



### From our President

This message of course needs to start with the fact that we are seeing record high omicron cases and our continued high census in the hospital. It has been very challenging to say the least.

Staffing the hospital has been an issue because of the mass exodus to agencies, the number of nurses out due to exposure or with positive COVID tests. We negotiated with the hospital for an increase in the SIP incentive. We feel nurses deserve so much more and we are stressed to the max. But we hope this helps.

We as a union have been in constant discussions with the hospital to ensure that we have adequate PPE and have brought forth issues as they arise. We are back to having weekly COVID calls with Human Resources and Kathy Devine. This gives us the opportunity to raise specific concerns around the impact COVID has on us as nurses and for them to update us on staffing, PPE use of agency, etc. If anyone has any questions or concerns, I will be glad to bring them up on the call. Please email or text me in advance of the meetings which are every Wednesday.

Our Facebook page is also a place where you can ask questions and get answers from other nurses or Executive Board members. Please use this to communicate with each other and to us.

We are looking at a few more weeks of this surge and then they expect it to plateau. Please be kind to yourselves and give yourselves a break. I understand that the incentives are good but if we do not practice self-care, we will not be able to help our families or patients.

Happy New Year to all. Let us hope the rest of 2022 will be better!

In Solidarity -  
Doris Bell, RN  
President Local 5118

### Local Updates

#### Hospital State of Emergency declared at Cooper What does this mean for our nurses and floating?

In our contract - the new float districts were to take effect as of this January. However, with the state of emergency still in effect from Kathy Devine - this means the hospital can float RNs outside of their designated float districts. You are to float as a helper only to areas outside of your float districts unless an RN is competent in that population/area. This is permitted under the state of emergency. The hospital claims to be doing this at little as possible. Volunteers are sought first, then floating begins based on seniority, on a rotating basis. It is not an assignment despite objection to be floated as a helper while still under a state of emergency in the hospital.

#### Summer Vacations - PTO Sign Ups

Summer PTO weeks sign-ups will be starting shortly. This includes weeks May 1st through Nov 5th, 2022. As per our contract, we have until Feb 15th to complete the sign-up process. We are entitled to 2 weeks of PTO per sign up block. Sign-ups are done by bargaining union seniority 1 week at a time. Once everyone in unit/shift picks their first week, second week picks will be done. Full time weeks are given preference over partial weeks. If you are to work a holiday shift within the vacation time you pick - you will still be expected to work the holiday shift unless you find holiday coverage/swap. Please refer to contract for more PTO information.

## Need to know...

### Medication Administration:

Trying to save some time? Try saving your nursing license instead! "Cluster care" in nursing practice should never compromise patient safety. Please do not pull medications for multiple patients at one time. We have to administer Narcotic medications in a timely manner from when we pull them from the Omnicell. Also, remember to waste or to return unopened medications to the Omnicell when applicable.

### Cancellations:

Do you feel your shift was incorrectly canceled? You may be eligible for financial compensation! Please refer to Article 11.6 "Low Census/Over staffing" in our union contract to figure this out. If it was an incentive shift, per the hospital's SIP guidelines, an incentive shift is to be inserted into Article 11.6 after #7 "Staff OT..." and before #8 "Volunteer PTO..." in this article.

### Float

Are you incorrectly floated outside of your unit? Be sure to speak up in real time, but if you are a go-with-the-float kind of RN, you can still file a grievance afterwards, as long as we are within the ten-day time frame. Please review Article 11.3 (Re) Assignment Guidelines to figure out if you have been wrongfully floated.

### Grieve it or Leave it:

Grievances have to be filed within ten business days of the time the harm was caused to the RN. Please give our Local's Grievance chair enough time to look into the matter and to file your grievance as they do have an expiration date.

## Union and Management Meet

### Union Contract - Article 8 Work Preference

When a Regular, Part time, or Limited Part time Bargaining Unit nurse wants to bump an agency nurse, they may.

#### This is how to do it:

Provide at least 12 hours' notice to the Clinical Director to volunteer for work that has been scheduled for agency nurses.

The Union is requesting that agency shifts be in Kronos for all BU nurses to see.

### Union Contract - Article 13.1 Call Out

Cancellation vs a Callout.

If a nurse calls out on a base day of work, it is a call out (PTU). Cancellations do not apply to base time.

Nurses working additional or overtime shifts (above base time) may CANCEL the additional or OT shift. This must be done at least 24 hours in advance of a Monday 7a-Friday 7a shift, and 48 hours Friday 7p-Sunday 7p shift. If these guidelines are followed, you will

NOT be charged a callout (PTU) for the purpose of discipline. A late cancellation, after the above guidelines will be charged as a call out (PTU) for purpose of discipline, and be unpaid.

## Labor Management Meeting

**HPAE:** Staff floating while agency stay on the unit.

**CUHC Response:** Staff should stay and agency float. Nursing administration apologized for any errors.

**HPAE:** ICU Heart patients. Nurses told they have to be trained to do heart patients. Nurses want this to be voluntary.

**CUHC:** AGREED this will be voluntary.

**CUHC:** UPDATE on Lab Barcoding and Printing. Almost 75% of staff training is complete. The goal is to have 100% of staff trained by end of February.

**HPAE Response:** Lab printers do not always work. Extremely time consuming to try to fix the printers. Nurses spend a lot of time calling IT, red tagging, etc. Regular maintenance schedule would help. **CUHC RESPONSE:** Will follow up with IT.

**HPAE:** Pay Stub Breakdown: Nurses concerned that their PTO is not correct. How do we assure that the PTO is correct.

**CUHC Response:** we are doing an internal audit reconciling all accounts. Can not give a time line for completion.

**HPAE:** Agency hours should be put on the schedules.

**CUHC Response:** Many agency nurses aren't assigned ahead of time. However, we can do this in the ED.

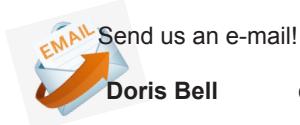
## Member Communication

### • CONNECT WITH US !



HPAE Cooper Nurses"

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