



PRESIDENTS MESSAGE

Another year is about to come to an end. The new year will be our year! We are preparing for our upcoming contract negotiations which will be both exciting and will be filled with many challenges. If we stand united against Coopers' administration, we will be successful.

In 2001 we organized our Union with 750 nurses. Today, our Local Union is made up of 1,500 nurses. Think about what this means for us as we negotiate our new Union contract. Cooper cannot efficiently run this hospital without us. Now is our time to be heard and demand what we deserve.

To prevail, our discontent and anger needs to be directed toward Cooper. It is not productive when we post inaccurate information or attack our leadership on Facebook. I read a post last week that questioned why nurses should do anything for the Union because we pay dues. I was truly disappointed because we are all fighting for the same things: better wages, a safe place to work, staffing ... And seven nurses cannot do this alone. Until everyone understands that **WE ARE the UNION and Cooper is the problem** we will not reach our goals.

It is important to understand that a Union is only as strong as its membership. Pointing fingers and blaming others for everything we do not like and want changed is counterproductive.

We sent out our contract survey electronically and we are distributing it in-house. This gives us the opportunity to share with our negotiating committee what is important to us. Aside from collecting this data, we will be able to begin assessing where are strengths and weaknesses are unit by unit based on how many nurses completed the survey. In April when we had our leafleting outside of the hospital, we began our

assessment process by charting who turned out from which units. Each time we have a meeting/Zoom call, sticker/button day, ask you to sign a petition or whatever it may be, we chart who participates because we need to have these numbers to evaluate our ability to sustain an action – a strike. Currently, we have a long way to go.

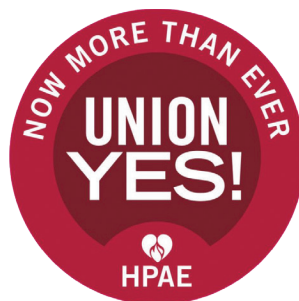
We are forming a Member Mobilization Team. This team will help us to get information to you, distribute stickers/buttons, mobilize nurses to attend our bargaining sessions, come out to another leafleting and much more. Instead of sitting on the sideline, please commit to being on our team. We have an organizer from HPAE helping to get the MMT up and running. **We posted a link on our Facebook page to make it easy for us to learn more about the MMT.**

Check it out.

Over the past several weeks we have had unit Zoom calls and several in-person meetings. Notices were sent out to everyone who we have updated email addresses for. The purpose of the calls/meetings was to update everyone on our contract negotiations, hear from you and recruit for the MMT. The conversations were great. We thank those who participated. However, the overall turnout was not good. We know the time/date will not always work for everyone. We also know that many more nurses could have participated. If time permits, we may schedule additional calls. Hopefully the turnout will improve.

In closing, I wish you and your family a safe and joyous holiday season.

In Solidarity,
Doris Bell, RN, President



LABOR MANAGEMENT MEETING UPDATE

Recently union members have posted on Facebook that they would like updates from the meetings we have with Cooper. We heard you.

Below is an overview from our September **Labor Management Meeting**. We did not have a meeting in October. Our next meeting is November 16.

HPAE: We requested an update on the new telemetry boxes.

Coopers' response: The boxes are shared between K9 and K10. New ones have been ordered because many have disappeared. There 160 boxes this will increase to 300.

HPAE: Why are nurses required to go to bed meetings. They are not managers and should not be required to go.

Coopers' response: They are invited to go. NOT required. We understand it is not always convenient with patient care.

HPAE: Requested update on the lockers for the PACU.

Coopers' response: The purchase order has been processed. Delivery in about 3 weeks. It will take one day to install the lockers. They could not give us the number of lockers ordered. Go figure!

HPAE: There are issues with the GI on-call in the hospital. The STU nurses are called in and it is not an emergency. They have waited 7 hours for OR time. Being called in for non-emergent calls violate the contract.

Coopers' response: Will investigate this and pull call records. Will get back to you in one week. Addendum to response in one week: Cooper stated this was a one-time issue. An in-house emergency became more emergent. HPAE stated they will monitor the on-call.

HPAE: There is an issue with the lab or CODS not calling the floors to say they were not coming to do am rounds. Nurses then must draw the labs at the last minute at end of shift. They need a point person to communicate with the nurses.

Coopers' response: They asked that the nurse escalate this real time. Will instruct the lab to tell COD's, and the COD's will notify the floors. Cooper will discuss with COD's.

Cooper: iCooper update. Coming out October 2nd. All things business connected to iCooper. Finance, payroll, HR, supplies, self-service. Access on phone-education ongoing.

