



From our President

As we begin to enter the next chapters of our lives after COVID, we must reflect on how this horrific experience has impacted our personal and professional lives. Although our COVID experiences were negative on the whole, there were many positive as well. Going forward we must focus on the positive and utilize these lessons learned in order to improve patient care, and work towards improving patient and member safety and working conditions on campus.

Hopefully we will return to having in person meetings shortly. Member engagement is key and of the utmost importance in moving our locals agenda forward. This personal contact and communication between local leadership and members is vital in order to identify issues and problems that impact our patients and members. Working together with Management at the Violence Prevention and Labor Management/Safety Committees and through contract negotiations we will continue to achieve satisfactory solutions and resolve problems.

We continue to reach out to members to get involved, your involvement and input is what makes our Union strong. The "Union" isn't Gary, Charles, Jamie, Chris, Miss Venus, Mike or myself..... it's all of you. Be empowered....be a voice for your patients, coworkers and fellow members. The first step is the hardestvolunteer to become a Rep or Work Area Leader, once you find your voice the possibilities are endless and the rewards are immeasurable.

The DOH has provisionally approved licensure for the Health System.....great news and great job by everyone ! Members have really worked hard to help accomplish this, however the DOH will return. We must continue to work diligently in order to keep THUS open... our patients and livelihoods are dependent upon this. Failure to: follow procedures, know the policies, round as required and document per policy will result in action by the DOH which will place the Health System in jeopardy. Keep up the good work!

In Solidarity,
Betsy Nulty
President, Local 5106

Personal Panic Alarms

By Betsy Nulty and Christopher Lewis

Member and patient safety and injury prevention has always been the goal and top priority of HPAE Local 5106 leadership. We hold Management accountable to this through Contract Negotiations, Labor Management/Safety, and the Violence Prevention Committees. We developed contract language which addresses violence and safety on campus and defined and created these committees. With input from members we develop agendas which identify issues and problems, and at committee we strive to work with Management to find solutions and hold them accountable for patient and member safety.

Management has taken the safety initiative by providing Personal Panic Alarms to staff. Unfortunately the use of the PPA's on campus was never discussed with local leadership prior being put into use at our facility. Immediately I had questions that I felt must be answered before I was assured that these devices and the procedures for use would provide safety benefits for members.

I contacted Shane McDevitt and forwarded to him a list of my concerns. The following section includes my questions and his responses: (note Shane's responses are the bullets following the inquiries)

- 1) Is there an overhead notification that a PPA device was engaged ? How will an employee know the distress call was acknowledged ? The presence of a vibration does not reassure me that someone has acknowledged the distress call and that help is on the way.
 - TUH Main – there is no Overhead page, communication is via handheld radio
 - EH-Same procedure as a STA13 from a when wall panic button is engaged, An overhead announcement will be made.
- 2) Where is the alarm registered after it has been activated ?... Comp Center...TASB, TUH Main ? Is the equipment readily visible to security and manned 24/7 ?
 - TUH Main – it is monitored in Post 24 (24/7). The ED metal detector receives panic alarms, so does the director of security and charge nurse phone
 - EH – it is monitored in the Command center. There is a dedicated monitor manned 24/7
- 3) How is PPA reset ?
 - TUH main - Once Post 24 hears an all clear over the radio, they clear the alarm
 - EH - Once there is an all clear the alarm is cleared in the Command Center

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Save the Date!

HPAE VIRTUAL CONVENTION

OCTOBER 6 – 7, 2021

Be Heard and Get Connected Now!

Financial Impact of COVID-19

By Michael Wilson

We all are aware of the adverse effects of COVID-19 has had on our physical and mental health. However the negative financial impact that COVID-19 has had on us cannot be underscored or ignored. Businesses were mandated to close their doors, government offices closed and many workers were now working remotely. Restaurants closed and concert and sporting events were cancelled.... All of these changes impacted our individual and our nations financial stability.

Those of us that never experienced financial hardship before were now faced with difficult and frightening choices.....pay the rent or put food on the table. We found ourselves tapping our savings accounts, and retirement funds in order to survive.

The following article I believe will be of benefit to those of us struggling through this extremely difficult financial crisis. I hope and pray that you are able to apply and use these recommendations and that they may help you on the road to financial recovery.

