



Message from the President

Congratulations Local 5142

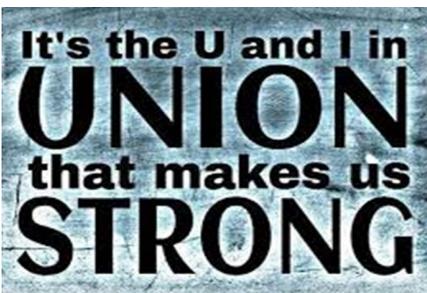
We finally did it. It has taken eight long years for us to win our first union contract. Now It's time for the real work to begin. We are embarking to a new and exciting journey. This is our opportunity to make changes in our working conditions, build our local in order to provide the best quality care for our patients.

As we transition to Salem Medical Center, we can look forward to working with our new management. As this will be a new experience for all of us.

- ◆ Our mission to build a strong local so we can have a voice in our work place, in order to provide our patients with the best quality of care
- ◆ Our vision is to have an active membership in our local to make it as strong as possible to win a better contract in the future.
- ◆ Our objective is to recruit members to join the staffing committee and become staff representatives and attend membership meetings to remain informed of our local's current affairs.

Together we can build our local to be stronger in order to win a better contract in the future.

In solidarity,
Pam Thomas, RN
President, Local 5142



HPAE. Putting care first.

Local 5142 Membership Alert: Accrual Issues



On Friday, March 1st, Pam Thomas and Karen Masusock met with management to discuss the sick time and PTO accrual grievances. While we put on a strong case, **the most impactful part of the meeting is when we presented them with the petition signed by over 90% of you** that made it clear that our membership is united on this issue. Taking a case like this to arbitration can be a long process, but these kinds of membership activities will put pressure on management to settle the grievance in our favor. Great job to all of you getting the petition signed so quickly.

Friday's meeting was a first step grievance meeting, and management has 7 days to respond. If they choose not to settle the grievance, we will move it to the second step, which is the final step before we file for arbitration. We will notify you as soon as we hear from them, **but we expect that we will need even more action from you before this issue is settled. Be on the lookout for an update as well as next steps on actions you can take to put pressure on the hospital.**

United we stand!



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A Newsletter for the members of
HPAE Local 5142 at Salem Medical Center



Address Service Requested

Hello fellow HPAE members!

I would like to introduce myself. My name is Karen Masusock and I am your grievance chairperson.

I have been with MHSC since 2016, I started as a telemetry nurse on 2N where I gained a great deal of experience that I have taken with me as I transitioned to the ICU where I now call home.

As your grievance chair I am here to support and guide you when you believe there has been a contract violation or an unjust action has occurred that may impact you and/or our nursing staff. In these instances a grievance may need to be filed if informal or alternative strategies cannot resolve the situation.

What is a grievance?

A grievance is a complaint filed by the Union or a union member alleging a violation of the collective bargaining agreement (the union contract) and/or unjust disciplines.

How does it work?

- If you believe the contract has been violated please note the specific violation and contact either a unit representative or me personally. We will look into the suspected violation and if warranted, file a grievance. Time is a very important factor, so please keep in mind we have seven days to file a grievance.
- If you believe you are going to be disciplined by management, whether justly or unjustly, please take a unit representative with you. You have Weingarten Rights that allow you to have a representative with you. If you are given short notice, you have the right to ask for a meeting time that will enable you to get representation.
- One very important thing to remember, never put statements in writing for management. In these instances please reach out to a unit representative or myself with the information and we will guide you in the best possible course of action.

If it is determined that a formal grievance should be filed, the following process occurs.

- Step one goes to your Department Director, a discussion will be held within seven days of receipt of grievance. A written response to the meeting will be made available to the Union Representative within seven days following the discussion.
- Step two is elevated to the Human Resource Director if the grievance is not resolved in step one.
- Step three occurs when mutual agreement cannot be reached by either parties during steps one and two. In step three the grievance is elevated to a neutral arbitrator whose decision is final and binding on all parties.

Since the formation of our Local 5142 your representatives have strived to win safer working conditions, respect for our nurses, safer staffing ratios, effective patient care, and a sound contract to ensure these rights. I am pleased to say there have been a few good victories along the way that we should be proud of such as, having disciplines removed and preventing managers from arbitrarily mandating shift changes to name a few, but our biggest victory by far is our first contract ratification! While we have reached a great milestone for our local, we still have much work ahead of us to get all that is truly deserved, so stay strong, know your rights, and keep fighting for what we deserve!

In Solidarity,

Karen Masusock, RN, BSN
Grievance Chair



JOIN US:

LOBBY DAY, MARCH 14TH 2019

Our New Jersey Senators were elected by the public to serve the public: now we're calling on them to **protect public healthcare.**

Our state's most vulnerable depend on Trenton lawmakers to invest in public healthcare initiatives like fully funding University Hospital. Public healthcare investment protects all New Jerseyans who rely on public healthcare and protects HPAE members who provide public healthcare services.

IT'S TIME FOR ACTION IN TRENTON

Visit <http://www.hpae.org/lobbyday2019/> to RSVP.

Message from the Secretary/Treasurer

To address the many staffing issues we have experienced over the past several months, we have reviewed and updated our unsafe staffing forms. These forms are an important part of working through these staffing issues and should be filled out each time we experience an unsafe work environment. Once the form is filled out, you can give a copy to an LEB member. You can get these forms from any LEB union member or member of the staffing committee. These will also be available in our breakrooms as well. These forms are important to fill out, not just for documentation of these unsafe staffing events, but also so we can address these issues through our Join Staffing Committee and make recommendations for improvements. For those issues that are especially unsafe, we can file grievances as well. Be on the look out as we refine our system for collecting staffing forms.

Christine Madden, RN, BSN
Secretary Treasurer, Local 5142