



Message from the Presidents

As you all know, our (5103) Contract as well as the National Addendum expires on September 30th. We finally have dates to bargain! (took them long enough). We will be bargaining in Washington on August 28, 29 and 30th. Locally we will be at the table (location yet to be determined) on September 10th, 11th and 13th. We will be training our bargaining team very soon. It is not our choice to open our Local Contract, so we are looking simply to maintain our current language. We have no intention of giving anything up, or giving anything back either nationally or locally!! Some of the Coalition locals throughout the country have begun bargaining, and we are watching that closely. As of the end of last week, there were no substantive tentative agreements in any of our locations, and bargaining was contentious (or worse) in some places. Please continue to wear your HPAE pins, and YES, YOU ARE ALLOWED TO WEAR THEM ON YOUR SCRUBS!! The Letter of Agreement on page 41 of our local contract allows pins that show only the name of the union and it's logo.

You must remove them if a SPONSOR asks that you do. Notice that a supervisor is NOT a sponsor.

Please keep an eye on Facebook, or your personal e-mail for updates, especially around the dates above, and if you have any questions, please feel free to email or text any of the officers for information.

Hope the rest of your summer is happy and fun.

Judy Merkowsky
Co-President, Local 5103

Hello Brothers and Sisters

National Bargaining is going very slowly. ARC'S bargaining team is very new to the bargaining process, making the process harder than it should be. We are trying to keep everyone updated through your personal email address. If you are not receiving these emails please send your email address to mpresley@hpae.org.

The coalition has come up with actions to show ARC "WE MEAN BUSINESS"!

The first action was button day. I want to thank everyone for wearing your buttons and showing our bargaining team we support them. As these negotiations goes on and the region continues to disrespect us, our actions will increase. I need everyone to understand we will NEVER ask you to do something that would put your job in jeopardy. Every action we do is given to us by our lawyer and she carefully looks over our contract to make sure what we are doing is not outside of the contract.

I ask everyone to please engage in these activities to let ARC know We are United!

In Solidarity,

Renee Conyers
Co-President
267-819-4384
renee.conyers40@gmail.com

BE A PART OF HPAE'S 2018 CONVENTION

OCTOBER 4-5, 2018 • Harrah's Waterfront Convention Center • Atlantic City, NJ

Celebrate our past. Welcome the future.

Since 1974, HPAE has led the way – Protecting and advocating for New Jersey patients, health professions and communities.

At our 2018 Convention, we will pause to celebrate HPAE's bold leadership team: Ann Twomey, Bernie Gerard and Barbara Rosen.

CONVENTION TENTATIVE SCHEDULE:

Thursday, October 4 — Pre-convention activities:

- 11:00 a.m. – 12:00 p.m. • Registration
- 12:00 – 2:00 p.m. • Lunch / • Committee Meetings
- 2:00 – 5:00 p.m. • Meetings / • Workshops
- 6:00 – 9:00 p.m. • Delegate Reception / • Dinner

Friday, October 5 — Convention:

- 8:00 – 9:00 a.m. • Registration
- 9:00 a.m. – 4:00 p.m.
- General Session
- State of the Union
- Constitutional Amendments
- Luncheon and Awards

Book Your Hotel Room

Harrah's Waterfront Conference Center
777 Harrah's Blvd
Atlantic City, NJ 08401

You must reserve your own room. **You can make your reservation by calling 1-800-777-8477** and selecting option 3 to be connected with a reservation agent. In order to obtain the special group rate, you need to identify yourself as being with the **Health Professional and Allied Employees 2018 Conference**.



Register by Friday, September 19, 2018 to take advantage of the group discount rate.

For more information or to register at www.hpae.org

Registration Types & Fees

- HPAE Member - Oct 4 and 5 (*)**
Registration Fee: \$50
Late Fee: \$60
- HPAE Member - Oct 4 (*)**
Registration Fee: \$35
Late Fee: \$45
- HPAE Member - Oct 5 (*)**
Registration Fee: \$35
Late Fee: \$45
- Non-Member: Oct 4 and 5:**
Registration Fee: \$75
Late Fee: \$85
- Non-Member: Oct 4:**
Registration Fee: \$55
Late Fee: \$65
- Non-Member: Oct 5:**
Registration Fee: \$55
Late Fee: \$65

(*) (includes pre-convention meetings and workshops, dinner and reception, general session, and luncheon)

 facebook.com/hpacaff
www.hpac.org
Phone: 201-262-5005
Emerson, NJ 07630
110 Kinderkamack Road
 A Newsletter for the members of
HPA Local 5103 at the American Red

Address Service Requested

"What We Do as a Union "

- **Stay informed and involved in decisions**
- **Negotiates and enforce the contract**
 - **Fight to win grievances**
- **Supports Fair Labor legislation**
 - **Acts in your interest**

The following is a Union-member misunderstanding. Let me discuss it.

"The Union Should Be Doing More Than it Is"

ANSWER:

Number 1: You are the union! We need all of you involved so that we can confront management from a position of strength.

There are times when the process seems to be moving slow. However it's important to remember that labor relations is and can be complicated. All problems need study. Meetings have to be arranged, difference of opinions needs to be listened to and earned out. All of this takes time.

A grievance or contract that's negotiated quickly and hurried can cause us harm.

Your local leadership is doing all that we can to further your personal gain. We must stay strong collectively so that we do not lose our hard fought benefits and instead get some wins.

Thank you,

Grievance Chairperson
Dawn Jordan

Hello Sisters and Brothers of 5103,

For those of you that are not already aware, please know that you DO NOT have to tolerate harassment or discrimination of any kind while you are at work from donors or your coworkers! If someone makes you feel uncomfortable, please notify your immediate supervisor. Also be sure to document the incident and report it to a union officer or representative so that we can follow up and make sure that the situation is dealt with appropriately. It is the Red Cross's job to protect us, so don't feel like you have to just deal with a bad situation!

Lisa Scaramuzzo
VP Secretary-Treasurer

Hello brothers and sisters

As you know, we have pulled out of all joint committees with management. Therefore there is no updates with health and safety but please keep me informed of any hot sites and make sure you stay hydrated on these hot days

Have a great summer

LeCora Shorter
VP, Health and Safety