



Message from the President



I hope everyone is doing everything you can to keep yourself and family safe from COVID-19. It's a difficult time, but I know as nurses we are giving great care to our patients and support to their families. Together, we will get through this second wave.

As the number of positive COVID -19 patients increase at Cooper, our Union leadership and the hospital has reinstated our weekly COVID Update calls. These calls give us the opportunity to monitor the status of the hospitals' PPE on

hand, staffing issues, raise our concerns based on your input and suggest better ways of doing what isn't working. We also had input into the revised Pandemic Surge Plan. We focused on staffing, safety, process for mandating time off and the need for transparent/timely communication.

Our Union, HPAE/AFT donated 1,500 N95's to Cooper. They were delivered two weeks ago. If you are not given the proper PPE, please contact a Union Rep or one of our LEB Officers right away. Cooper reported to us that they have a stock pile of PPE. Please go to www.hpae.org for all COVID-19 Updates.

Due to the continued NJ restrictions around the pandemic, we are unable to have in person General Membership Meetings. We had a meeting scheduled in December but with the new restrictions, only 10 people could be in the room. We will be scheduling some sort of virtual calls in the near future and providing information about our upcoming negotiations. Remember, our Union Contract expires May 31, 2021.

Stay safe! In solidarity,

Doris Bell, RN, President, HPAE Local 5118

Happy Holidays
from HPAE

Request Time Off for the Holidays Jackie Franchetti, RN Grievance Chair

Here are a few tips: You must put a request in writing if you want a holiday off. Do not assume that because you have seniority that the hospital will call you to offer you LCPTO. Be proactive and follow the procedure your unit uses to request a holiday off.

If you split a shift or leave early on a holiday it does count as having a holiday off. Off is off. This can make a difference if you were hoping to get Christmas off.

If you call out on a holiday the hospital can have you work another holiday. It cannot be on the current posted schedule. Once your schedule is listed it cannot be changed unless it is mutually agreed upon. Stay safe and enjoy your time off.

Assignment Despite Objection (ADO) Form

The Local 5118 Assignment Despite Objection (ADO) form is an important tool that we can use to highlight staffing concerns and problems. We know a lot of areas have been without appropriate staff as of recent which has been leading to issues of unsafe staffing and assignments.

Please keep filling out the form when warranted. It provides a written record of staffing issues which the union can use when addressing staffing concerns. Please remember to attach a copy of the shift assignment sheet to provide supportive documentation. Make a copy of the completed form for your record before dropping off into union mailbox.

The forms can be found in your union binder found in your units. If you need a copy of this form, you can download the form off our HPAE local 5118 webpage at www.hpae.org.

What Happens in the Cardiac Cath Lab (CCL)

Cardiac Cath Lab nurses provide support and assistance for a variety of cardiovascular and neurological procedures. This includes cardiac angiograms and interventions, neurology angiograms and interventions, peripheral studies and interventions, emergency cases, TAVR, and other structural heart cases.

CCL nurses may scrub, circulate, or monitor a case. We are responsible for administering conscious sedation during procedures. Other duties may include starting and titrating drips, managing airways, and supporting crashing patients.

Our work may begin at 8:00am or at 2:00am when we're on call. We work ten hour days and often stay late to finish our cases. Taking call in the CCL is a requirement. We take call to cover cardiac and neurological emergencies.

We, as Cath Lab nurses work as a team and provide high-quality care to our patients.

June 2020 – May 31, 2021 Wage Step Scale

Below is the updated wage step scale covering June 2020 through May 31, 2021. This reflects the 2% across the board and step increases we agreed to when the contract was extended for one year.

2% Scale Increase Effective 5/24/2020		1% Step Increase 1/1/2021-5/31/2021	
		0	\$36.39
0	\$36.39	1	\$36.75
1	\$36.75	2	\$37.12
2	\$37.12	3	\$37.49
3	\$37.49	4	\$37.86
4	\$37.86	5	\$38.24
5	\$38.24	6	\$38.62
6	\$38.64	7	\$39.02
7	\$39.01	8	\$39.40
8	\$39.39	9	\$39.78
9	\$39.79	10	\$40.19
10	\$40.48	11	\$40.88
11	\$41.59	12	\$42.01
12	\$42.67	13	\$43.10
13	\$43.96	14	\$44.40
14	\$45.27	15	\$45.73
15	\$46.41	16	\$46.87
16	\$47.31	17	\$47.78
17	\$48.33	18	\$48.81
18	\$49.40	19	\$49.89
19	\$50.49	20	\$50.99
20	\$50.73	21	\$51.24
21	\$50.99	22	\$51.50
22	\$51.26	23	\$51.78
23	\$51.87	24	\$52.39
24	\$52.69	25	\$53.22
25	\$53.20	26	\$53.73
26	\$53.50	27	\$54.03
27	\$53.75	28	\$54.28
28	\$54.02	29	\$54.56
29	\$54.33	30	\$54.87
30	\$54.64	31	\$55.19
31	\$54.90	>32	\$55.45

New LEB Member

Hello members of our Union, HPAE Local 5118! My name is Lauren Kelly and I'm filling a seat on our Local Executive Board (LEB) as of November.

