



Message from the President

Hello Members of Local 5142. The time is upon us again to meet management at the bargaining table. Our 1st contract was only for one year. We fought eight (8) years after winning our election to get this one, year contract. We can do better, much better. It is going to take all of **US** to come together, work hard, and put our heads together to win a strong and fair contract. We need your help.

- Join one of our committees (Bargaining committee or CAT Team)
- Follow us on Facebook to stay informed of upcoming events.
- Fill out unsafe staffing forms.
- Attend membership meetings and bring a co-worker

Every member within our local can have a role in helping us win a strong contract. It is up to all of us to make this happen. United we bargain, divided we beg.

Did you know? **Unions accomplished**

- Safe working conditions
- Safety regulations
- No toxic dumping
- Child labor laws
- Standard minimum wage
- 40 hour work week
- Overtime pay
- Paid vacation
- Pensions
- Healthcare

If unions can accomplish all this, imagine what we could do!!

In solidarity,
Pam Green Thomas, RN
President, Local 5142

2020 Local Preparation

Our first union contract expires January 2020. We need involvement from every body for the Bargaining Committee and Contract Action Team. We especially want people to run for positions on our Local Executive Board. Nomination ballots will be out very soon for the LEB positions of President, Secretary, Treasurer and Grievance Chairperson.

The end of the year is approaching quickly, so it is pertinent that each of you respond to the bargaining survey that just went out; to cast ballots for the election, and for our committees to prepare for our upcoming negotiations.

Remember that we have a Facebook page that we will begin to use to spread important information and updates. The Old name was MHSC RNs, but it is now HPAE LOCAL 5142 SMC. Take a moment to friend our Local on Facebook. It is also very important to bookmark our website <https://www.hpae.org/local/local-5142/> This site offers links to our contract, newsletters, member alerts and Updates, member resources, and much more. Please take a moment to peruse our site. We also have a bulletin board by the time clock near the cafeteria. Keep your eyes out for updates and announcements on there as well.

In summary, keep your eye out for the ballots for elections. Let's make our Local Union strong by getting involved. We ALL need to make an effort to show up to our Membership meetings We are the Union so WE must participate.

Thank you,
April Cooksey, RN
Treasurer, Local 5142

Bargaining in Good Faith

In light of the recent event to reopen the 3rd floor as a MS/Detox unit we (Nurses/Union) have filed a demand to bargain for changes in working conditions without bargaining in good faith with union representatives.

Under the National Labor Relations Board (NLRB) Section 8(d) & 8 (a)(5), "employers have a legal duty to bargain in good faith with their employees' representatives," a duty not to make changes without bargaining with the union and not to bypass the union and deal directly with employees it represents." (1)

As many of you are now aware the 3rd floor was expediently reopened on September 4, 2019 as a MS unit with detox patient admissions in the near future. There are several concerns our nurses have to this change and safety for patient and self are the biggest concerns. Lack of proper training, orientation, and staffing lend heavily to the safety issues for patient and self.

To this reopening, Tammy Torres (CEO), released a memo touting the completely renovated, fully furnished and extensively trained staff for this unit. Unfortunately, this memo was not entirely accurate, and nurses were and still are scrambling for supplies, learning the setup, as well as lack proper training for a detox unit.

The obvious safety issues are extremely concerning, however it is the egregious lack of consideration for the nurses as a union. SMC's blatant disregard for our rights under the CBA to bargain in good faith with your LEB should not be tolerated by the nurses. It is now time for every nurse to take note of this moment and stand together in unity to advocate for our rights, our safety, and most importantly the safety of those we serve - our patients and their families.

National Labor Relations Board: <https://www.nlr.gov/rights-we-protect/whats-law/employers/bargaining-good-faith-employees-union-representative-section>

Karen Masusock
Grievance Chair

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



Address Service Requested



SAVE THE DATE

HPAE 2019 PROFESSIONAL ISSUES CONFERENCE

“Bringing Our Professional Values into the Transformation of Health Care”

INVITED SPEAKER: First Lady Tammy Murphy

THURSDAY, OCTOBER 10, 2019

8:00 a.m. to 4:30 p.m.

Hilton East Brunswick

3 Tower Center Blvd., East Brunswick, NJ 08816

Bargaining Survey Release

With negotiations coming up, it's critical that we get your input on what we need to fight for in our next contract. Please take the bargaining survey at this link:

<https://www.surveymonkey.com/r/YR33Z3G>

Accrual Issues Update

The arbitration for the issues of PTO accrual and the sick leave bank will be heard on January 9th. We will continue to update you on any next steps.