

HPAE
50 Years
 OF VICTORIES FOR
 PATIENTS & WORKERS



Nurse union called patients' boon

BY PHILIP...
 ...the hospital emphasized its responsibility to provide the best education in the latest medical techniques.
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CODE RED

Our healthcare system and our healthcare staff are at a breaking point. Healthcare facilities were understaffed long before COVID-19, but now, frontline caregivers are burned out, exhausted from the moral injury of being forced to provide inadequate care. They are leaving their professions in record numbers. Quite simply, our nation's hospitals have failed in their most basic responsibility: providing a safe place for patients to receive care when they are most vulnerable.

Our Code Red campaign, coordinated with AFT and other healthcare affiliates around the country, is leading efforts to secure safe staffing ratios and other crucial protections to improve the quality of care our patients receive. From state and federal legislation, municipal and county ordinances and collectively bargained contracts that help to recruit and retain frontline caregivers, Code Red leverages a variety of strategic approaches to improve the quality of care for our patients when they need it most.

LEARN MORE: hpae.org/convention2024

HPAE'S 2024 CONVENTION ON OCTOBER 17-18

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**HPAE'S
 2024 CONVENTION
 OCTOBER 17-18**



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HPAE
50 Years
 OF VICTORIES FOR
 PATIENTS & WORKERS



**2024 CONVENTION
 OCTOBER 17-18**

Tropicana Atlantic City
 2831 Boardwalk • Atlantic City, NJ 08401

HPAE'S 2024 CONVENTION IS OCTOBER 17–18 IN AC!

Celebrating 50 years of victories for patients and workers.

Welcome to the HPAE Convention

In 1974, a group of nurses at Englewood Hospital made a decision to stand up for themselves and form their own union. That vote was the beginning of a long line of nurses and healthcare workers who have voted to join HPAE.

This year at the 2024 HPAE Convention, we will remember and celebrate the victories. Our members have stood together, challenged our employers to do better for workers and patients, and gained protections that have given us the right to speak up. We – as healthcare workers – have stood the test of time and now we look forward to setting our agenda for the future.

We can build an even stronger union moving forward. Our union has much to celebrate, and it is the victories of our past that will lift us into the next fifty years – strengthening and building our union as we move forward.



HPAE Representation

Election of Delegates / Alternates – Delegates and/or alternates to the convention from a local shall be elected by secret ballot. Members of each local must be given a suitable opportunity to nominate candidates for the position of delegate and alternate.

Notice of the right to make nominations and notice of the election may be combined in one notice. Election of delegates must take place no later than thirty (30) days prior to the start of the convention.

A Notice of Nominations and Election will be distributed to local members by mail, and to the personal email address on file, for every local member in good standing. The Notice will be posted on the local web page.

Delegate / Alternate Lists – Each local chairperson must send to the HPAE office a list of all elected delegates and alternates no later than thirty (30) days [September 16] prior to the opening date of the convention. Only delegates and alternates on this list shall be registered and seated at the convention.

Eligibility – All members have an equal opportunity to become a delegate to the convention as long as they are a member in good standing in accordance with Article V of the HPAE Constitution and Bylaws.

Delegate Entitlement – A Local and Retiree chapter shall be entitled to up to two (2) delegates for the first thirty (30) members. For every additional thirty (30) members, a local will be entitled to one (1) additional delegate. Members at Large shall be considered in the numbers of their last local membership.

Constitution and Bylaws Amendments – Amendments to the HPAE Constitution and changes in the Bylaws may be proposed by any local in good standing or the State Executive Council of the HPAE, for action at the convention provided that such amendments and changes have been submitted in writing to the State Executive Council no later than 60 days [August 19] prior to the opening of the convention.

The State Executive Council shall provide all locals with a copy of the proposed amendments no later than 30 days [September 16] prior to the opening of the convention. Amendments to the Constitution and Bylaws shall require a two thirds (2/3) vote of delegates present at the convention.

Resolutions – Resolutions to the convention may be introduced by members, locals, or the State Executive Council of the HPAE. No resolution shall be introduced no later than forty-five (45) days [September 3] prior to the opening of the convention except by two-thirds vote of the convention. The resolutions shall contain the title and shall be submitted to the State Executive Council in typewritten form.

The State Executive Council shall provide all locals with a copy of the proposed resolutions no later than thirty (30) days [September 16] prior to the opening of the convention.



