



HPAE

LOCAL 5621 NEWSLETTER

A NEWSLETTER FOR THE MEMBERS OF HPAE
LOCAL 5621 INSPIRA-WOODBURY

OUR VOICE NEWSLETTER

AUGUST 2020

MESSAGE FROM THE PRESIDENTS

I hope you are staying safe and in good health. This COVID-19 pandemic represents an unprecedented time and has been extremely stressful for all of us. The threat of exposure to any one of us is a daily reality. I want all of you to be aware that we, as frontline workers who experience this type of extreme stress, can experience a devastating impact on our own mental health.

I recently read an article from the American Psychiatric Nurse Association that highlighted some symptoms of excessive stress, as well as some self-care strategies to help decompress. Physically, one may experience tachycardia, muscle tension, headaches, difficulty breathing, nausea, and exhaustion. Sleep disturbances may include nightmares and trouble falling or staying asleep. Emotionally, one may feel anger, sadness, frustration, anxiety, and guilt with trouble sustaining an emotional balance. Front line workers may experience difficulty with problem solving and decision making, lack of concentration or recalling instructions. These symptoms of stress may also impact us socially. These manifest by placing blame on others and conflict development with coworkers and family members, isolation and or withdraw, and conversely being needy or clingy.

To read the entire issue brief you will find it at:

[https://www.apna.org/files/public/Resources/
Issue_Brief_The_Impact_of_COVID_19_Extreme_Stress_and_Health_Care_Providers%20.pdf](https://www.apna.org/files/public/Resources/Issue_Brief_The_Impact_of_COVID_19_Extreme_Stress_and_Health_Care_Providers%20.pdf)

Because stressors can cause short term stress as well as prolonged, we need to take some measures to combat it. Recommendations include activating a peer support group, connect with friends and family, using video if possible, to share in some laughter. Exercise by walking, yoga or biking, or simply getting some fresh air, (but be mindful of this heat). Meditate, read or listen to music, or just hang out with your pets. Most importantly, talk it out and do not be afraid to ask for help. Please use the resources available to you.

I want to say thank you for all of your efforts in keeping ourselves and our patients safe and well. But more importantly take the time for yourself to regenerate and destress. Who knows how long this is going to last.

