



# HPAE

**Putting care first** BAG DOWN - September 2023 Newsletter

HPAE/AFT/AFL-CIO

Hello Brothers and Sisters,

Thank you for bringing to our attention all of the safety concerns. I ask that you continue to keep Raina and myself informed of the sites that have odors, mold, excessive tables, chairs, and all of the unreasonable conditions you have been collecting blood in. Just because a drive ran improperly in the past, does not mean we have to continue to work in poor conditions!

I have a new number - 267-579-6785.

Thank you  
Renee Conyers CSII  
Vice President Health and Safety HPAE Local  
5103  
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267-579-6785

Hello To My 5103 Family:

I just feel the need to say thank you. Your ideas and suggestions matter. We are in need of a few good Union Reps. If you are interested, training/ classes are provided. To the new hires, we welcome you. Please reach out with any concerns.

Let's ALL stand strong together.  
The POWER of our union is found  
in our MEMBERSHIP!!

Sabrina Handy  
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## **WEINGARTEN RIGHTS**

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."

Brothers and Sisters,

I hope this newsletter finds you all healthy and well. I just wanted to take a moment to update you on a few items.

As you may have seen, 2024 Healthcare Payroll deductions will see a across the board reduction. I wanted to take a moment to explain why those reductions occurred. During negotiations last year when IBT withdrew their participation from the Coalition, as well as Teamcare, we were left to find a new provider. We landed with the plan we currently have now via the United Steelworkers Welfare Fund. A HUGE part of determining coverage costs is based on past usage. Unfortunately, and for whatever reason, Teamcare and IBT simply refused to provide that usage data. When we negotiated coverage, the plan we had to work with was based off of a "worst case scenario" since USW had only a few months of usage data to work off of. Fast forward to present day, USW now had an entire year of usage data to calculate costs and we were able to negotiate much better rates for our members.

We will be heading back to the negotiating table early next year. During that time we will be able to look at current coverage and rates and potentially makes changes ie out pocket expenses for prescriptions etc. Prior to bargaining we will provide a bargaining survey so that we can get a grasp on what matters most to our membership heading into these sessions.

We currently have two National Grievances that the Council is currently hearing from AFT. One is in regards to Healthcare coverage/premiums when a member is out on leave. The grievance was recently heard and while the Company agrees that it is an issue and needs to be resolved, they contend that it needs to be addressed in bargaining. The Coalition disagrees and holds firm that it needs to be addressed prior to bargaining as it is affecting membership right now. We continue to fight the Company over the grievance. The other grievance that has been submitted is surrounding tables and chairs. At this moment we are the ONLY region that struggles with the contract language. I ask that you continue reporting sites that are not ready prior to arrival to the Local Executive Board. The more pictures, statements and sites we have to prove the basis of our complaint the better. So please, please, please take pictures and report it immediately!

I know this was alot to read but I appreciate your time and attention.

Always in Solidarity,

Timothy Posser  
Co-President HPAE Local 5103  
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P.S.

At the time of this writing, UAW has called more of their shops to the picket line. Please consider showing solidarity with our Union Brothers and Sisters in any way you can such as changing your social media profile picture to a logo supporting the workers, a contribution to their strike fund etc. The call has been put out by every International that this is the year we push for better benefits, safe working environments and a liveable wage and those workers are leading the fight. When one Union wins, we all do.

