



PRESIDENTS MESSAGE

Hello members!

As you may know by now our new contracts with Temple University Health Systems Episcopal Campus went into effect March 1st 2024. Hopefully most, if not all of our members received their union contract booklets. It is imperative that you read and understand the contracts and the changes within them. The answers to many of your questions can be found in the union contract booklets.

Please review all hospital policies, especially the Lateness and Attendance Policy and The Corrective Action/Disciplinary Policy. It is important that you are a well-informed union member. Please check the union bulletin boards for union updates and information. The bulletin boards are located on the 1st floor next to the nursing office across from the security office and on the third floor by the radiology department and on the local's webpage @HPAE.ORG. If you are not receiving correspondence via e-mail from the union, you may need to update your contact information.

I look forward to serving and representing local 5106 this year.

In Solidarity,

Christopher Lewis
President HPAE Local 5106

"YOUR CHANCE TO ACT"

We are the Temple/Episcopal and HPAE Members! As a member of Local 5106 of the Health Professionals and Allied Employees, which represents the RNs and technical staff

We want to improve our conditions, salaries, and benefits by working together. We realize that we have a voice when we stand together and unify. Our recent bargaining agreement has provided our members with some improvements, but we cannot stop here! As we move forward, we must continue to strive for safer and better working conditions. We need to protect our working rights and our right to be treated fairly!

To accomplish more, we need to do more! Here is your chance to act. We need members willing to address our issues at meetings and share this with our locals. We are seeking a few members who can attend meetings, such as the Temple University Health Safety Wide Committee. They provided safety information from the entire Temple Comprehensive Campus through the health system. This member will share that information to be applied to our system. Also, we are looking for an energetic member who will attend our COPE Committee. This COPE Committee person will be meeting to discuss our political issues and share them with our members.

It is important that everyone work together and support our efforts to reach our common goals. It is time to step up and let your voice be heard! This is your chance to act.

Michael Wilson
Secretary

THE WORKERS WANT TO WORK

Hello 5106 Members,

I want to speak to you today about our jobs and our relationships and what the union is and is not. A union in a group of workers who want to work, want a fair working relationship with their employer, and want an honest days pay for an honest days work. When one of us is affected by unjust management decisions, we all should feel affected because the next thing you know, if we ignore that person's struggle because they are in a different department, or we don't "know each other like that", we may find ourselves very lonely when something happens to us. A union is as strong as its membership's bonds. Union brothers and sisters may fight like siblings but if that fight is for the benefit of uplifting each other than it is a beautiful thing.

So on that note what a union is not is a law office. As the Grievance Chair I must note to you all: I am not a lawyer, I am one of you who stepped up to support my peers. I am not a mind reader or a negotiator or a politician. Actually, I am a BHT and Music therapist working primarily on C4. That is my specialty and that is my priority: I am a worker here to make an honest days pay for an honest days work in my chosen profession. My capacity as a union local leader is one that I take seriously but secondary to a full time job. All this is to say the union is the same people you walk by every day thinking, "I wonder what that person does" when you see them in the cafeteria. And we need your support. We need you to be eyes and ears too, let us know what you are hearing, what you are noticing. And please, speak up for your coworkers when you know something that may help them. Management love a culture of fear, where people think protecting their own selves by staying silent on the plights of others is the norm. But we all deserve to come into work, do our jobs and leave without feeling as though our actions are under a microscope by our peers as well as our management. Of course if you know a coworkers doing something that is totally wrong and could affect many jobs, that is another story. Our job is to support each other in doing good work, not protecting dangerous behavior.

Anyway, think about these things and feel free to reach out to me or any of the LEB if you are interesting in doing more for the union.

Zein

WOMEN'S HISTORY MONTH

Women's history month is an annual observance to highlight the contributions of women to events in history and contemporary society. It is a time to celebrate the accomplishments and contributions of women throughout history. It's also an opportunity to reflect on the progress that women have made and the work they continue to do and that still lies ahead.

