



### HPAE LOCAL 5091 UPDATE

Thank you all very much for such a great turnout at our last membership meeting. Always nice to see everyone show up and get involved. After all, this is your union and together we are stronger. We want to thank everyone for attending, voicing concerns and suggesting topics for negotiations. Some concerns that have been addressed since the membership meeting:

#### HOSPITAL UPDATES

A staffing meeting was held with Deb Visconi and upper management to discuss staffing concerns. Your unsafe staffing forms were presented and looked at by Debbie Visconi herself. We are proud of the work and progress that we have made in ensuring safe staffing for unit C2, which will get an extra nurse; units 8-7 will also get an extra nurse. Other units and departments are in review, and we will be following up diligently. Please continue to fill out safe staffing forms and hand them in, continue to fax them to the HPAE office, and keep the originals, which will be collected by a quality liaison. These forms truly make a difference.

We want to thank everyone who took the time to vote for the local officers. The elections for President, Vice President Of Professionals, and Secretary are complete. An Election was held for the Secretary position. The President and Vice President Of professional positions were uncontested. Let's all congratulate the new officers: President - Faith Mazuru. Vice President Of Professionals: Corinne Albrecht and Secretary: Christina Blasoni

#### HPAE STATE CONVENTION

We encourage everyone who has not registered and wishes to attend the 50th-year anniversary conference in Atlantic City to please do so. The conference will be held on October 17 and 18 at the Tropicana 2831 Boardwalk, Atlantic City, NJ 08401. The deadline for registration is October 11, 2024. Local 5091 will pay for eighteen (18) delegates to attend, reimbursable up to the amount of \$200 per delegate, for travel and room expenses (room based on double occupancy). If a delegate cannot attend, the alternate receiving the highest number of votes will receive the money for travel and room expenses as previously described. All other expenses incurred by that delegate are their responsibility. **Please note: you have 3 weeks after the convention to submit your receipts to the local treasurer Carol Quin who can be found in the BHS department for reimbursement - no exceptions.**

***Nurses 12-hour shift petition in behavioral health has been circulating. If you have not signed up and you are interested, please do so. A sign-up sheet will be circulating in long term care. We encourage all those who are interested to please sign up. If you need more information, please contact an LEB member.***

### BE IN THE KNOW

We are encouraging members to be part of the hospitals shared governance committees. This is a great opportunity to be part of the decisions and policy making of your workplace environment.

### MORE NEWS

We would like to encourage all our members to take advantage of all union benefits, which include:

#### TUITION REIMBURSEMENT:

Bargaining Unit members, except per diem employees, shall receive tuition reimbursement provided all of the following conditions are met:

1. The bargaining unit member must be employed for one (1) year before she/he may apply for tuition reimbursement.
2. **For Nurses:** the nurse must be enrolled in a program approved by the New Jersey State Board of Nursing that leads to a Baccalaureate Degree in Nursing. A Master's or Doctorate Degree in the employee's area of nursing and/or healthcare delivery-related expertise will be approved.  
  
Courses for Professional Certification that provide college credit or Nursing and/or health care delivery-related courses that have been approved by the 30, 18.5, 30b. c.ARTICLE 19: Courses or coursework must be taken through an accredited school, college, or university.
3. **For Non-Nursing Professionals:** The employee must be a registered student, and the course applied for must be work-related so that reimbursement may be considered. Approval must be granted by both the Department Head and the Vice President for each service prior to the course enrollment. Courses or coursework must be taken through an accredited school, college, or university.
4. The employee must receive a passing grade for the course (in the case of a pass/fail course, a simple pass is acceptable). A grade of "D" is unacceptable, and there will be no reimbursement for the same.

The employer shall provide \$250,000 per calendar year for tuition reimbursement. An annual accounting of funds, along with the amount, shall be provided to the Union President. The maximum amount for full-time employees is \$8,000 per contract year. Tuition reimbursement shall be pro-rated for part-time employees.