LFC Wealth Wise Moments: 7 Steps to Restoring Financial Wellness after the COVID-19 Crisis

By Shelly Gigante and Tim Essman

This article is so dynamic, we shared it with my church to help our members recover from the damages caused from last year's devastation.

The coronavirus pandemic is more than a public health crisis. It's an economic wrecking ball. Since the first reported cases in the U.S. in early 2020, COVID-19 has single-handedly wiped out more than \$11 trillion of wealth, induced a global recession, and put at least 33 million Americans out of work — either temporarily or for good.

It's not yet clear how long it may take for families to get back on their feet financially, but we do know from past experience with economic crises that there are steps we can take today to potentially restore our financial wellness faster. "No matter where you are at now, there's always a path toward recovery," said Tim Essman, a financial professional with West Coast Wealth Strategies and Insurance Solutions in San Diego in an interview. "The key is making sure that you have the fundamental pieces in place and that you know the next steps."

Those steps include:

- **Staying calm**
- **Using stimulus checks wisely**
- **Paying off credit cards**
- **Repaying your retirement loans**
- **Considering a refinance**
- **Looking for investment buying opportunities** (if you have the means)
- **Insulating your finances**

Staying calm

If you contribute to a retirement plan or invest in a brokerage account, your future account balance depends on what you do right now. So, avoid making moves based on emotion rather than use rational planning.

Using your stimulus check wisely

If you are receiving a stimulus check from the federal government, you should also put those dollars to the highest use.

That begins with paying off bills that are immediately due and would otherwise generate a late fee.

Paying off credit cards

Start by paying off the debt that costs you the most. Many charge interest fees of 18 percent or higher, which makes it difficult to dig out and limits your ability to fund other financial goals, such as retirement.

Repaying your retirement account loans

If you've tapped into your retirement savings to help make ends meet, you should also do everything you can to make yourself whole.

Under the CARES Act, which seeks to assist families that are facing financial hardship as a result of the coronavirus outbreak, the federal government temporarily raised the limit for 2020 on retirement account loans from a 401(k), 403(b), 401(a), and other qualified government plans to \$100,000 from \$50,000 or 100 percent of the vested account balance. But borrowers must still repay their retirement account loan on time. Failure to do so will convert the unpaid balance to an early distribution, which would be taxed as ordinary income.

Considering a refi

If you're strapped for cash, you might also consider refinancing your loans to lower your monthly payments.

For example, it might make sense to refinance your mortgage loan if you plan to remain in your home for at least five more years to offset the closing costs and you can reduce your interest rate by at least 2 percent. Depending on your financial picture, however, it could be wise to refi if you can lower your interest rate by even 1 percent, especially if helps you to eliminate paying private mortgage insurance because the equity in your home has reached 20 percent. Be aware, however, that if you turn the clock back on the term of your loan, say, starting it over at 30 years, you will likely pay more in interest over the life of the loan, despite the lower monthly payment.

You may also have the option to do a cash-out refi, which replaces your current mortgage for a new loan with a higher balance than you owe. You collect the difference in cash and can spend the money on whatever you like. Be aware, however, that your home serves as the collateral for your mortgage. If you don't keep up with the new payments, you risk losing your home.

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Conference Calls

HPAE Local 5106 ♥ Labor Management Meeting ♥ Conference Call ♥ May 25, 2021 @ 8:30 AM

Minutes

Attendance: Betsy Nulty, Marcus Presley, Christopher Lewis, Michael Wilson, Shane McDevitt, Al Dattilio, Cheryl De'Vose, Chaudron Carter,

Review of Minutes: April 27, 2021

Weekend Make-Up Policy

- Weekend Make-up policies or guidelines are still being developed, and once they are completed, they will be reviewed with HPAE.

Uniforms

- BHT's have some concern about how uniforms will impede their relationship with patients and asked management to reconsider that. Chaudron shared that she met with the task committee, reviewed the evidence based literature, and found no fundamental research supporting uniforms as a barrier. Chaudron asserted that we will be wearing uniforms and instructed the department to choose their colors.

DOH Update

- We are anticipating arrival of surveyor at any time.
- Hallway Monitoring: Chaudron shared that they are doing their best to staff the units appropriately to remain within the DOH guidelines.

Mandatory Overtime

- We are trending down and have reduced overtime requirements. They are mostly needed on weekends.

Manager Hired

- The C-6 manager position has been filled, and they will start on June 21, 2021. We have also hired an assistant manager who will manage the pool staff.