I am honored to acknowledge Kamala Devi Harris, born on October 20, 1964, who is an American politician, attorney and is the 47th current vice president of the United States under President Joe Biden. She is a member of the democratic party, the first female vice president and the highest ranking female official in U.S. history. She is also the first African American and first Asian American vice president. Vice president Harris served as the junior U.S. senator from California from 2017-2021 and defeated Loreita Sanchez in the 2016 senator election to become the 2nd African American woman and the 1st South Asian American to serve in the U.S. senate. When senator, she advocated for healthcare reform, federal descheduling of cannabis, and a ban on assault weapons, just to name a few. Harris and Biden went on to defeat Trump and Pence in the 2020 elections. Thank you Kamala D. Harris for being a woman of historic excellence.

Venus Weaver, VP Professionals

**HPAE LOCAL 5106
REP MEETING
CONFERENCE CALL AGENDA
FEBRUARY 19TH, 2024 @ 7:30PM**

Attendance Venus Weaver, Zein Hassenein, Christopher Lewis, Ryan Andriszak, Cody Brown, Eric Morris, Raquel Diaz, Michael Wilson

Review of Minutes:

Read and Approved (Name Christy Thomas, Yvonna Brown)

Treasure's Report: \$ 1477.51

- Our Union have been busy, and our treasury reflects cost.

Cope Report: sent via email

Grievance Report: Zein, Terry

- Huge Petition is now complete: Feb 29th, 2024, grievance date, petition of support was completed and submitted.
- Paul will be putting a grievance for termination: unexcused leaving work, to attend a funeral. Several,
- Lab member: Step 1 of a grievance feeling harassed from manager. No date at this time.
- Yvonne Brown and Derrick Grievance are closed.

OLD BUSINESS:

- Contract Ratified:
- Request to Bargain Contract Early
- Contract Surveys and Negotiating Committee
- Contract Negotiations Started
- Tentative Agreement Reached
- Contract Ratified
- Contracts Reviewed

NEW BUSINESS:

- We are considering announcing members that past in our Newsletter.

- Printing of Tech/RN/Pro Contracts: The contracts should becoming soon.
- Rasheeda Small appointed to Treasurer: As of March 1, 2024, she is stepping into position.
- New reps: Jermaine Kennedy and Eric Morris have had grievance handling training with Chris and Zein; Alisha and Raquel yet to be trained. Jermaine and Eric can now shadow others to get the experience.
- REP Training is on Wednesday from 3 pm - 6 pm with Carlton should be attend for everyone who need training. We apologize letting you know of this training so late.
- Selection of HPAE 5106 member to TUH system wide Safety Committee
- Selection of HPAE 5106 member for COPE activities
- Selection of HPAE 5106 member to serve as union liaison for new employee orientation
- HPAE Calendar of Events distributed
- List of events LEB must attend for Stipend
- Tracking of Local 5106 membership:
 - Eric will track members on P4
 - Raquel will track P5
- Proceedings with Article 4 Selection 2 of Contract Once the Local receives updated list of employees from HR Beck objector
- 240 Bill Safe staffing: Nursing should come to the rallies and support this bill.
- List of Events will be discussed next meeting.
- REP meetings have been space for every 2 months but please bring issues.

**HPAE LOCAL 5106
LEB MEETING
CONFERENCE CALL MINUTES
FEBRUARY 19TH, 2024 @ 8:30PM**

Attendance:

Christopher Lewis, Zein Hassanein, Venus Weaver, Michael Wilson

Review of Minutes: Read and Approved

Treasure's Report: \$1,477.51

Cope Report: Sent via email

Grievance Report: Zein, Terry

- Open Grievances:
- Huge Petition is now complete: Feb 29th, 2024, grievance date, petition of support was completed and submitted.
- Paul will be making a termination grievance: unexcused leaving work to attend a funeral. Several,
- Lab member: Step 1 of a grievance feeling harassed by a manager. No date at this time.
- Yvonne Brown and Derrick Grievance are closed.

