



### Unfair Labor Practice charge levied against EHMC by Labor Board

Cafeteria Day held in November 2021 was abruptly ended by the former Human Resources Director, John O'Dea. He told HPAE Leaders manning the Cafeteria Day table to leave the cafeteria. His reasoning was "HPAE did not have permission to have a table in the cafeteria because EHMC was not allowing vendors in cafeteria."

#### Since when is HPAE a vendor!?

As per the collective bargaining agreement, section 2.05, "A local or general representative may visit the medical center property when not scheduled to be on duty..."

HPAE Leadership left the cafeteria and filed an Unfair Labor Practice (ULP) charge against EHMC.

The Labor Board found merit for HPAE and affirmed the ULP and a settlement was reached between HPAE and EHMC. The settlement states in part "We will not fail to continue in effect all the terms and conditions of our collective bargaining agreement with the Union by restricting the Union's access to the employer's EHMC facility, including for cafeteria days, in accordance with the parties' past practice...."

The ULP settlement will be posted in the EHMC facility. As well as mailed to each employee.

### WAGE ENHANCEMENT PROPOSALS

HPAE recognizes the value of all nurses despite years of service.

We are sure you have been reading about nurses' strikes, and rallies being held across the country, citing poor staffing, low wages, ineffective retention/recruitment strategies. Does EHMC feel vindicated because the state of nursing is in such disarray and therefore there is no urgency to address the issues of concern that we have brought forth. The current vacancy rate as of February 2023 at EHMC is 24.4%. RN vacancy rate nationwide is 17%. (1)

We have reported several times the impact on nurse staffing due to the reorganization of the CVICU and MSICU units. Nurses expressed their concerns over and over to all levels of administration – only to be ignored. **Currently the vacancies in the new ICU is 28 FTE's. Currently the vacancies in the Main OR is 17 FTE's. Overall, the vacancies at EHMC is 128.4 FTE's.**

**But nothing moves EHMC administration to act to address this crisis!**

(1) 2022 NSI National Health Care Retention & RN Staffing Report

### SHOCKING SCANDAL - CAN'T MAKE THIS UP!

Recently, thousands of practicing nurses in the U.S. may be working with counterfeit academic credentials after federal officials exposed a suspected scheme at three South Florida nursing schools. The Department of Justice said that the schools, now closed, have issued over 7,600 fake and undeserved nursing diplomas.

The schools involved in the alleged scheme include Siena College, Palm Beach School of Nursing, and Sacred Heart International Institute. The Justice Department has charged more than two dozen people for their alleged involvement, saying they "engaged in a scheme to sell fraudulent nursing degree diplomas and transcripts obtained from accredited Florida-based nursing schools." Each of those defendants now faces up to 20 years in prison.

The nurses with the fake degrees went on to work in various settings, including for homebound children, assisted living facilities, and veteran affairs, in several states, including Ohio, New York, New Jersey, Massachusetts, Georgia, Maryland, and Texas.

The alleged schemes took place between 2016 and 2021.

### DEI HOLIDAY (Diversity Equity and Inclusion Float Holiday)

HPAE tried to negotiate other terms to this holiday offer, but EHMC was unwilling to negotiate. Below are EHMC's terms for taking this holiday.

- The day can be used by staff for Juneteenth itself, any religious or ethnic holiday, other civil holiday (Federal or New Jersey), or, if preferred as a personal day.
- Full time and Part time #1 bargaining unit employees who were on the payroll prior to January 1, 2023 are eligible for the DEI Float. The DEI Float must be used between March 1, 2023 and December 31, 2023.
- The DEI Float holiday cannot be carried over into 2024 and will not be paid if not used between March 1, 2023 and December 31, 2023.
- The DEI Float holiday may be used only with prior approval of the manager.
- EH will pay eight (8) hours for the DEI Float to all full time bargaining unit employees, regardless of the length of his/her regular shift. The hours will be prorated for Part Time #1 employees. Part Time #1 employees will receive 4.8 hrs. of pay for the holiday.

#### PLEASE NOTE:

- The holiday can be supplemented with vacation time with prior approval from manager. If employee requests and is denied the holiday, request again, but granting of the holiday is up to the manager.
- The holiday must be used between March 1, 2023 and December 31, 2023.
- Start requesting now!



# HPAE

A Newsletter for the members of HPAE Local 5004

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## PRECEPTOR PAY

Contract Section 11.11 B Preceptor- negotiated changes  
Effective the first full pay period in July 2021, the preceptor will earn a differential of \$1.50 per hour for every assigned hour spent precepting.

Prior to the first full pay period in July 2021, educational credits can be use from June 1, 2021 through May 31, 2024. Total accrued but unused credits are displayed on the Preceptor Incentive Form. All unused credits will be forfeited as of June 1st, 2024.

Approved educational purposes are listed below.

- Academic Courses leading t a degree (above tuition reimbursement)
- CE Courses (including mandatory CE classes taken outside EHMC)
- Conferences (may include airfare and hotel costs)
- Professional Books and Subscriptions to Professional Journals
- Professional Organization Membership Dues
- RN License Renewal
- Additional Uniform Costs above Uniform Allowance (i.e. stethoscope, shoes, compression socks, etc.)

## GRIEVANCES

**HPAE Class Action Grievance, all employees similarly affected** Contract Section: Article 1 and Side Letter

Issue: Assistant Nurse Managers doing bargaining unit work by taking charge of unit as well as taking a patient assignment.

Remedy: Cease and desist.

This grievance was won at the Step 2 level. EHMC recognized they violated the contract.

**NOTE:** We would also caution you about nurse managers and/or assistant nurse managers doing bargaining unit work. Staffing profiles are insufficient. Know that using management to perform bargaining unit work will be disadvantageous as EH will consider them in your staffing numbers and your staffing profile will be diminished further by their usage. Please fill out unsafe staffing forms and call Michele McLaughlin, 201-315-1992, if any manager does bargaining unit work.

## WE ARE GOING TO TRENTON TO SUPPORT THE STAFFING BILL!!!!

### BUSES WILL BE PROVIDED FOR TRANSPORTATION MORE INFORMATION FORTH COMING

Thursday, May 11 - See flyer below

HPAE along with other healthcare unions are supporting a Staffing Bill, Senate No. 304. Sponsors are Senator Joseph Vitali and Senator Linda Greenstein. Co-Sponsors of the bill are Senators Turner, Stack and Gill.

The staffing bill establishes minimum registered professional nurse staffing standards for hospitals, ambulatory surgery facilities, and certain DHS facilities. The bill also requires hospitals to establish an acuity system. The language, in the bill, for the acuity system has most of the same requirements as the acuity system that we established and delineated in our collective bargaining agreement.

This is an opportunity for nurses to tell legislators why it's important to have a staffing bill that delineates nurse-to-patient ratios and is inclusive of an acuity system.



**RALLY for  
SAFE STAFFING**  
Thursday, May 11  
Trenton NJ

SCAN THE CODE  
TO SIGN UP

### NOW MORE THAN EVER, we need to unite and make our voices heard in Trenton.

Scan the QR code to sign up.  
Visit [HPAE.org](http://HPAE.org) for more information.

So many of us are exhausted, overworked and ready to quit. Nearly one third have already left hospital bedside nursing.  
Our patients are suffering. Lawmakers are failing us.  
Now is the time to unite and act. Spread the word. Share online. Wear your stickers. And sign up for the May 11 rally today.

