



HPAE

AFT / AFL-CIO

LOCAL 5004 Newsletter

A Newsletter for the
members of HPAE Local 5004
at Englewood Hospital

SECURING OUR FUTURE

December 2025

PRESIDENT'S MESSAGE

Dear Local 5004 Family,

As the holiday season envelops us, I extend my warmest wishes to each of you. May this time bring into your life all that fills your heart with true joy and fulfillment. This is a season for gratitude, a moment to reflect on the triumphs and trials of the past year and to look forward with hope and anticipation for the opportunities that lie ahead.

In revisiting our journey, let us cherish every lesson learned, using these insights as steppingstones toward a future brimming with promise. It is our choices—made each day with courage and conviction that shape the destiny we collectively build. Rather than growing weary in our dedication or allowing the weight of challenges to slow our steps, let us draw strength from our shared purpose to create a brighter tomorrow for our patients and ourselves.

Together, let us remain unwavering and steadfast upholding the highest standards of nursing excellence. Let us not simply acknowledge the obstacles in our path but actively seek and create solutions. Remember, standing alone we may be vulnerable, but united, we are an unstoppable force capable of achieving remarkable things.

Never forget: the true strength of Local 5004 lies in every one of us. While our leaders provide direction and inspiration, it is the collective power of our membership that lifts us higher. The leaders are our wings, but you, the members, are the wind beneath those wings. United in purpose and spirit, there is no limit to how high we can soar.

Let's come together, support one another, and reach new heights. Here's to a season and a future filled with unity, hope, and excellence.

In Solidarity,

Alice Barden
President, Local 5004

Aflac



ENROLLMENT OPEN

NOVEMBER 1- DECEMBER 15TH



REVIEW PLANS

Why Aflac?

Accident Policy: Covers treatment related to injuries

Hospital Policy: Pays for inpatient hospital stays with no waiting period

Critical Illness Policy: Pays lump sum if diagnosed with major illness

Whole Life Insurance: Up to \$100K with simplified underwriting and no medical tests to qualify



Contact your personal HPAE 5004 RN Rep:

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CONTROL CHECK AT ENGLEWOOD HEALTH

ControlCheck is an AI- powered drug diversion monitoring and prevention system used by EH pharmacy and nursing to detect misuse of controlled substances. It works by automating the reconciliation of medication transactions across different systems (such as Omnicell & EPIC) and using machine learning to identify suspicious activities such as inventory discrepancies or unusual dispensing patterns. This system assists EH in improving patient safety and streamlining drug diversion surveillance.

What ControlCheck does

- **Monitors for drug diversion:** It provides an end-to-end workflow to help prevent and detect drug diversion across inpatient, procedural, settings.
- **Automates reconciliation:** ControlCheck automates the reconciliation of medication transactions from various sources (such as EPIC & Omnicell), reducing manual processes and errors.
- **Integrates data:** It pulls data from existing systems, such as automated dispensing cabinets (Omnicell), electronic medical records (EPIC), to provide a comprehensive view of medication use. Can correlate the time you pulled the medication with the time you charted that you gave the medication. These times need to closely align.
- **Uses AI and machine learning:** The system uses artificial intelligence and machine learning to analyze data and identify unusual behavior and risk patterns that may indicate diversion.
- **Flags system errors:** It automatically flags system-wide errors, such as mismatched quantities, dosing and unusual trends.

- **Supports compliance:** It helps organizations stay compliant with regulations, including DEA audit readiness, by streamlining surveillance and providing data-driven insights.
- **Guides investigations:** It provides guided workflows and intuitive dashboards to help staff investigate potential diversion more efficiently.

How does ControlCheck impact you?

- EH is constantly reviewing the data from this system and launching “investigations” into the following:
 - o Discrepancies regarding time medication was pulled from Omnicell & the time it was administered.
 - o Discrepancies regarding time medications were supposed to be administered, and the time it was actually administered. EH is checking on unit cameras to see when RNs are entering the room for medication administration.
 - o Altering the times of medication administration (ex. Insulin ordered for 7 am, not given until 11 am but charting that it was given at 7 am)
 - o Practicing Medicine Without a License- Example- Patient states their pain is a 10/10 and EPIC order is for Percocet 10 mg (2 - 5 mg pills) for pain level of 10/10. Patient states “I only want 1 Percocet because I don’t want to be nauseous” (1- 5mg pill). RN takes 1 – 5 mg Percocet from Omnicell, but documents pain scale of 10/10 in EPIC. This is practicing medicine without a license. RN MUST call the prescribing MD and get an order for one Percocet 5 mg tablet for pain scale 10/10. RN also needs to document patient encounter (“I only want 1 Percocet because I don’t want to be nauseous.”)