OLD BUSINESS:

- Request to Bargain Contract Early
- Contract Surveys and Negotiating Committee
- Contract Negotiations Started

- Tentative Agreement Reached
- Contract Ratified
- Contracts Reviewed

NEW BUSINESS:

- Printing of Tech/RN/Pro Contracts: They should be available soon.
- Rasheeda Small appointed to Treasurer as of March 1st, 2024
 - She must complete the leadership training.
- Selection of HPAE 5106 member to TUH system-wide Safety Committee:
- Selection of HPAE 5106 member for COPE activities:
- Selection of HPAE 5106 member to serve as union liaison for new employee orientation:
- HPAE Calendar of Events distributed:
- List of events LEB must attend for Stipend:
 - HPAE Convention,
 - State Executive,
 - Conference,
 - Cope Meetings,
 - AFT Health

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HPAE LOCAL 5106
VIOLENCE PREVENTION/ SAFETY COMMITTEE MEETING
CONFERENCE CALL MINUTES
FEBRUARY 20TH, 2023 @ 8:30 AM

Attendance: Richard Miller, Kevin Desrochers, Cheryl DeVose, Jeanine Penn, Yvette Valiente, Zein Hassennein, Michael Wilson.

Review of Minutes: Minutes will be forwarded out to the team.

OLD BUSINESS:

- DOH visits
- Handling of homeless encampments on Huntington St and Front St sidewalks
- Code Blue location for homeless seeking Shelter During freezing temperatures
 - *Will food and drink be provided*
- Follow-up on mirror installation CT Suite TUHS-NEC
- Follow-Up patient assaulted by another patient in CRC quiet room restroom
- Changing the push-to-exit button on C6 to a swipe to exit
- Brief description of the (RCA) Root Cause Analysis

NEW BUSINESS:

- Transition from ART to HWC For Behavioral Health units and Medical units.
 - 1) How does HWC differ from ART:
 - We do see people gravitating to the new approach
 - HWC offers more hands-on physical techniques, but we continue to emphasize de-escalating techniques.
 - We are requesting managers and staff to sign up as soon as possible.
 - HWC module relating to extremely violent patients:
 - 1) Will there be a policy of transferring extremely violent patients to another facility sooner? Extremely violent medication:
 - We address patients on an individual basis, including many of their attributing factors, such as addictions and psychiatric, and all identifying underlying issues to manage these patients better. We develop
 - Elimination of Restraint Chairs:
We have decided to remove the restraint chair from our practice for several safety reasons. We are no longer considering it as an option at this time.
 - We continue to use restraints as a last resort
 - Several incidents of contraband getting into the CR and the measures being implemented to prevent incidents:
 - We continue to implement the screening and searches of persons and patients in our CR areas.
 - We continue documenting incidents as they occur and include additional steps when necessary.
 - Current Phase of Construction:
 - Our construction projects are making headway.
 - We are expecting an update. May 26, 2024, To go to the next phase.
 - We will continue construction on the ED, Pharmacy, and CRC.

Safety for Students

- We have had several more incidents of safety with our students.
- The patients became hostile when the MHT left the group room.
- Staff must be more mindful and supportive when students are present and facilitating activities.

- Yvette suggests that we rotate the personal panic buttons with our students in the future.

