorrect. Our contract outlines the target staffing levels that have been agreed upon and the Union is in the process of updating these levels in our contract negotiations. So, it's important that you are not intimidated and also fill out your unsafe staffing forms.

Remember, there is strength in numbers and without the union management would have the upper hand to do whatever they want. If there was no union, management would be able to change the rules as they go to suit their current situation. Without a union, there would be no contract to follow, and no way to hold management accountable when they decide to change the rules without our consent.

So let's stand strong, together in one voice to achieve our common goal – fair and decent wages, safe working conditions and the demand to be treated with respect and dignity in the workplace.

Address Service Requested

Fellow 5089 Members,

As we enter into the Fall season and the holidays are fast approaching, I hope that you were able to enjoy some much needed time off with your loved ones over the summer. Family bonding, relaxing and recharging your passion for your work are just a few of the benefits of taking your vacation time.

Unfortunately, as much as we need a vacation to help us decrease our stress levels and contribute to our mental health and happiness, these vacations can wreak havoc on our already over stretched staffing assignments. Staffing is so short that UH is now offering referral bonuses for OR, ER. Members are also noticing a decrease in the use of agency nurses to fill in the gaps that management know are coming (whether they be from vacations, maternity leave, etc.). While we worry about our patients having increased risks of UTI's, pressure ulcers, VAP and even mortality due to increases patient ratios, management worries about their bottom line.

Please continue to fill out the unsafe staffing forms. They are the best way to document unsafe staffing situations. It could be the thing that stands in between you and a disciplinary action or even your nursing license. Please don't think of them as an unnecessary chore, but rather a tool to protect yourself. I look forward to seeing you as I collect the forms on your units.

In solidarity,

Dorene Dougan, BSN, RN
Staffing Chair

Health & Safety Report

Recently, University Hospital changed security from Rutgers security to Allied Security. These security officers are strategically placed throughout the hospital and hospital grounds. Rutgers armed police will continue to manage Rutgers facilities and grounds. Rutgers police will assist when officers are required for investigations.

University Hospital is looking to implement a new visitor's pass that will have the capability to work in conjunction with a turnstile system, metal detector. Visitors will be given a pass after they present identification and if they do not have identification, they will have to take a picture which will be on the sticker pass for the visit.

As the Health and Safety Chair, I attended the hospitals violence prevention committee meetings which met last on July 17. During this meeting, Allied security highly recommended the use of metal detectors which was suggested previously by an outside security firm more than a year ago.

The new security system for pediatrics called Centrak is in place, but a go-live date is pending. The replacement system for Rave, is in use, but is not being used to alert staff consistently.

I look forward to further establishing relationships with University Hospital leaders so that HPAE can be more informed on keeping our staff and patients healthier and safer. I am still seeking more members to join the Health and Safety Committee so that we can build a stronger unit in keeping us safe.

Wanda Caudle, RN
Health and Safety Chair