Notice of Nominations and Election of Officers

Duties of Officers to be elected by Delegates at the Convention:

President – The President is the principal officer of the Union. It shall be the President's duty to administer the affairs of the Union and to execute policies established by the HPAE convention and the HPAE State Executive Council. The President has the authority to direct and supervise the State Officers. In addition, each state officer has the responsibility to ensure that the other State Officers are performing their roles and duties as outlined in the HPAE State Constitution. The President shall be the presiding officer at the state convention and serve as ex-officio member of all committees except the Nomination and Election Committee; may appoint chairpersons of committees, and shall discharge all duties incidental to the office of President.

First Vice President – The First Vice President shall assist the President in assigned executive functions and perform all duties of the office of the President in the absence of the President and when so acting shall have all the powers of and be subject to all the restrictions upon the President. Duties specific to the office of First Vice President will include chairing the committee for the HPAE State Convention, monitoring pertinent State regulatory agencies, assisting in establishment of local programs, and overseeing local officer elections.

Secretary-Treasurer – The Secretary-Treasurer shall keep or cause to be kept an accurate record of minutes of the meeting of the HPAE and shall in general perform all duties incidental to the office. The Secretary-Treasurer shall supervise the maintenance and distribution of all funds of HPAE, shall keep accurate and current records of such funds, shall work with the HPAE Executive Director in developing and implementing a budget, shall oversee the annual audit, and shall report regularly to the State Executive Council. The Secretary-Treasurer will be the Chairperson of the Budget Committee. The Secretary-Treasurer will assist and oversee Local Secretaries and Local Treasurers in the performance of their duties. The Secretary-Treasurer shall also assume the role of recorder at the State Convention.

Term of Office: November 1, 2024, through October 31, 2027 (3 years).

Nominations: Nominations shall be made by a submission of the Nomination Petition Form to the committee chair via HPAE Elections, P.O. Box 119, Emerson, NJ 07630 or by email to stateelections@hpae.org. Nomination Petition Forms will be available beginning Monday, July 1, 2024 by emailing stateelections@hpae.org and via the convention webpage. Nomination forms must be received no later than 5:00 pm, Friday, August 30, 2024.

Election Date: An election will be held by elected delegates on Friday, Oct. 18, 2024.

Eligibility: To be eligible for office a person must be a member in good standing of the organization for a period of two (2) years preceding the date of the convention.

Nomination and Election Committee:

Sheryl Mount, Chair Doris Bell Bob Davis
Local 5105 Local 5118 Local 5091

For more information about these positions, a copy of the complete election rules or the nomination petition form, visit the convention website or email stateelections@hpae.org to contact the Chair of the Nomination & Election Committee, Sheryl Mount.

LEARN MORE:
hpae.org/convention2024

KEY DATES

July 1

- State Officer Nomination Petition Available

August 19

- Deadline to submit proposed constitution and amendments to bylaws

August 30

- Nominations of Officers due
- Early bird registration deadline

September 3

- Deadline for submission of proposed resolutions to the SEC

September 16

- Deadline for Locals to elect and submit names of delegates
- Proposed Amendments, Resolutions, and Nominations to be mailed to Locals

September 23

- Hotel Group Discount Rate cut-off date

October 11

- Registration Deadline

Only credentialed delegates and members of State Exec. Council are allowed on convention floor. Non-delegate members and guests may sit in a separate section.

REGISTRATION RATES AND TYPES

	Early Bird 8/30/2024	Registration 10/11/2024	Late Registration
Members			
Both Days	\$35	\$50	\$60
Day 1	\$25	\$35	\$45
Day 2	\$25	\$35	\$45
Guests			
Both Days	\$60	\$75	\$85
Day 1	\$45	\$55	\$65
Day 2	\$45	\$55	\$65

HOTEL RESERVATIONS

Tropicana Atlantic City is 2831 Boardwalk, Atlantic City, NJ 08401

You must reserve your own room. You can make your reservation via a direct web link available on the HPAE convention website or by calling 888-516-2215 on or before the Group cut-off date.

To obtain the special group rate, you need to identify yourself as being with the Health Professionals and Allied Employees 2024 Conference. Register by Friday, September 23, 2024, to take advantage of the group discount rate.

TENTATIVE SCHEDULE

Thursday, October 17 Pre-convention activities:

10:30 a.m. – 5 p.m.
• Registration opens at 9 a.m.

10:30 – 11:30 a.m.

- Welcome & Panel

11:30 a.m. – 12:30 p.m.

- Lunch

12:30 – 3:45 p.m.

- Workshops

4 – 5 p.m.

- New Delegate Orientation

6 – 10 p.m.

- Delegate reception & dinner

Friday, October 18 Convention:

8 – 9 a.m.

- Registration

9 a.m. – 4 p.m.

- General Session
- State of the Union
- Constitutional Amendments
- Luncheon and Awards
- Resolutions
- Election of Officers