Monthly Numbers (January 2024)

- Use of restraints
Behavioral Health Floors, CRC, C6 -0
 - Dec -1 Impatient episode: This has been consistent for several months.
 - Jan, we expect the numbers to reflect a little more because we had a patient that required strains several times.
- Stat 13's
C6, Behavioral Health Floors, CRC
Dec -total 56
 - C6- 14
 - P6 -22
 - P5 -18
 - P4- 3
 - C5- 6
 - C4- 0
- Rapid Responses
C6, Behavioral Health Floors, CRC :
Total 18
 - C6 - 2
 - P6 - 2
 - P5 - 2
 - C5 - 1
 - Crc- 5
 - ED -2
- Code Walkers
C6, Behavioral Health Floors, CRC
One attempt: C6
- Staff Assaults
C6, Behavioral Health Floors, CRC
Mitch did not have the current numbers but said he would forward them later.
Dec -5 employee

ED (January)

- Stat 13's Dec. Total: 48
- Number of Times ED on Divert: 172 hrs. in Jan 2023
- Staff Assaults ED. - None
- Code Walkers ED - None.



HPAE **Aflac**

Putting care first

- **Accident** – Pays for treatments related to an injury
- **Hospital** – Pays for inpatient hospitalizations
- **Critical Illness** – Pays Lump sum for diagnosis of a major illness
- **Whole Life** – Up to \$100,000 in simplified underwriting (NO Medical Tests)

SCAN



Review Aflac Plans



HPAE

A Newsletter for the members of HPAE Local 5106

110 Kinderkamack Road
Emerson, NJ 07630
Phone: 201-262-5005
www.hpae.org



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HPAE LOCAL 5106 LABOR MANAGEMENT MEETING CONFERENCE CALL MINUTES FEBRUARY 20TH, 2024 @ 9:30AM

Attendance: Richard Miller, Kevin Desrochers, Cheryl De'Vose, Jeanine Penn, Yvette Valiente, Zein Hassanein, Michael Wilson.

Review of Minutes: Minutes will be forwarded to the committee.

OLD BUSINESS:

- Reduction of MHT's performing 15-minute rounding
- Change in Administrators of the FMLA program
- Recruitment Bonus for RNs still available
- Influenza shoot was made available at TUHS-EC

NEW BUSINESS:

- Recruitment Bonus for RN's Update
 - 1) Bonuses are still available but will be given after two years of service.
 - 2) Bonus structure for ED, Behavioral Health Floors, Med Surge: Signing on ED 25 k. – Other Units 10 K
 - 3) No changes in Bonus requirements, but it will be given out after two years instead of 1 year.
- Mask Directive
 - 1) Has the mask directive been lifted?
 - Masks are no longer required. Members who have not taken the flu vaccination continue to be required to wear a mask.
 - Health Stream Modules Compliance:
 - Mandatory training has been consistent because members are reminded to complete the modules.
 - Lateness and Attendance Compliance in Nursing Units, Professionals, and Technical Units:
 - We have been consistent with addressing issues.

Staffing Updates:

- Number of positions available Behavioral Health Floors, CRC, C6
 - P4 – 2 RN full-time. Day and nights
 - C6 – 1 RN part-time - Nights
 - 2 PCP- Fulltime-Day and Part-time- evening
- Use of Travelers
 - Behavioral Health Floors, CRC, C6
 - Not sure of the numbers in the ER,

Staffing Updates ED:

- Number of positions available
- Use of Travelers
 - 2 - 36 Hrs. RN positions.
 - 1 - 20 Hrs. RN position.

Staffing Updates Technical Units:

- Number of positions available
 - CRC, Lab, Radiology (Traveler in Radiology)
 - 1 Respiratory Therapist 36 hrs.
 - 1 Radiology Tech 20 hrs.
 - CT Tech 30 hrs.
 - Medical Tech staff 20 hrs.
 - Med lab Tech 20 hrs.
 - Lead Med Tech 40 hrs.
 - CRT 32 hrs.

Remind staff to sign up for HWC training.

LEB MEETING CONFERENCE CALL MINUTES (continued from page 2)

- Newsletters.
- 6-LEB meetings
- 6 REP meetings
- 2 General Membership Meetings.
- Tracking of Local 5106 membership:

- There are a lot of members who never signed up to pay their union dues.
- Proceedings with Article 4 Selection 2 of Contract
 - Letters should be going out to staff members either join the union or become a Beck Objector.