

Health Professionals and Allied Employees AFT AFL-CIO

110 Kinderkamack Road
Emerson, NJ 07630



November 3, 2020

John O'Dea, Director Employee and Labor Relations
Englewood Health
350 Engle Street
Englewood, NJ 07631

Dear John,

I am writing to you about the canvassing of the nursing staff related to volunteering to work in other areas if there is a COVID patient surge which was sent out on November 2nd to the bargaining unit. While we appreciate Englewood taking HPAE's suggestion to seek volunteers to work on other units, we have several concerns.

We have been asking since March to meet and negotiate a Pandemic Crisis Proposal. On September 11th, we had a meeting. Subsequently, Englewood sent a counterproposal on October 30th, to which the union will respond. Englewood has circumvented the negotiation process on this issue. Additionally, nurses cannot make an informed decision based on a query without having full knowledge of the ramifications of their responses. Therefore, we are informing you that any response to Englewood's inquiry by any nurse is non-binding.

The union has several questions, see below:

- What is Englewood's exact intent of this inquiry?
- Are nurses to respond within two days of the November 2nd request?
- Who received this email? Every nurse or just nurses in units that will close and/or have reduced census?
- Does volunteering for redeployment carry a six (6) month window in which the nurse can be redeployed?
- What are the parameters Englewood is using to determine that a need still exists for the voluntary redeployment?

- What is considered an assigned area?
- What education is being provided? Please provide.

Please respond by November 6th. Your attention to this matter is appreciated.

Sincerely,
Alice Barden, President HPAAE, Local 5004