COVID Update:

- Forty-four quarantines during the month of April, but zero at this time.

- Episcopal has none.
- Temple Main has thirty-five.
- Jeans Hospital is unknown at this time.
- Vaccination: are still available.

Lab Short Staffing:

- Lab Techs has been hired. The overnight position has been filled, and a manager has been hired.
- Pool Staff discussions are ongoing and appear to be at the early stages of organizing.

New Alarm Doors

- The new doors are installed and will be going live in a few days.

New Self-locking Doors:

- Safety concerns were shared with Chaudron & Shane.
- Stoppers have been installed on many of the doors, which gives the ability to keep that door open. Staff is currently adjusting to the doors.

New Business

Mandation numbers/trends report Chaudron

- Mandatory overtime has been reduced as a result of increased hiring.

Staff Hiring

- We are still hiring and very successful at increasing our MHT's.
- Since November, we have employed over 80 new positions.
- We still must hire a few FTEs.
- We only have 6 MHTs positions that need to be filled.
- Our focus is hiring part-time and full-time staff.

HPAE Local 5106 ♥ Violence Prevention Committee Meeting ♥ Conference Call ♥ May 15, 2021, @ 8:30 AM

Minutes

Attendance: Betsy Nulty, Christopher Lewis, Marcus Presley, Michael Wilson, Cheryl De'Vose, Chaudron Carter, Shane McDevitt

Review of Minutes: April 20, 2021

- Staffing has improved
- Hiring continues
- Compensation for committee members
- Drawstring's restriction has been replaced with sweatsuits
- Security of the Tent/ER. Shane stated that he had informed the supervisor that this post must always be mand, and leaving it uncovered is not an option. Security must be present in the tent, or the tent must be closed.

- Patients that are discharged from the ER will not be let back in to prevent safety issues.
- DOH update: We anticipate a full inspection any day.
- Group Sessions census has been low, and groups have had just a few members. As the group size increase, we will ensure that MHT staff will be present in the groups.
- Hiring: Staffing has increased throughout the hospital, and we have been able to hire full-time positions.
- Magnetic Doors are being installed and activated.

New Business:

- New Doors safety concerns, Chaudron & Shane were sent video: Shane explained that the safety team met and discussed and approved the doors based on the DOH

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Conference Calls *(continued)*

HPAE Local 5106 ♥ Violence Prevention Committee Meeting *(continued)*

violation about the doors should be self-locking. Also, the center door (wicked door) will be providing access in case of a patient barricading. Also, we will install a plunger on the door that will allow the door to remain open during the groups. The primary safety concern with that door is there is no window to see what is going on. Management said that the door should remain open when occupied.

- Personal Panic Alarms have been provided to the staff. Shane offered to give a demonstration to the team.

Chaudron stated that everyone must wear panic alarms for their safety.

- ED incident: When a patient was in police custody and managed to get out of her handcuffs, she entered another patients' room. She stole from them and was able to escape. Chaudron will investigate this incident.
- Shane asked that we all reinforce the new safety measures. Shane was not aware of the quarterly safety bulletin but said he would find out about them.

HPAE Local 5106 ♥ Violence Prevention / Safety Meeting ♥ Conference Call ♥ April 20, 2021 @ 8:30 AM

Minutes

Attendance: Betsy Nulty, Ken Gentle, Christopher Lewis, Marcus Presley, Michael Wilson, Chaudron Carter, Shane McDevitt, Cheryl De'Vose,

Minutes Review: March 15, 2021, Violence Prevention Meeting.

- Staffing has improved
- Hiring continues
- HPAE will be included in the Interviewing at a later date
- Compensation for committee members
- Drawstrings restriction on the units

Old Business:

- Security of the Tent/ ER, Shane believed this was an isolated incident, so he reiterated the importance of the coverage in this area. Shane requests that all incidents be reported immediately.

We suggested if the security is called to an emergency, then they should communicate this to the staff.

- An incident occurred after a patient was discharged and was found sleeping in the bathroom 3 hours later. Management will investigate this incident and come up with a plan to prevent this from happening again.
- DOH Update: We have been provided a provisional license and have completed the action plan. We anticipate a full survey within the next few months.
- Security for groups- Shane said that he was not aware of the existing policy that requires security personnel or

MHT's to monitor groups. HPAE discussed the contractual agreement to provide group security and MHTs. Chaudron said that she would be meeting with her team to discuss this issue further. Chaudron believed it would be best to utilize MHTs to monitor the groups.

