

June 2025 Communications

May Communication Updates

- GI situation involving Willingboro, Mt. Laurel, and STU
 - Ongoing and affecting each area individually
 - Onboarding new doctors to help increase the volume of cases will take place throughout the summer, per Cooper
 - There is a lot of canceling and floating within these areas currently
 - If you think you were incorrectly canceled or floated, please reach out to an officer
- Final order of nurses' week gifts is being processed.
 - We will get them out to the respected units as soon as possible.

RN Safety and Violence Updates

- Ongoing ED concerns
 - Conversation between Cooper and HPAE about how to address these concerns
 - HPAE requested to be present at the joint leadership and Sheriff meeting, awaiting confirmation and follow up from Cooper
 - Cooper will get back to us regarding these situations by next meeting
- Garage safety
 - HPAE brought these concerns up again
 - Security notified Allied Security, the company that patrols the med school garage, of the sleeping officer
 - The code blue devices on Benson Street by the med school were tested and found to be fully functional
 - Security provided both metro and the Sheriff's officer with a picture of the individual with the brick, to be on alert
- Psych PEDs patients
 - Increase in older population of PEDs patient with psych or behavioral conditions
 - Cooper will get back to us regarding these safety situations by next meeting

Staffing Updates

- ED Half Shifts
 - Half shifts will be approved in the ED for the uncovered 1200-0000 and 1900-0700 shifts only
 - Full shifts will take precedence over partial shifts

- Half shifts will not be approved for the 0700-1900 block unless there is coverage for the remaining half
- Gaining experienced nurses from Crozer
 - Many onboarding specifically into TSICU
- June 2025 Union Pay Increases
 - Should now be reflected on your pay rate
 - Please check your rate and make sure it's correct according to the pay scale grid located in our contract
- Timecards
 - Please check your paychecks to make sure your time is correct
 - Let your manager know ASAP if something is incorrect or missing
 - Reach out to a union officer or rep if management cannot resolve your issue.
- Canceling of Shifts
 - If you think you were canceled incorrectly, gather the necessary information to show the incorrect cancel.
 - Reach out to a union officer or rep to see if it is a grievable situation.
- July 4th Holiday
 - Units with the assigned holiday should have a list for possible LCPTO (low census).
 - Please reach out to your immediate manager about the list if needed
 - Make sure seniority is correct on the list!
 - If you switched onto the July 4th holiday, you are ineligible for LCPTO.

Positives

- Grievances Won:
 - INCU grievance for incorrect cancelation
- Multiple step 1 and 2 grievances in process
 - Will update in the next monthly communications

General June Reminders

- Upcoming Walk Throughs
 - August 21st, 2025
 - November 20th, 2025
 - We will cover multiple areas on these days
- General reminder that you must give at least a 3-hour notice when calling out
- Increase in disciplines due to telemetry monitoring

- Please make sure the tele box matches what's in the tele system, along with the correct patient information
- Please make sure the patient is on the tele monitor when documenting a rhythm
 - If a rhythm is documented without the patient being physically on telemetry, this is false documentation. You can be terminated for this.
- Review your orders to be sure the patient is tele level 1 or 2.
- Need to request a union representative?
 - If you were asked to come into the office by management, always ask “will this meeting lead to a discipline?” If the answer is yes, then ask for a rep to be present.
 - The updated rep list can be found in the blue union binder on the units, as well as on the HPAE.org website.
- Interested in becoming a union representative?
 - Please reach out to any LEB member or active representative if you would like to be included in our next training.
- Grievance Process
 - For the time being, the covering LEB member for your unit will be handling your grievances.
 - Please reach out to us if you feel like a grievance needs to be filed, or if you have questions about the grievance process.
 - Keep in mind we have **10 business days** to file a grievance!
 - When reaching out, please give as much detail as you can including the situation, the date of the event, your position, and your contact information.

