



Message from the President

Hello members of Local 5185, by the time this newsletter reaches you it will finally be Spring and hopefully all of the snow and cold weather will be over and done with.

Can you believe that negotiations are upon us once again? Our contract is ending on June 30th, and we plan on negotiations starting sometime in April.

Negotiations 2021 will probably be very different that it has been in the past due to social distancing and limited numbers allowed to gather in one location.

It may be remote via Zoom, limited bargaining team and management working well spaced in one room or the Bargaining Team in one room and the Management Team in another connected via live video. We haven't discussed that yet with management.

What we need to work on is a solid and united Union Force. We have not been able to hold local union meetings due to restrictions in gatherings. We did hold one Town Hall meeting that was well received by the several members that called into either of the two sessions. You should have received the HPAE Contract Survey in you traditional mail and your email. Please complete and send it back. Your responses drive the proposals that we bargain over. There are a lot of areas that need to be improved in our current contract, but not answering you are saying everything is OK or you don't care. All of us need to care because without our local contract we would have no standing and be 650 individuals fighting individually not 650 members united as one fighting for the good of the members working along with us caring for our patients and the community either directly or indirectly.

Many times information does not reach you in a timely manner because HPAE does not have your current and accurate address, contact number and email address. Our membership is varied so we need to rely on several methods of communication, i.e., mail, email, phone calls and text messages.

We would like to send out text and email message blasts to get information out quickly and to a larger audience in real time not old news which is what this message will be once you get it. So please update your data when asked to do so in your specific work areas.

I only do robo calls for urgent news alerts, doing them for all messages makes them loose their importance. Several members block automated calls so these messages would not be conveyed.

Lastly, please stay well and say and remain vigilant and maintain all Covid-19 precautions while at work, at home and in public locations.

Thank you,

John J Bauer, RN
Your Local 5185 President

HPAE 2021 Virtual Convention: October 6 and 7

Look out for Local 5186 Delegate Elections

Negotiations are Coming

Negotiations are coming soon. Do you want a good contract or a GREAT contract? Then you have to work for it and be supportive. You need to show support to your negotiation team because they cannot do it alone! You are the union and this is your contract! Make it the best it can be!!!

Joan Zitzman RN
VP Nursing and Professional

COVID Vaccination

The hospital is now offering covid vaccinations to two immediate family members. Get your loved ones vaccinated for their health and safety and the health and safety of everyone around them. If you cannot find the forms, please contact a Local Executive Board member to set you in the right direction. Together we can eradicate this virus.

Marisol Mateo
VP Tech

Looking Forward

We are now entering the spring season. It is a time when the weather turns warmer, trees begin to grow their leaves, plants start to flower, young animals such as chicks and lambs are born, bears awaken from their sleep. It's a time of new beginnings rebirth and joy for many.

As we enter into the spring season of 2021 I feel like we are waking up from a bad dream this last year, the year of covid. Our better understanding of how to fight this disease, the vaccines and the reduction in covid cases that we are now seeing is a sort of an awakening.

Our world has changed so much because of covid. We lost many friends, family, neighbors and coworkers to this scourge. We also found out things about ourselves. We found our courage, our humility and kindness to one another. We looked at one another differently, we really were a team that banded together to fight this virus. There were no divisions of who was management, who was housekeeping; who was a nurse what needed to be done was done. I felt so proud of being part of that team and that was the thing that kept me coming in every day. I was so in awe of every one of you and bravo.

I hope in spring 2021 we can all keep up that teamwork and kindness to one another. I see many new faces in the building and I hope to see many more new employees to help with our staffing issues let's make them feel real welcome. Our contract ends June 30 of this year so let's show how fierce we can be during this negotiations.

Susan Sienkiewicz
Treasurer

Get Involved

Right now we are starting to get prepared for negotiations. Our contract will be over at the end of June. Surveys will be sent out for all employees to fill out whether online or handing them into a union representative. We need to know what is important for the members and what we will be willing to STAND STRONG ON!!! We are also calling on our members to join the contract action team and be willing to get involved. Examples include attending rallies, passing out literature and participating in phone messages to coworkers. Thank you in advance,

Carol Manno RN
RN Grievance Chair



Holiday Scheduling

It is that time of year where the holiday schedule needs to be posted April 1, 2021 for all holidays up until January 1, 2022. The only schedule not posted should be the on call schedule. The holiday schedule should be done as followed.

The Medical Center will distribute time off on holidays for full-time, half-time and part-time employees on an equitable basis for the full year as follows: the employer will make every reasonable effort to grant an employee's request for a holiday off.

If two (2) or more employees request the same holiday off and staffing requirements do not permit all requests to be granted, the employee who worked the same holiday the prior year shall have preference. Among employees requesting the same holiday off who worked that holiday the previous year, seniority shall prevail when all requests cannot be granted on a rotating basis.

All employees must work one of each of the following pairs of holidays on a rotating basis:

- Christmas Day or New Year's Day
- Memorial Day or Independence Day
- Labor Day or Thanksgiving

In the event of a conflict, the less senior employee will work the same holiday as he/she worked in the prior year.

In the event the Medical Center does not have adequate staffing on a holiday, the Medical Center may make changes to the holiday schedule consistent with the process identified in this section.

Please, if you see a problem with the Holiday schedule after it is posted, do not wait. It is easier to fix the mistake when the schedule is first posted rather than when the holiday is upon us.

Nanette Rivera

Service/Tech and LPN/Business Grievance Chairperson

Work Schedules and Available Shifts

If an employee is available to work extra shifts this is what should happen:

The Medical Center shall post a monthly work schedule, week prior to the commencement of the schedule, subject to the provisions of this section. Once the monthly schedule has been posted, any changes will be agreed upon by mutual consent between the employee and management. At the time of posting, a copy of the posted schedule will be placed in a designated area accessible to all employees on that unit or in that department, to enable employees to make copies for their own use.

The Medical Center will post available work time as part of the schedule posting on individual units. Employees will sign up for available times, which the Medical Center will assess based on economic efficiency and after considering prior selection of employees to work additional shifts hereunder.

The Medical Center will continue to use the Availability Book in which employees may sign up for certain days for which they agree they would be available and agreeable to perform extra work beyond their regular schedule. Remember that signing up does not guarantee that the employee will be allowed to work that time. If an employee signs up for specific time and then refuses to work that time, the employee may be precluded from signing up for additional work for the next posted schedule.

Management will not be held responsible for employee's non-compliance with the Availability book.

If there are no employees available through the Availability book management has the right to fill open shifts as needed, by using the most effective method of filling the void on the schedule if necessary but may not use mandatory overtime except as per the collective bargaining agreement and the law.

In the event the most cost effective method is not available as above, overtime will be granted to the full-time staff on a rotational basis.

If you feel this is not what is happening in your department and extra hours are not being given out equally then you should contact a union rep.

Michele Viellette
VP Service

A great way to stay connected with our Union when we retire is to become an active member of the **HPAE Council of Retirees (COR)**. COR continues the fight for patient safety, safe staffing, and legislation that protects our patients and our rights as workers. Contact, Doris Bell at dbell-hpae@comcast.net for more info.



Since the fall 2020, healthcare workers have been reporting to HPAA concerns over highly suspicious ill-fitting, misshapen, sometimes torn and, often, odd-smelling "3M" masks they are being given by their employers while providing care for patients during a pandemic outbreak. Workers have reported that it is difficult to get proper seal with these masks to ensure they are fully protected. It turns out, the nation is inundated with fake respirator masks. HPAA has published a guide on how to tell whether the masks you've been provided is potentially counterfeit, <http://bit.ly/ExposedFaceMasks>