



PRESIDENT'S MESSAGE

Temple University Hospital Episcopal Campus has become Ground Zero for treating patients of the opioid crisis. With the mayor's initiative to clean up the drug the open-air drug market along Kensington and Allegheny avenues has subsequently pushed addicts to adjacent neighborhoods but not solving the underlying issue. In recent months Episcopal Campus has been inundated with an increase in overdoses being brought to the Emergency Department for treatment. With these patients there has been an increase in violent episodes and violent assaults perpetrated against our union members. Drugs and weapons are consistently eluding the current security check point in the emergency department these incidents go unreported. It is your duty to file a Midas so the employer can be served notice. Statistically healthcare workers are 5 times more likely to be assaulted on the job than any other profession. We have stressed will continue to stress to management the importance and necessity of providing a safe work environment for our membership, patients, and visitors by implementing better safety measures.

In solidarity,

Christopher Lewis
President HPAE Local 5106

TIME TO INTRODUCE MYSELF

Hello members of HPAE Local 5106. My name is Rasheeda Smalls. I am the current treasure for our local. I have been a Crisis Response Tech since 11/2020.

I was tired of sitting by while management took advantage of my co-workers because they had little knowledge of the contract and policies. In April of 2022 I decided to become a Union Rep for my area. I wanted to be a voice and help protect all our rights as awarded by our contract. Being in the role of a Rep has been a humbling experience for me. I had to learn that my hot-headedness was not an asset when accompanying a grievant in an investigatory or disciplinary meeting!

In January 2024 I became treasure. This role is a very challenging position. I am learning the business and organizational aspects of running a local. I greatly appreciate the opportunity to serve my fellow members.

Rasheedah Smalls
Treasure Local 5106.

HPAE 5106 MEMBERS

Dear HPAE 5106 Members

It is getting to be that time again, we are rounding the corner of summer, and soon here it will be the end of the year. Like, in 3 months. It is truly terrifying how quickly the time goes, and I know I keep my head so deep in the work, that sometimes I do not recognize how much I have done. If you are like me, I invite you to take a moment to thank yourself. Really, you are doing something truly incredible by dedicating yourself to a thankless and often extremely challenging job. It is my hope that you appreciate all the work you have done, I know your patients do, and I do as well.

Moving on, thinking about the end of the year, I often have some questions for myself: How did this year go? Am I satisfied with what I accomplished? What can I do for me that will help me improve in my profession and make things easier for me? As grievance chair that is often difficult, as sometimes the outcomes are not what I would like. However, it is still important to acknowledge the hours of my time I gave to my peers, in the good fight.

But the real question I am focused on right now is what I can do for me. I know for many of you the carer cap does not come off when you take off your lanyard, and it can be tough to find the time to refill your cup. And despite our vacation package, it seems like there is never enough time off. So, what do you do? I would always say do something that counterbalances what you do at work. If you talk a lot at work, try to do something silently, like arrange a bouquet of wildflowers. If you spend most of your time in the lab, try to go for a walk in nature. If you administer meds, try taking yours (ha-ha joke just checking you are reading this). But seriously, we will all burn out if we do not keep our own flame going.

If this made you think, and you want to brainstorm what self-attendance looks like for you, feel free to reach out!

Best
Zein

DO SOMETHING, VOTE

Over the past few weeks we have been encouraged to vote. The only thing both parties agree on been in agreement on is that they both want a cease fire in Gaza.

The number one phrase so far is "Let's Make It Make Sense". Do not be discouraged about the voting process. Time is running out, and before we know it, Election day will be upon us. No matter what party we belong to, we must fight to keep our democracy.

Let us continue to build a better America. Let's make history in November 2024 and put Kamala Harris in the White House.

