Notes & Sources


3. As of August 16, 2022, JSUMC had 398 job openings (see Footnote 11).

4. Any identifying information in responses to the survey referenced in this paper from Local 5058 members was removed. Statements are presented anonymously for the protection of the workers.


7. This is a Generally Accepted Accounting Principle (GAAP) term that is used in audited financial statements, see HMH Audited Financial Statements Summary Statements of Operations.


11. OSHA Establishment Search database originally showed 19 investigations; when viewed on 28 July 2022 that number was reduced to 15 (possibly due to withdrawal of those complaints), but 11 still fell under the fatality/catastrophic type, https://www.osha.gov/pls/imis/establishment.html


15. Local 5058 adapted a management tool for assessing the climate of the work environment to develop the survey.

16. Local 5058 had 612 responses out of 1400 members.

17. With 398 job postings at JSUMC, it is understandable why RNs would feel they do not have the necessary support from other personnel to care for patients. The open positions cover ancillary support staff as well as clinical staff. HMH job listing webpage, accessed 16 August 2022, https://jobs.hackensackmeridianhealth.org/
18. Charges were filed with the National Labor Relations Board in 2020; An arbitrator decided in Witt’s favor that he was fired without just cause and told HMH to reinstate Witt. HMH has filed a complaint in federal court to vacate the award and the Union has moved to confirm it.

19. We will provide a position paper on workplace violence and the role it plays in the daily work lives of JSUMC nurses at a later date. 20. Spencer Kent. Fed-up health care workers allege that N.J. hospital is putting their lives at risk. NJ Advance Media for NJ.com, 13 May 2020, https://www.nj.com/coronavirus/2020/05/fed-up-health-care-workers-allege-nj-hospital-isputting-their-lives-at-risk.html

21. Based on emails from RNs regarding the fake masks and the OSHA complaint filed by HPAE.


30. Supra.
