

Charity Begins at Home

In the last few weeks, we have seen many devastating events around the world. Natural disasters such as earthquakes, hurricanes, and flooding, as well as the man-made problem of the escalating opioid epidemic. It is hard to imagine these events touching our personal lives, but it is wonderful to see how the American people have put their differences aside and work in unity to provide relief and assistance.

We here at Episcopal see first-hand the effects of the opioid crisis. We see patients at every level fighting this disease. We do our best to help. We care for them as patients and try to find rehab care if they want it. We also supply many with clothing from our clothing drives. Families are also affected by drug problems and other social issues. At Christmas we have collected toys and other gifts for children who might otherwise not have a holiday celebration.

I like that my Episcopal Family makes an impact on many peoples' lives. Our small gestures make many people happy when no one else cares. Keep in mind: we will be doing a coat drive (men, women and children) along with our annual Christmas Toy drive. Information to follow.

Thanks for your support!

Richelle Kozak, Local 5106 Secretary/ Treasurer

Weingarten rights

In 1975 the United States Supreme Court in the case of *NLRB v. J. Weingarten, Inc.* upheld a National Labor Relations Board (NLRB) decision that employees have a right to union representation at investigatory interviews. These rights have become known as the **Weingarten Rights**.

1. Whenever you are about to be questioned by your supervisor in an investigatory meeting that could possibly lead to discipline or termination you are entitled to union representation.
2. Never go into a meeting without first meeting privately with your Rep to prepare for the meeting.
3. I always ask my members, do they have any idea why we are here? and that they should prepare to be questioned by management. People usually know why we are there.
4. I always remind members that the burden of proof in a disciplinary action is on management and that we can respond to questions asked only after management has made their opening statement. We never speak first. They called the meeting.
5. When responding to questions or allegations, be honest, brief and focus on the questions asked. Do not bring issues up that are irrelevant to the investigation.
6. During the meeting, your job as a member is to remain calm and respectful at all times. My job as your Rep is to make sure you are treated with dignity and respect, not coerced to make false or incriminating statements. All investigatory meetings do not result in discipline, but we should prepare as if it will go to grievance. That is why it is so important to be calm and patient during this meeting. It is just the first step.

Gary Peoples, VP Tech unit/Co-Grievance Chair

Hello and Good-bye

The Local warmly welcomes the following new members:

ER-- Gabrielle LaSerra, RN, Dominique Demaio, RN, Rebecca Harrvey, RN
PM4—Darlene Mabin, RN; Rileigh Gerhart, BHT (pool); Nancy Diaz, RN (chemo); Jodi Repetsky, RN (float).

We would be delighted if you would offer your time and talents to help our local be the best it can be. There are positions available as unit reps and work area leaders. Email Sue Clements suehpa@aol.com for more information.

We also bid a fond farewell to some long-time friends and co-workers who have retired.

Jan Meyers, RN recently celebrated 50 years as an employee at Episcopal and Northeastern, most recently in the Northeastern Endoscopy Unit. Jan worked for many years on the med-surg and neuro-surg units at Episcopal when we were a busy, acute care hospital. She was an excellent nurse, a strong leader and an ever-caring patient advocate. Anyone who worked with Jan recognized her nursing knowledge, her strong work ethic and her dedication to her patients.

She will be greatly missed, but we will have been better people, learning from her excellent example.

Nancy McKnight, medical technologist, has also retired after a lifetime of work as an Episcopal employee. Nancy has worked at Episcopal since 1981 and she also recalls our days as a busy acute care hospital. Despite the fact that our lab has been greatly downsized over the years, Nancy has been a constant professional, always providing lab results quickly and accurately. Nancy was a good union member regularly attending general membership meeting and speaking out on issues in her department. She will also be greatly missed by her co-workers and by all of the Episcopal family who knew her.

Jan and Nancy, we wish you both much happiness in your retirement!



HPAE

LOCAL 5106 Newsletter

A NEWSLETTER FOR THE
MEMBERS OF HPAE LOCAL 5106
TEMPLE UNIVERSITY HOSPITAL

THE FRONTLINE NEWSLETTER

June 2017

Message from the President



Stress, anxiety, exhaustion. Welcome to our present day workplace. Many of us are juggling two jobs, working overtime, transporting children or caring for aging or unwell family members. As if this is not enough, when we come to work we are frequently assaulted verbally or physically. We often work short staffed or with the additional responsibility of precepting or orienting new employees, many of whom require more assistance and attention than we can possibly provide. Nurses on the behavioral units have the responsibility of being in charge or passing out medications for an entire floor, or the overwhelming responsibility of doing both! The nurses and techs in the CRC deal with acutely ill and, at times, violent patients every day of the week. Our techs in the radiology department, heart station, lab and respiratory have their stressors meeting patient care needs and work quotas. Our professionals are on the front line with acutely ill psychiatric patients, at times in close quarter one on one or in large groups, greatly outnumbered.