June 2025 Communications

May Communications Updates

As we enter the new monthly updates, we want to first touch base on some important updates from last month's minutes. We are in constant contact with our GI areas regarding ongoing concerns impacting each area individually. From Cooper's standpoint, they will be onboarding new doctors throughout the summer which will help increase the volume of cases. As of now, we are seeing a lot of floating and canceling within these areas, specifically Willingboro, Mt. Laurel, and STU. If you believe you were incorrectly canceled or floated, please reach out to an officer with the relevant information.

Regarding the nurses' week gifts, the final order is currently being processed. We have been dropping these off at their respected areas and will continue to do so throughout the upcoming weeks. Please be patient with us!

RN Safety and Violence Updates

We recently had our monthly RN Safety and Violence Meeting with Cooper. The topics we focused on for this meeting included the ongoing ED concerns, garage safety, and the influx of PEDs psych patients. Regarding the ED concerns, we provided ample examples of our growing concerns and requested to be present at a future joint leadership and Sheriff meeting. Cooper will be getting back to us regarding these situations and our requests by our next meeting.

With the growing concerns regarding overall garage safety, HPAE and the safety committee continue to bring up this topic. In regard to us bringing up a recent safety concern, Cooper notified us that our security notified Allied Security, the company that patrols the med school garage, of the sleeping officer on duty. CUHC also had the code blue devices on Benson Street by the med school tested and these devices were all found to be fully functional. A photo of the individual carrying the brick was also given by security to metro and the Sheriff's officer. This is an ongoing conversation between HPAE and CUHC.

As we continue to receive feedback regarding the psych PEDs patients being admitted, we will continue to provide Cooper with any unsafe conditions for our nurses. Cooper will provide us with an update on the situations brought forth at our next meeting.

Staffing Updates

It was recently brought to our attention that Cooper was attempting to take away half shifts from the ED. After many conversations between HPAE and Cooper, half shifts will be approved in the ED for the uncovered 1200-0000 and 1900-0700 shifts only. Full shifts

will take precedence over these partial shifts. Please keep in mind that half shifts will not be approved for the 0700-1900 block unless there is coverage for the remaining half.

With the June 2025 pay increases, be sure to check your paystubs as these changes should now be reflected on your pay rate. Please make sure to also check your rate with the pay scale grid located in our contract to ensure accuracy. In doing so, please make sure your timecards are accurate. Let your manager know ASAP if something is incorrect or missing.

Regarding cancellations, please reach out to a union officer or representative if you feel like you were incorrectly canceled. When doing so, please provide all necessary information for us to assist you. Please keep in mind that we have 10 business days to file a grievance. When contacting an officer, provide as much detail as possible, including the situation, the date of the event, your position, and your contact information.

With the upcoming July 4th holiday, be sure to reference your unit list for possible LCPTO (low census). Reach out to your immediate manager about the list, if needed. When doing so, make sure the seniority is correct. Please also note if you swapped your shift onto the July 4th holiday, you are ineligible for LCPTO.

General June Reminders

As we round up this month's updates, we want to leave you with some general reminders, notes, and dates. We have started to plan some walk throughs for the upcoming months. For those who are not familiar, the LEB selects dates where we will be present and rounding throughout the hospital. This gives the opportunity for members to speak to us or bring their concerns. The upcoming dates are August 21st, 2025, and November 20th, 2025. More information will be given, including the time, closer to the date. We will be covering multiple areas on these days.

We have also been seeing an uptick in disciplines directly related to telemetry monitoring and the corresponding orders (Tele 1 or tele 2). Make sure the tele box in use matches what is input into the tele system, along with the correct patient information. When documenting on these patients, please double check that the patient is on the physical monitor prior to documenting a rhythm in the chart. If a rhythm is documented while the patient is off tele, this is considered false documentation. A staff member can be terminated for this.

Our last general announcement pertains to union representatives. If you are in need of a union representative, or are unsure if you need one present, first ask your manager "will this meeting lead to a discipline?". If the answer is yes, then ask for a representative to be present. This is your right. When contacting a rep, please utilize the updated rep list that

can be found in the blue union binder on your unit or the HPAE.org website. On the other hand, if you are looking to become a union representative, please reach out to any LEB member or active representative for more information about our next training session.