



### 50 YEARS OF VICTORIES FOR PATIENTS AND WORKERS

HPAE is celebrating its 50th Anniversary this year! As a member of HPAE, you are invited to register for the HPAE 2024 Convention, scheduled for October 17-18, 2024, at the Tropicana in Atlantic City (2831 Boardwalk, Atlantic City, NJ 08401).

Visit the convention website at: HPAE 2024 Convention, and then click on the link, "Register Now." Please note that you'll have the opportunity to get up to 4.25 nursing contact hours for participating in workshops over both days of the convention.

We, as healthcare workers, have stood the test of time and now we look forward to setting our agenda for the future at the 2024 HPAE Convention, "Fifty Years of Victories for Patients and Workers." 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.

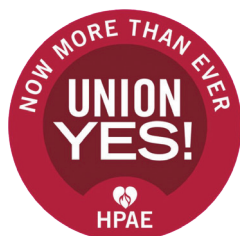
**Christine Crimaldi, RN**  
President HPAE

### CELL PHONE USAGE DURING WORKING HOURS

**Attention all members....**

This is a general reminder to all employees. Please make sure when you are on the floor working or in your department that you are not on your cell phones. Also, you cannot have any earphones or earbuds in your ears during working hours. It is a violation of the Carepoint policy, and the management staff can use disciplinary measures to correct these behaviors.

**Marisol Mateo**  
VP TECH AND LPN



### ATTENTION ALL MEMBERS!! PUBLIC SERVICE ANNOUNCEMENT REGARDING YOUR CONTRACT

We have lost nothing with the extension of our contract. Please stay aware and keep informed and attend membership meetings. We will be going into negotiations again in the spring. WE NEED ALL MEMBERS TO PARTICIPATE TO GET A GOOD CONTRACT! Your participation is extremely important. The negotiation team and Local executive board CANNOT do it alone!!! We are talking about your pay and your benefits!

**Joan Zitzman, RN**  
Vice President Nursing and Professionals

### END OF SUMMER BLUES

Now that the summer is ending, we are busy preparing our children for school, and some of you are also going to school. Did you know that Bayonne Medical Center has tuition refund? Please see page 64 of your union handbook for details or call Human Resources for help navigating the process. If you don't have a handbook look on HPAE.org for our contract. There are also tuition forgiveness programs Human Resources can help you with the ones that pertain to Bayonne Medical center. We are also part of the AFT and there are things you may qualify for. Look online to see what else there is available.

HPAE offers a Donna Benjamin/Ed Pulver scholarship fund where your children can apply and write an essay and if chosen can receive money toward school. Numerous children of our members have been chosen. Applications and details are on HPAE.org.

Who are Donna Benjamin and Ed Pulver you ask. Donna Benjamin was a Pediatric nurse at BMC for many years. She was the President of our local and very instrumental in organizing our local 5185. Ed Pulver was the president and founding member of the Hudson County Central Labor Council and vice president of the Seafarers International Union. Both Donna and Ed were very well-known figures in Hudson County Politics and Union activities.

Education is very important but also very expensive but with some good old-fashioned legwork and asking for help you can hopefully defray some of the costs.

**Susan Sienkiewicz**



# HPAE

A Newsletter for the members of HP AE Local 5185

110 Kinderkamack Road  
Emerson, NJ 07630  
Phone: 201-262-5005  
www.hpae.org



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## PTO/TOB AND HOLIDAY ACCRUALS

Employee should be aware that they need to use their PTO time by December 31,2024 or you will lose it. Employee also need to use their holiday time.

Example if you work Labor Day on September 2,2024 you should use those 8 hrs. by November 2,2024 or you can potentially lose it. All holidays will only hold far 60 days.

Please keep track that you are getting your PTO/TOB and Holiday accruals accordingly the holiday accrual should be loaded to you bank at least 2 weeks before the holiday it should be 8hrs.

PTO/TOB accruals should be as followed

Years of Service	Service & Clerical	Technical, Professional & R.N
1	16 DAYS = 4.92 HRS A CHECK	21 DAYS = 6.46 HRS A CHECK
5	21 DAYS = 6.46 HRS A CHECK	26 DAYS = 8 HRS A CHECK
10	26 DAYS = 8 HRS A CHECK	26 DAYS = 8 HRS A CHECK
15	31 DAYS = 9.53 HRS A CHECK	31 DAYS = 9.53 HRS A CHECK

Please check to make sure that they are adding the accruals every check.

**Nanette Rivera**  
Grievance Chair

## DOWNSTAFFING

As we know, our inhouse census has been low, so we have all experienced in some way, shape or form down staffing. Please keep in mind that if you have health streams to complete that the management staff have been instructed to offer the down staffed employee the chance to come into work and work on the health streams. Please keep checking health stream to stay up to date with all the current modules.

**Danielle Hallenbeck** - VP service

**Nathaniel Mateo** - Membership Mobilizer