- Staffing has increased although we have many new members and over eighty percent is pool staff, but our objective is to fill part-time and full-time positions. Currently, the supplemental staff is helping with the transition. New hires take about three months to process.
- Unit clerk layoffs at Temple Hospital. This has not been projected for Episcopal campus.

New Business:

- Elopement on PM-5: The patient was able to push through the magnetic doors. Although the patient was identified as a high elopement risk, he was taken off the 1 to 1. The patient was able to push through the magnetic doors. He was immediately restrained in the elevator area and returned to the unit. He was unable to access the elevators without a badge.
- Entry to the units has been designated from the elevator doors to prevent elopements. Staff has been informed to use the fire stairwell only during an emergency. Delay Egress Bars are being installed to alert security of stairwell doors.
- Screw ingested- A patient was taken out of restraints and managed to work a couple of screws loose. We have imposed additional daily safety checks in the rooms where the screws were found. The patient was placed back in restraints. The safety checks are effective when done correctly.

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HPAE
Putting care first

Save the Date!

HPAE VIRTUAL CONVENTION

OCTOBER 6 – 7, 2021

Be Heard and GET CONNECTED NOW!

Minutes

Attendance: Betsy Nutty, Christopher Lewis, Marcus Pressley, Michael Wilson, Chaudron Carter, Shane McDevitt, Jeanine Penn,

Review of Labor-Management Minutes: March 23, 2021

- Short Staff Issues:
- DOH Update
- C-6 Training
- Additional MHT has been hired, no more complaints have been reported.
- Staff vaccination numbers are not available at this time.

COVID Update:

- Here are the COVID patient counts: Temple Hospital 76, Episcopal Hospital 17, and Jeanes Hospital have approximately 30.
- The COVID numbers have increased this month,

Weekend Make-Up Policy:

- We will continue to look at the policy. We are in the process of hiring a new manager who will be responsible for managing the weekends.
- We are hiring a lot of part-time staff to cover gaps in the schedule. It has taken quite a long time to hire the staff, but we are making progress.

Uniform

- Each department will select two members for the task-force and we will meet on Thursday.

CRC Divert

- Currently, HPAE is grieving this issue, and management decided not to discuss the situation during this meeting.

CRC RN's are required to fill in for MHTs

- Management assured that this practice is their last resort and only employed when there is no other alternative.
- HPAE expressed concerns about the limited knowledge and skill from different disciplines and how this can lead to disciplinary action.

Security not Posted in Triage/Tent

- Shane stated that management is not aware of any gaps in coverage.

New Business:

DOH update:

- Since the action plan has been lifted and we have received a provisional license, but we expect an unannounced complete survey anytime before June 1, 2021.

COVID:

- Currently, there are 15 staff members with COVID throughout our entire health system. There has been a dramatic drop in numbers. In December 2020, the COVID numbers were around 313.

Short staffing in the lab:

- We are hiring several positions in the Lab. We anticipate a position to be filled within the next week.

Smart Square Problems:

- Staff reported a check on the Smart Square System revealed they were scheduled for a double shift. This is an improper way to schedule staff for doubles. Management denied awareness of this issue and stated they would audit this situation.

Staff Hallway Monitoring:

- Management emphasized the objective is to encourage staff to interact more with the patients and not prevent patient/staff interaction.

Mandating

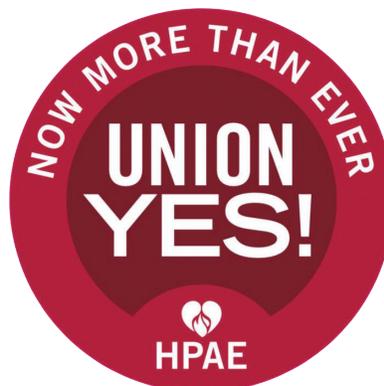
- Mandating has decreased but still has been necessary through the weekends.

Assistant Nurse Manager Position

- We have made an offer for this position, but no response has been received yet.

New Policy

- The staff has been informed not to utilize stairwells to prevent elopement of our patients. Egress doors are being installed to alarm the doors.