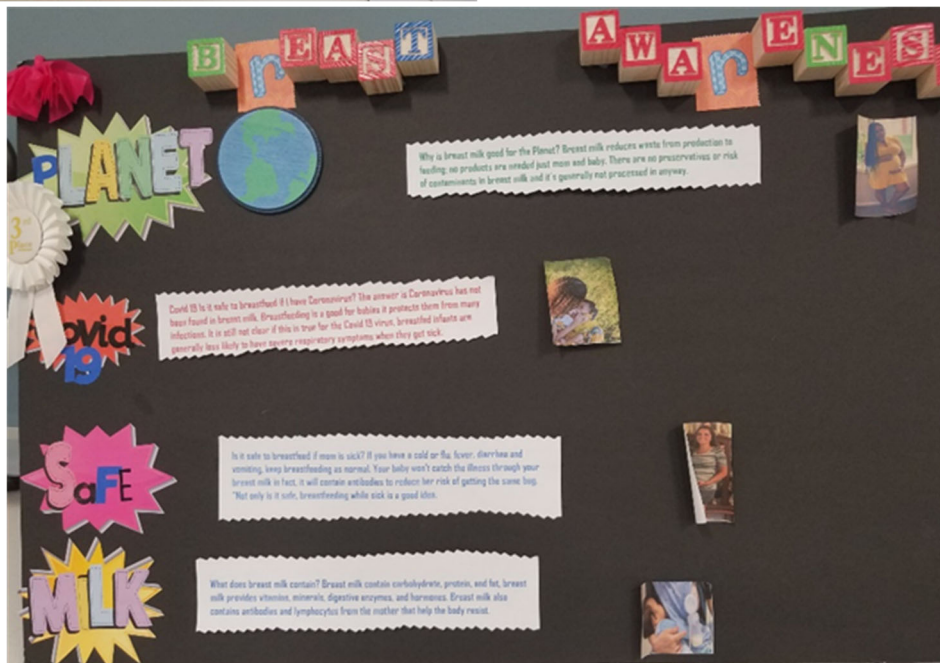
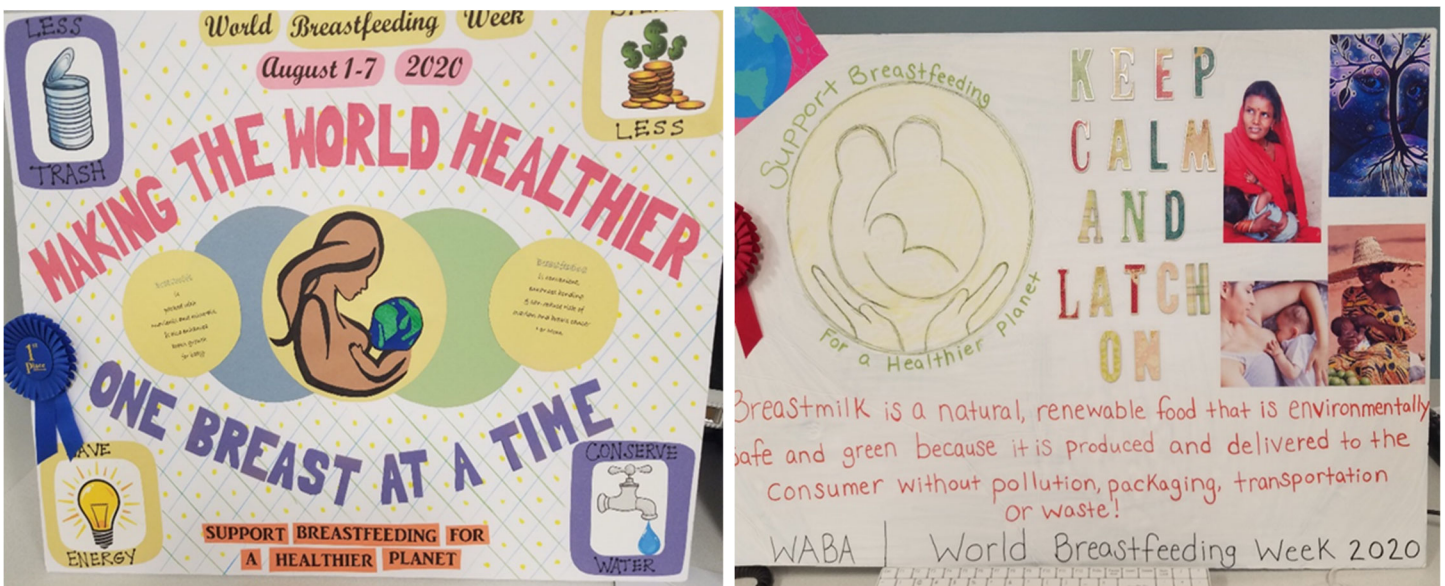
In solidarity,

April Ferrara MSN, RN, CCRN
President Local 5621
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CLINICAL LADDER PROGRAM

Clinical Ladder Program is a perfect opportunity to receive bonus money for doing what you are most likely already doing. Please review Article 70 in your handbook for requirements. "Nurse as teacher" is a basic requirement of this bonus program. "Nurse as teacher" is defined as a one-hour teaching session or two thirty-minute sessions or four fifteen-minute sessions teaching peers/others. Teaching can be volunteering at Skills Fair, educating your peers on a new process or piece of equipment and even reinforcement of previous process or piece of equipment that is frequently requested. If "Nurse as Teacher" is not an option for you, other options for the base requirement is PI project, EBP Project or two audits (with pretraining). Ask your management team or nurse educator what options are available to you in these focus areas.

Recently, with World Breastfeeding Week being the first week of August, IBCLC Nurse, Debbie Frye, RN presented the Maternity staff with a poster contest. This year's theme was the impact of breastfeeding on the planet. Nurses and staff from maternity submitted posters to be displayed in the hospital during World Breastfeeding Week. First Prize went to Angel Pizzuto BSN, RNC & Colleen Kupsey BSN, RNC for their submission. Tammy Park BSN, RNC received second place and clerk Nicole McDaniels received third place. These posters will be utilized as "Nurse as Teacher" activity as the individuals who created them will present them to staff.



OPTION FOR CROSS-TRAINING TO OTHER LOCAL

Last year at negotiations we agreed to language in our contract that would allow for nurses from our local to volunteer to work at other Inspira campuses (Vineland, Elmer, Bridgeton) and vice versa. We felt this would help alleviate some of the stress of filling holes on the schedule when we are short staffed and also help nurses pick-up hours when their unit is experiencing low census. We have frequently asked management during committee meetings when this could be rolled out. Management was trying to figure out logistics regarding orientation, badge access, documentation, etc. We were finally informed recently that they would be offering cross training to other campuses. Anyone that wants to pick up time at other facilities will need to take this class. The first training will be held on 8/18 in the Mullica Hill IS Training Room from 8 am-2 pm. Staff can self-register themselves through HealthStream or by contacting an Education Outcomes manager. The class will cover the following content:

- GetWell Network
- Connect Messenger
- Connect Nurse Review App
- RoomLink
- VitalsLink
- Infusion Management

As it stands now, Inspira's plan is to schedule a monthly class on the third Tuesday of the month to train additional staff who are interested in being reassigned. Staff should let their manager know if they are interested in picking-up time at other campuses so they can gage interest and plan classes accordingly. Cross training to other facilities and reassignment outside your local are still on a completely voluntary basis.