Cooper: Hospital new employee orientation is back to being in person.

HPAE: We requested that John Ward, SVP Safety and Security attend this meeting to give us an update on what Cooper is doing to keep us safe.

Coopers' response:

Below is what John presented.

- ❖ There is new training for all security guards.
- ❖ He suggested that everyone add the phone number for security to our phones. If not satisfied with security's response, ask the security guard to put us through to the security supervisor.
- ❖ Violence Prevention: HARP training for employees.
- ❖ For any physical assaults by patients or visitors notify security immediately. They will escalate to sheriff's department.
- ❖ Cooper is meeting with CC Prosecutors. All healthcare violence will go to the county prosecution level. Cooper supported and sponsored this bill.
- ❖ Ambulatory has a new security manager. Dennis Perez. For now, call 11/police for any issues. Working on ambulatory areas and more security there. Having drills in those areas/buildings.
- ❖ Benson Corridor: Added more lights, trimmed the trees back and upgraded the cameras. There are 16 emergency call stations. Increased sheriff/metro patrols. Purchasing second electric patrol vehicle.
- ❖ ED: Camden County Sheriffs making hourly rounds. Retained x-ray/metal detectors and new wands. Other methods being considered for all entrances.
- ❖ New badges encompass a lot of technology.

STAFFING COMMITTEE MEETING UPDATE

Below is the overview from our **September Staffing Committee Meeting**. We meet every other month. Next meeting is November 16.

HPAE: We requested a breakdown of the use of agency nurses. **Coopers' response.** They refused to give it to us. They said they cannot discuss agency contracts.

****Note: The Union did not ask to see their contracts. We are pursuing this request by other means.**

HPAE: We pointed out that many new to practice nurses are unhappy with the two-year commitment to the unit they were hired for and are leaving.

Coopers' response. They disagreed with what we presented. They said, our statistics do not show that.

*****Note: They are so out of touch! Instead of having a real conversation about the reality of the commitment, they dismissed it.**

HPAE: Cooper sends us staffing reports twice weekly. We pointed out to them that there are inconsistencies with their reports based on the feedback we receive from nurses. We requested that there is a set time that the data is gathered.

Coopers' response: Staffing reports are filled out after the time to call out has elapsed and reassignments done. The times are 05:30-06:30 and 17:30-18:30.

*****Note: Once again, they had no interest in looking at which times will show a true picture of the staffing crisis they have!! Total denial.**

Details of Actual Cooper Staffing Report:

Agency

- ❖ Agency hours increased due to vacancies, PTO, LOA.
- ❖ Currently one Crit Care agency nurse and that nurse also floats to med surg when needed.
- ❖ ED agency nurses were cancelled, then hired back.
- ❖ Cooper does not hire agency nurses for specific units. There is skill set hires. Nurses placed in pool bucket and assigned.

Vacancies

- ❖ ED has thirty-four vacant positions, mostly nights.
- ❖ K3 more vacancies on nights.
- ❖ OR has fifteen vacancies.
- ❖ Keleman med/surg has more vacancies than Pavilion. The pavilion is consistent with staff.
- ❖ K9 nurses are leaving all at same time.

ADO's

- ❖ **HPAE:** S4 is holding patients. The nurses end up with a mix of in and out-patients. This creates room for errors and causes a backlog for the CCL/S4 in the morning.

Coopers' response: Agency/pool are assigned there. Beds are found as soon as they are available.

*****Note: Cooper has no desire to make it better for us!! Wait until they see our staffing proposals.**

ED layout of patient stretchers/census.

HPAE: The ED is not correctly represented on the staffing sheets. Hallway stretchers, holds etc. not counted. This is important when looking at data for patient nurse ratio.

Coopers' response: Mathematically it is correct.

HPAE: We have data to show otherwise.

- ❖ TICU/P10 has four vacancies.

HPAE: There are too many triple assignments. There should not be any. Nurses have been pulled to TAA, leaving P10 short. P10 asked for help and denied. There has been agency cancelled that could help.

Coopers' response: We staff to the volume, and don't cancel nurses if needed.

HPAE: Again, HPAE has data to prove otherwise.

REMINDERS

ADO Forms – Assignment to Despite Objection Forms

➡ Please keep filling out the ADO forms for unsafe assignments and/or staffing. We have had over thirty in the last three months. The nurses on our Staffing Committee use the ADO forms as evidence to support claims of our unsafe staffing/assignments to Cooper. You can fill out a form as a whole unit or as an individual nurse. Please remember: a contact name, private email, or phone number, copy of an assignment sheet (for proof). Drop the ADO forms in the Union mailbox by the Dorrance elevators and at the exit of cafeteria. We know it seems like just an extra thing to have to do after a long shift, but it is very important. We need to know the current staffing issues to address them with Cooper.

