



MESSAGE FROM THE PRESIDENT

There are many problems at University Hospital that requires management's immediate attention such as short staffing and the numerous security complaints that have been expressed over the years which have fallen on deaf ears. Management's response to our concerns was to give Mr. Kastanis, (CEO) a \$500,000 bonus that now brings his salary to over \$900,000 per year or the equivalent to \$75,000 per month which could cover the cost of hiring at the very least 12 new grad nurses.

On each unit throughout the hospital there is short staffing each and every day. Staff is further taken from one unit to staff another unit therefore making that unit short. There is also pulling of nurses mid shift and also sending staff home when census declines during the day. Our members should be clear that they do not have to leave early if the census drops on your unit moreover if you are asked to float make sure that management is following the process outlined in Section 10.11 of the contract, as the intent of this language is to force management to rotate the assignment equitably.

Another problem confronting us is our security system which is in place or lack thereof. Currently, there are only two security guards that carry weapons throughout the hospital as safety continues to be a problem. On October 25th, HPAE was advised by Eve Borzon, (Chief Operating Officer, UH) of the Hospital's plans to contract with a new security company and are in the process of developing new policies and procedures that would comply with some of the concerns that have been expressed by the union over the years. We will continue to monitor this situation and report new details as they are provided.

Update on the pediatric situation as per the monitor Judy Persichilli R.N. B.S.N. M.A. sent by the Governor to investigate the pediatric department advised that the unit will not close nor will the hospital close in the near future. She has been in the hospital for the past 4 weeks and has been tasked with conducting an investigation as to the state of the pediatric unit as well as the financial solvency of the facility and upon completion, her recommendations will be sent to the Governor for his review.

Lastly, for those who have FMLA - make sure it is updated. Under FMLA eligible employees are allowed to take up to 12 weeks off from work during a 12 month period (Department of Labor) and are also entitled to request intermittent leaves if required. Management has made a concerted effort to discipline members, up to and including termination, as a result of time and attendance issues, so please be mindful of your time. Most importantly, members are being terminated for documenting the wrong time when signing in and out for work. Please be sure to document the correct time of arrival or leaving, as the union has noticed an uptick in terminations for this issue, as management considers it falsifying records and/or theft of time.

Time clocks are being installed throughout the hospital and are scheduled to go into effect February 2019, according to management. HPAE intends to bargain over the impact on our members and will update you as soon as details are provided.

Cynthia McDougall
HPAE President Local 5089

Health and Safety Report

Health and Safety issues remain a concern for all at University Hospital. As the Health and Safety Chair, I continue to attend meeting with management seeking information regarding safety for patients and staff. At this time University hospital has redesigned and implemented a new visitors' system to improve safety in the hospital. We are still waiting for them to act on the suggestions from the security consultant to implement the use of metal detectors at University Hospital. Who will provide security is another issue that we have requested information on, but have not received a definitive answer. In a forum with the CEO, John Kastanis, we were told that a private security company would supply security at University. We have been pushing for a firm date as to when that would occur as well as the name of the company.

ICU beds remain short due to the closure of ICU beds based upon a CMS visit and recommendations. We continue to wait for new ICU rooms to open and we continue to wait for the SICU staff lounge to be setup for them since the old lounge was taken from them to create a new ICU bed.

A recent visit from the Department of Health has mandated that University Hospital hire an infectious disease consultant to oversee infectious disease issues and make recommendations for changes.

As the Health and Safety Chair, 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 seeking 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

A Newsletter for the members
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Happy Holidays!

Message from the Secretary

Hospital wide Quick admits to med surge units has been challenging. This process has increased the risk of inappropriate patients being brought to the floors which is proving to be a dangerous practice because patients are placed at an increased risk for delayed assessment and treatments. This affects the standard of care and patients' outcomes, especially during short staffing times. This is will affect the receiving unit's staff as well as the sending area specifically the ER. At the end of the day we will be all held responsible for what happens to our patients. I want to reinforce to staff that it's important to fill out short staffing forms which can be accessed on the HP&E website and also do a PSN on UH Safety net to communicate the problems ensuing from this practice.

Wendy Bobcombe

A Word from our Vice President

Nursing is not for everyone. It takes a very strong, intelligent, and compassionate person to take on the ills of the world with passion and purpose and work to maintain the health and well being of the planet. No wonder we're exhausted at the end of the day.

- Donna Wilk Carrillo

Submitted by Banita Herndon, VP and
Wanda Caudle, H & S Chair