Let us preserve the right to pursue the American Dream for every American. Hope is here to stay. I encourage everyone to get out and vote. "Do Something"

In Solidarity,
Venus Weaver
Vice president of Professionals

**HPAE LOCAL 5106
LABOR MANAGEMENT MEETING
CONFERENCE CALL MINUTES
JUNE 18TH, 2024 @ 9:30AM**

Attendance: Christopher Lewis, Richard Miller, Jeanine Penn,
Christian Bryant, Michael Wilson

Review of Minutes: Read and Approved

OLD BUSINESS

- DOH Visits
- Joint Commission Visit
- Uniform Adherence
 - 1) Who's enforcing Evening, overnight, and weekend shifts
 - 2) Time frame when RN/Pros and Technical Units can order new uniforms
- ETA of CRC relocating to Potter-Morris 2nd floor
- CRC old space-repurposed for another use.
- Short Staffing of MHT's on weekends

NEW BUSINESS

- Magnet re-designation update:
 - Richard thanked HPAA's Local 5106 support during the visit.
 - They were glad to receive a letter from Chris.
 - He stated that Mike's interview went very well.
 - We are hoping to hear some good news soon.
- Fox Conference Room/ CT waiting area repurposed
 - Construction should take one for the outpatient pharmacy
 - There are specific Security measures.
- Uniform update
 - When will Techs other than CRT be able to order?
 - Christian will have to follow up on this with Cheryl.
 - CRT and RNs still owed one uniform per contract

- Drug Testing:
 - Christopher asked if we complied with 10% of the membership tested per policies.
 - Chris also requested that the new hires be included in that 10%.

Staffing Updates:

- Number of positions available Behavioral Health Floors, CRC,
 - P4 - 1 full-time Day and full-time Night RN positions.
 - P6 - 2 Part-time Day positions and 1 full time night RN positions.
 - CS -1 full time Day/1 full Night RN positions.
 - C6- 1 Part-time RN position.
 - CRC -1 part-time evening CRT position.

Staffing Updates ED: (Kevin will forward the ED info to us later)

- Number of positions available
- Use of Travelers

Staffing Updates Technical Units:

(Cheryl will forward the ED info to us later)

- Number of positions available
CRC, Lab, Radiology, Respiratory

We will be on vacation throughout month of July (Kevin will forward the ED info to us later) and adjourn the meetings until August.

HPAE LOCAL 5106
VIOLENCE PREVENTION/ SAFETY COMMITTEE MEETING
CONFERENCE CALL MINUTES
JUNE 18TH, 2024 @ 8:30 AM

Attendance: Christopher Lewis, Richard Miller, Jeanine Penn, Michael Wilson, Christen Bryant

Review of Minutes: Minutes reviewed and approved

OLD BUSINESS:

- DOH Visits
- Joint Commission Visit
- Elopement of a patient during a Fire Drill (March)
Changes in Fire Drill procedures on Behavioral health floors
- New PPA's Coverage to Parking Lots
Who will respond to these areas: Security only or staff as well
- Update on Ed nurse assaulted by patient in ED room #8

NEW BUSINESS:

DOH Visits:

- New Parking police being imposed that came out in February being enforced.
- Patient (Code Walker) from CRC May 2024
Update and causation:
 - A Spanish-speaking patient left the CRC when the interpreter came to assist him. He was easily redirected back into the CRC.
- Philadelphia Police gained entrance into CRC with service weapons Update on Midas submission:
 - Yvette will provide the information later.
- Update on patient Overdose on C6
- Update on changes in how ED security receives, handles, and processes drugs confiscated from visitors and patients stored in the pink basin on top of the Scanner.
 - Yvette will provide us with information about this incident later.
- Received PPA Flyer posted on Union's Bulletin boards
 - We will made announcements for members to exchange the old devices.
 - The new systems will be turned on this Friday, and the old devices will no longer work.

Monthly Numbers (May 2024)

- Use of restraints
Behavioral Health Floors, CRC, CG
 - No restrains on the impatient side.
 - We had 2 in the CRC for a short duration
 - No injuries to patients or staff.
- Stat 13's
C6, Behavioral Health Floors, CRC
 - Yvette will provide info later
- Rapid Responses
CG, Behavioral Health Floors, CRC
 - Yvette will provide info later
- Code Walkers
C6, Behavioral Health Floors, CRC
 - Yvette will provide info later
- Staff Assaults
C6, Behavioral Health Floors, CRC
 - Yvette will have to forward the info later.

ED (May 2024)

- Stat B's
- Number of Times ED on Divert
- Staff Assaults ED
- Code Walkers ED
 - Richard will provide us with the ED info.



A Newsletter for the
members of HPAE Local 5106

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