Copies of all tuition reimbursement applications shall be provided to the union president. If an employee voluntarily terminates within one year of completion of a course for which

*continued on page 2*



A Newsletter for the members of HPAE Local 5091

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



Name  
Address

## MORE NEWS *continued from page 1*

he/she received tuition reimbursement, the employee shall repay a pro-rated amount of the reimbursement for the time less than 12 months the employee has worked.

Other union benefits can be found online at:  
<https://www.hpae.org> - Member resources - union benefits



### Trauma Coverage to Empower Recovery

On April 1 2020, the AFT is introducing an innovative form of mental health care and support—trauma counseling.  
READ MORE @ [HPAE.ORG](https://www.hpae.org) WEBSITE  
- member resources - union benefits

### MORTGAGE PROGRAM FROM AMALGAMATED BANK:

The AFT has joined with New York's first union bank to offer a new home financing program. The program offers competitive interest rates and discounts on mortgages and refinancing solutions.  
READ MORE @ [HPAE.ORG](https://www.hpae.org) WEBSITE - member resources - union benefits.

**Aflac** Get AFLAC coverage with HPAE

We are proud to announce a new partnership in voluntary benefits with Aflac. Now all ACTIVE HPAE members will have access to four exclusively designed benefit plans.



### LIFE INSURANCE WITH THE AMERICAN & NATIONAL INCOME LIFE INSURANCE COMPANY

The American & National Income Life Insurance Company covers all HPAE's members in good standing with a benefit of \$4000.00 for accidental death or dismemberment. Sadly, this benefit has been used for untimely deaths of our members on a few  
READ MORE @ [HPAE.ORG](https://www.hpae.org) WEBSITE - member resources - union benefits



### UNION SCHOLARSHIPS

HPAE members are eligible to apply for scholarships for their children through our national union, the American Federation of Teachers, and various Central Labor Councils.  
READ MORE @ [HPAE.ORG](https://www.hpae.org) WEBSITE - member resources - union benefits



AFT NURSES AND HEALTH PROFESSIONALS OCCUPATIONAL LIABILITY PLAN  
(REVISED JULY 5, 2016)



### AFT NURSES AND HEALTH PROFESSIONALS OCCUPATIONAL LIABILITY PLAN

The American Federation of Teachers (AFT) offers an Occupational Liability Plan which provides protection for claims or charges arising out of the employment activities of a member of a participating local.  
READ MORE @ [HPAE.ORG](https://www.hpae.org) WEBSITE - member resources - union benefits



### AFTPLUS BENEFITS

AFTPlus offers a variety of benefits, from education loans to travel discounts; legal assistance to health benefits.  
READ MORE @ [HPAE.ORG](https://www.hpae.org) WEBSITE - member resources - union benefits

**BUYER'S EDGE INC.** HPAE Group #K1051  
www.BuyersEdgeInc.com  
Insurance: K1051 (Planetscore: member)

The Smart Way to Save Money on Major Purchases

<p><b>APPLIANCES</b> Call for the Best Price! Call 800-855-8585</p> <p><b>EMERGENCY HOME REPAIRS</b> 800-855-8585</p> <p><b>HOME SECURITY SYSTEMS</b> 800-855-8585</p> <p><b>HOTELS, RESORTS &amp; FLIGHTS</b> 800-855-8585</p> <p><b>MORTGAGE FINANCING</b> 800-855-8585</p> <p><b>MOVING &amp; STORAGE SERVICES</b> 800-855-8585</p> <p><b>TRAVEL</b> 800-855-8585</p>	<p><b>CRUISES</b> 800-855-8585</p> <p><b>INSURANCE</b> 800-855-8585</p> <p><b>RENTAL CARS</b> 800-855-8585</p> <p><b>TRAVEL</b> 800-855-8585</p>
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### BUYER'S EDGE

A consumer buying service that guarantees the lowest prices on most major purchases in NJ, NY, CT and greater PA. For the HPAE group number, call HPAE's office at 201-262-5005.  
READ MORE @ [HPAE.ORG](https://www.hpae.org) WEBSITE - member resources - union benefits