I'm an RN on K10/INCU and an active Union Rep. I am also on our 2021 negotiating committee. I am excited to contribute to our Local in this new role especially in the current climate of the pandemic and bargaining a new Union contract. Our union is as strong as its members - we will continue to use our collective voice, to make our voices heard at CUHC!

In Solidarity, Lauren Kelly

Grievance Corner

There appears to be less disciplines this quarter which we are glad to see especially with all of the stress we are feeling with the increase of Covid-19 patients and staffing.

There are a few things that we need to be aware of. No matter how busy we are we have to have doctor's order to do a procedure. This may mean a delay in care but make sure the Doctor puts the order in the computer. Nurses are being investigated for administering a med or doing a procedure even though the doctor told them to do it. The Doctors are denying they instructed the nurse, as such. We have to slow down which is crazy to say when we are so busy and stressed out but at the end of the day it will protect our job.

While writing up EARS reports are needed especially regarding patient safety, we can be written up. Reporting errors is vital but we have heard nurses falsely believe we or another nurse cannot not get into trouble from an EARS report.

We can be disciplined if the hospital feels we have violated a hospital policy. Just be careful.

There have been less lab errors reported which is a great thing. During our conversations with nursing administration and the results of the Root Cause Analysis we requested, the hospital is looking into a safer system which includes having lab scanners and printers in each room. While we have not seen this added equipment especially in the ED, we want to remind you to slow down with lab collection. It is too easy to make an error with a label. Check your transmittal slip and label multiple times. The first discipline is a written warning which is really harsh. We have suggested that the first occurrence should be an "education opportunity" instead of a discipline.

This is under review by the hospital.

If your manager asks you to have a discussion about an issue, the first question to ask your manager is, can this discussion lead to disciplinary action?" If the response is yes, stop the discussion and request to have a Union Rep present. This is considered an investigatory meeting. As a Union member we have the right to have representation during an investigatory meeting. We are covered by The Weingarten Rights.

If you feel that your contract has been violated or your rights have been violated, please contact one of our Union Reps or a union Officer. Our contact information is on one of our bulletin boards or go to www.hpae.org and click on Local 5118.

Jackie Franchetti, RN, Grievance Chair

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Staffing Update

Thank you to everyone that has taken the time to submit an Assignment Despite Objection (ADO) form. As Cooper sends their responses, I will continue to forward that information, providing I have a non-Cooper email address. Please place any forms in the Union mailbox outside the cafeteria, or adjacent to the Chapel in Dorrence. Any out-patient area may email me the form, or text with a picture.

The Local Executive Board (LEB) Officers continue to discuss staffing with administration and nurses. We are waiting to receive an updated Pandemic Surge Plan. The LEB has discussed with Nursing Administration changes that need to be made to better support us as nurses. The suggestions came from your responses to our Union Survey and the many conversations we have had with nurses from across the hospital. It remains the hospital's plan, but we can assure contract language remains intact.

As the number of COVID-19 cases begin to increase, our focus once again is making sure the hospital provides us with the proper PPE and staff. In general, there are several units that have many open positions. Cooper is utilizing Agency to supplement their staffing needs, for now.

Cooper asked our Union Leadership if it's OK to offer bargaining unit nurses a Referral Bonus. They are offering it to all employees. Our LEB proposed a Critical Shift Bonus instead of a Referral Bonus for all nurses working OT or extra time. We think it's more important to retain nurses by offering us something extra for working extra time. Then, as staffing gets better, offer the Referral Bonus. They rejected our proposal. Would you refer anyone to Cooper right now? Please let us know.

If you would like to become a member of the Joint Staffing Committee, please contact me for more information.

Patti Scharff, RN

HPAE Council of Retirees (COR)

A great way to stay connected with our Union when we retire, is to become an active member of the HPAE Council of Retirees. The COR will continue the fight for patient safety guidelines, improve staffing levels and win legislation that protects our patients and our rights as Union members. Members may assist with elections such as phone banking, provide support to locals who may be doing an action around an issue they have in their Local or provide support to other retirees that need help. As an HPAE Retiree we encourage you to attend HPAE events and conventions. Please contact, Doris Bell, RN at dbell-hpae@comcast.net for more information.

In Memory of Lori Osinski

Our beloved co-worker, Lori Osinski, passed away on September 11, 2020. Lori worked with us for many years. She was a true inspiration to many nurses. A memorial fund was established in her name. HPAE Local 5118 donated \$1000 to the Lori Osinski Fund at The Cooper Foundation. This fund is used for Nursing Education and Nursing Support programs.