Personal Panic Alarms (continued from page 1)

- 4) Is there a charge for lost or damaged PPA's ?
- Not in the Pilot phase
- 5) Q/A ...how frequently are PPA devices checked for functionality ? Is there a method that the employee should utilize to determine if their PPA device is functioning ? If there is no Q/A on the devices what guarantee is there that the device is active and working ?
- There is a not a process for QA on the devices. If an employee would like to test their PPA please have them call the Command Center

After reviewing his responses to my concerns, I was reassured and satisfied that the PPA's would be an effective safety measure for our members. However our leadership felt that the education on the use of these devices was lacking. I also felt

that a demonstration of the PPA in use would give us the clearest picture of their effectiveness.

Chris Lewis met with Security and reports as follows:

On Thursday June 17th at 8:35am there was a demonstration of the new Personal Panic Alert device at Episcopal Campus. Steve Buckley Security Director, Lola Watson Security Site Supervisor and myself (Chris Lewis) were in attendance. These devices are not GPS monitors and will not track your activities throughout the facility. Once the device is activated "pressing button 3 times" the Security Command Center will get an alert and dispatch the security team and authorize personnel to the location where the device was activated by overhead paging system sounding a "Stat 13". After seeing the device in action I am fully confident and satisfied that it works and that the Temple University Health System has our members safety and well being at the top of their list.

LFC Wealth Wise Moments (continued from page 2)

If you have student loans, you can also potentially refinance to a lower rate loan. Just be sure you understand the implications. For example, a variable interest rate loan may come with a lower interest rate and lower payments than a fixed interest rate loan, but it is also subject to increase if interest rates should rise. (Learn more: Student loan refinancing: What's lost, what's gained)

Looking for bargains

Many investors have been sitting on the sidelines for the last few years while the bull market raged, keeping a portion of their investable assets in cash while they waited for a buying opportunity. For those with disposable resources and the intestinal fortitude, this may be it.

"If you are positioned properly from a financial standpoint, it may be a good time to take advantage of the market downturn," said the author, Essman.

Indeed, while past performance is no guarantee of future returns, those who regularly put their money to work when the market is down champion the belief that "bull markets make you money, but bear markets can make you rich." And some have been hugely successful.

But make no mistake, bargain hunting for undervalued stocks is risky business. It is not appropriate for all investors, especially those who need their cash on hand to cover the bills. Guidance from a financial professional who can help assess your cash position, goals, and tolerance for risk is critical now more than ever.

Average investors who have neither the expertise nor inclination to research individual stocks are generally better off making regular contributions to a diversified portfolio than trying to time the market. Regular contributions without regard to Wall Street performance, a popular investment strategy known as dollar-cost averaging, takes emotion off the table and can lower the average purchase price for stock investments.

"Right now, probably the best advice is to be still," said Essman. "Let the dust settle and perhaps look for buying opportunities as we start to see a clear path forward. It's vastly important as we go through cycles like this that we as financial professionals reinforce the same concepts and continue to communicate calm and confidence in the strategies that work."

Insulating yourself for next time

No one knows yet how far the economy may fall as a result of COVID-19, but we can safely assume it will not be the last financial crisis we face.

As you take steps to restore your financial well-being today, don't forget to insulate your finances for tomorrow.

If you don't already have one, start putting money away for an emergency fund to pay the bills during bouts with unemployment, or when unexpected expenses crop up such as home repairs and medical bills. Having savings set aside prevents you from having to rely on credit cards or drain your retirement account in a pinch.

Most financial professionals suggest setting aside at least three to six months' worth of living expenses in a liquid, interest-bearing account. (They recommend having up to a year's worth of expenses saved if your income is unstable.)

You should also review your insurance coverage to be sure that your family is protected no matter what. Beyond basic health insurance, you may wish to consider life insurance to protect your loved ones in the event that you should pass away prematurely, and disability income insurance to help replace a portion of your income if you should become injured or too ill to work. (Related: Why you need life and disability insurance)

Finally, review your investment portfolio carefully to be sure it's still on course to meet your financial goals.

You may have discovered, as investors often do during market volatility, that your appetite for risk is not what you once thought. By working closely with a trusted financial professional, you can potentially reallocate your assets as needed to create a portfolio that is diversified enough to help you ride out future storms, but not so conservative that you sacrifice potential growth.

The coronavirus has threatened our health care system and economy like never before, leaving millions of American families struggling to pay the bills. As we continue to practice safe social distancing and hope for medical progress to combat COVID-19, it helps to know that there are steps we can take starting today to put our financial house back in order as quickly as possible.