Upcoming Negotiations. Be involved! Winning a good contract requires using the leverage of a strong and supportive membership. Review our current contract before negotiations start to be more knowledgeable throughout the process.

➡ **Complete our Contract Survey and submit it as soon as possible.**

Pool Nurses. Important dates to remember.

- ❤️ Transfer into Pool Nurse Positions Black out period from Nov 15th until January 2nd.
- ❤️ Pool Nurse Holiday preference due to management 1/16-1/31 (or upon hire/transfer into Pool).
- ❤️ Refer to Article 9 Pool Nurses in our Union Contract for more information.

Holiday Low Census



➡ If you want to be considered for low census on a scheduled holiday make sure you sign up on the holiday's LCPTO list which management posts closer to the holiday. Holiday low census is granted by UNIT SENIORITY order.

GRIEVANCE CORNER

I suspect that every day Cooper violates our Union contract. They violate it when they do not follow the language as it is written. If you suspect that what your manager is saying or doing, reach out to me immediately to discuss what is going on. We only have **10 business days** to file a grievance from the date the harm occurred. If the situation does not rise to the level of a grievance but needs to be addressed with Human resources, we can do that.

A grievance is not only a violation of our contract. When Cooper violates one of their own policies, we can file a grievance. When there is a provable past practice, they unilaterally change, we can file a grievance. **Understand, not everything your manager tells you is correct. It is our right to file grievances. Do not be afraid to do so. As Union members, we are protected against retaliation under The National Labor Relations Act.**

Grievance Update:

-  We won 2 grievances for outpatient RN's who were not given SIP pay for extra shifts worked & we are still waiting to hear about a 3rd one.
-  We are moving a grievance to the third step of the grievance process for improper cancellation.


Disciplines:

There have been several disciplines regarding call outs. Article 13 of our contract outlines the "prorated occurrences of absence within any **floating** twelve (12) month period." The call outs **do not** start over on January 1st. Each call out stays on your record for 1 year from the day of the occurrence.

If you are interested in learning more about becoming a Union Rep on your unit, please contact me at annmcc@comcast.net.

Ann McCausland, RN
Grievance Chair

MEMBER MOBILIZATION TEAM



What is the Member Mobilization Team? The MMT will help to organize and inform our members about the upcoming union actions and events as we go through negotiations. The more active we are as a Union, the more strength we will have at the bargaining table.

Want to Help Build Your Union?

Join the Member Mobilization Team!

Click this Link to sign up!

<https://forms.gle/XQgGDh7azM6uWors5>

For more information, please contact Ethan Wehrwein at EWehrwein@hpaie.org

NURSING SPOTLIGHT



Play Don't Worry Be Happy

by Bobby McFerrin:

Henry Muzones has been a nurse at Cooper since 1995 and has been in the Cardiac Cath Lab since 1997. He specializes in cardiac catheterization procedures, he is also trained in EP.

Henry always comes to work promptly at 6:30 ready to take on the day, even if that means sleeping on a stretcher in the Cath Lab overnight. If he is not at Cooper, he is at Jefferson Township or the Heart House Vascular Center. He comes to work with the same attitude everyday, singing and dancing to music of the patients' preference.

Henry won Nurse of the Year at Cooper in 2007. He is one of those nurses that you can ask him for anything. Need a few hours of call covered? He will do it. Need an IV in your hard stick of-a-patient? He will put a 24G in the thumb if necessary. Point-of-care needs completed on the hemochrons, he does it every Wednesday morning. Henry does it all without a blink of an eye.

He loves coming to work, not only to help patients, but also to eat. This man should enter the hot dog devouring contest, because man, this guy can eat. Once he is done with lunch and goes back into the lab, he will come back into the break room an hour later and say, "Woah, we got lunch?" as if he had not already eaten a whole mountain of food. PS Do not dare give him any vegetables, he is allergic.

Henry will always be ready to eat ice cream. He does so much for not only his patients, but also his coworkers and his unit. He helps plan a party for the graduating interventional fellows if he can play basketball. Come football season, he gets everyone on the unit involved in some sort of football shenanigans. Be careful, he is a Dallas Cowboys fan.

It is nice to work with a more "senior" nurse that still has that "Woah, woah, woah, relax" mentality when being a nurse has been so stressful lately. Happy 28 years of Cooper nursing Henry!

Brittany Cucunato





Address Service Requested

A Newsletter for the members of
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