Many people have expressed dissatisfaction in the flip-flopping of Inspira's short term disability programs, changing companies annually has created issues with pre-existing conditions and excess paperwork and explanation with new companies. HPAE is partnered with AFLAC to offer members another option.

Now all ACTIVE HPAE members will have access to four exclusively designed benefit plans. Aflac pays cash benefits directly to you (unless assigned), when you're sick or injured. You can use the cash to help cover expenses that major medical does not— like mortgage, groceries, or whatever you need. It's like a safety net for you and your family.

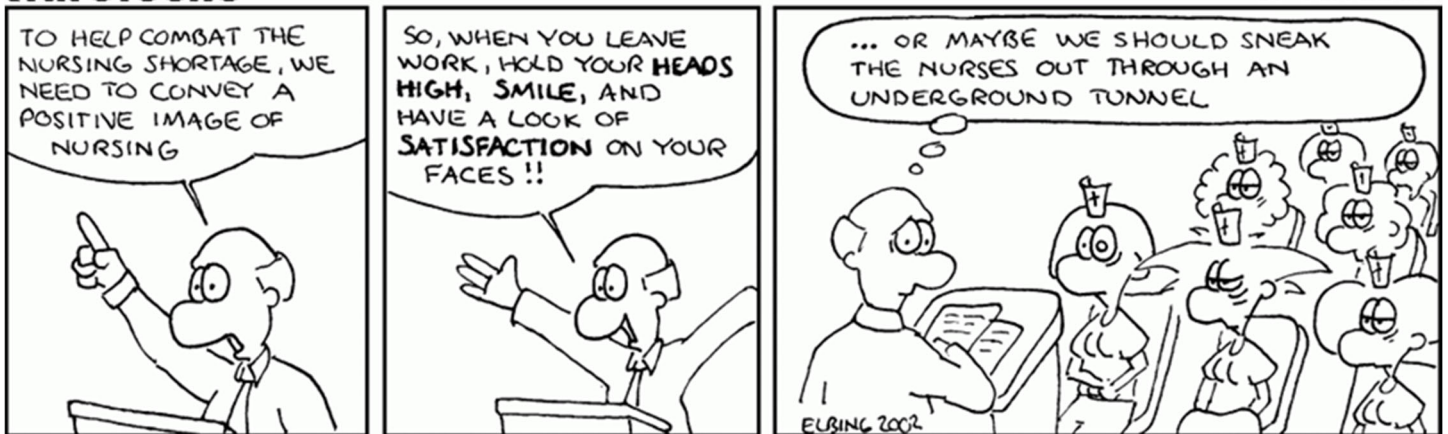
<https://www.hpae.org/resources/get-aflac-coverage-with-hpae/>

REMINDER

**NEW UNION ACTIVITY BULLETIN BOARD PLACED AT EMPLOYEE ENTRANCE
PLEASE CHECK FOR UPDATES AND CURRENT LIST OF UNIT REPRESENTATIVES.**

Nurstoons

by Carl Elbing



www.nurstoons.com

JOB POSTINGS

Please review article 35 in your handbook. Many job postings and offered positions have been questioned after another candidate has accepted a position. YOU HAVE 10 DAYS ONLY to question this decision via the grievance process. It is your responsibility to inquire who received this position upon receiving the call that you were declined.

In recent months, a nurse that applied for a position in an outpatient setting, having had 33 years of service and was declined for this position. When she asked the recruiter what she was lacking that the other candidate had, the recruiter stated "Oh hun, you did nothing wrong." Having known she did *nothing wrong*, she was not willing to accept that response and inquired about the grievance process. Once the grievance was filed, it was determined that the hiring management was unfamiliar with our contract, an investigation was completed and administration requested that the grievance be rescinded by HPAE having corrected the matter on their end and the appropriate candidate was granted the position.

Grievances aren't a bad or negative thing, sometimes they are just used to clarify a process or dig a little deeper into a situation. Please contact your unit rep ASAP if you have any questions regarding a job posting you may have been overlooked for.