These are just a few of the struggles we deal with on a daily basis. At times, it seems we can barely keep our heads above water and many of us lack family or friends to support us or help us cope with these stressors. But there is help for anyone who needs it—the Employee Assistance Program or EAP

EAP is available to all members and eligible dependents as a lifeline to cost free confidential help. Carebridge EAP is available for face to face or phone counseling. Phone counselors are available round the clock. Counseling is provided in the following areas:

- Marital Relationships
- Alcohol and Drug Problems
- Stress/Anger Management, Depression and Anxiety
- Adoption
- Care Giving and Retirement
- Emotional Intelligence
- Pet Care
- Grief and Loss
- Financial Pressure/Debt Management
- Work Relationships
- Smoking Cessation
- Difficult Emotional Issues Family Focus Wills
- PTSD Spousal/Child/Parent Abuse
- Cancer Prevention
- Personal Growth
- Coping with Disasters

You can reach Carebridge EAP at 1-800-437-0911 or you can access their website at <http://myliferesource.com>. Register and enter Employer Code “**rbmne**” This is a beneficial service made available to us through Temple and members should be aware that help is only a phone call away.

Elizabeth Nulty, Local 5106 President

Labor Day Parade

Local 5106 members Venus Weaver and Bindu Joseph joined Sue Clements and family to march in the Labor Day Parade with members of over 40 unions from Philadelphia and the surrounding counties.

The day started with a rally at the Sheet Metal Worker's Hall on Columbus Blvd. Pat Eiding, President of Philadelphia AFL-CIO, welcomed everyone and talked about how important unions have been in securing things we take for granted—the 40 hour work week, overtime pay, workplace safety regulation, workers' comp, decent wages and health care coverage. He talked about the “crazies” in Harrisburg like Sen. Scott Walker who are trying to pass laws that could be devastating to unions and workers. Deceptively called “right to work” and “payroll protection,” the purpose of these proposed laws is to destroy unions. He reminded us that we have the power to determine what happens in Harrisburg and in Washington with our voices and our votes.

Mayor Jim Kenny said he was proud to be the mayor of a city of working people. Rick Lewis, President of the Pennsylvania AFL-CIO reminded us that unions have been responsible for building a strong middle class. Our own AFT President Randi Weingarten echoed the words of the other speakers and noted that 61% of Americans favored unions, but only 13% are actually members of a union. She urged us to ORGANIZE, ORGANIZE, And ORGANIZE!



Officer election

Michelle Morton, RN (C6) and Pat Haynes, RN (CRC) recently served on the election committee for officers of our local. Nomination ballots were mailed to members in June. Since there were no nominees aside from those presently holding office, the election was considered uncontested and the committee cast one vote for the slate. The following will serve a two-year term of office effective September 1, 2017.

President – Elizabeth Nutty
 VP of RN – Sue Clements
 VP Professionals – Charles Bowen
 VP of Technical – Isaac Gary Peoples
 Secretary/Treasurer – Richelle Kozak

Congratulations to the re-elected local officers.



HPAE LOCAL 5106

**General Membership Meeting
 Member Appreciation
 Wednesday, October 25, 2017**

6:30am
 7:30am
 9am
 10:30am
 12noon
 1:30pm
 3pm
 4:30pm
 6:30pm

Meeting location will be posted on the union bulletin boards outside the Nursing Office and by the third floor time clock

Labor-Management/Safety Meeting

August 22, 2017
 MAB 213

Minutes

Attendance: Yasser Al-Khatib, Barbara Gennello, Luann Kline, Betsy Nulty and Sue Clements

Review of minutes from 7/25/17 and follow up on old issues:

- ER pool rates have been increased with a two tier commitment and corresponding pay rate. Pool staff will be monitored to ensure that they are fulfilling their obligation, including the weekend commitment.
- Low staffing changes that eliminate the triage nurse is dangerous. Betsy is concerned that the ER nurses were not involved in the decision making process. Yasser directed Betsy to speak to Deb to discuss necessary changes
- ER doors now open automatically to let people out. Per Luann, that may change. Safety of the staff is the first consideration and there remains a concern that unauthorized persons could enter through an automatically opening door.
- Uniform ordering problems: Jenkintown site -- unable to reach by phone, in person, or to order online without providing payment information. Yasser will request another fitting/ordering date on campus.
- Air conditioning in ER is now working; fly situation resolved
- Pool versus part time—Using pool staff to work part time hours has created problems.
- Pool staff, who despite working a consistent number of hours, accrue no seniority and are not part of the bargaining unit.
- ProV batteries were stolen. Units are non-functional. Luann will follow with company.

New items:

ER HIV study

- State mandated program to screen high risk patients for HIV and Hep C
- If patients are identified as high risk during triage, a designated PCT will draw labs
- Goal is to connect people who test positive with treatment in the HIV clinic in the Tower bldg.

- Decrease in Fire Rescue patients
- Management is investigating internally and externally
- After two years Epic should be able to provide internal information
- Yasser has contacted Chief Yates, Director of Fire Rescue Services, for information on where patients are being transported.
- We need to incentivize FR to bring patients to Episcopal (lunch ticket for Tribeca?)

Behavioral health services for children

- Einstein will close their children's unit on Sept. 5, 2017

- New facility approved by CBH is not scheduled to open until Nov. 2017
- Emergency services have been advised by DBHIDS to bring children to ERs
- Our CRC is not appropriate for children; they will need to be kept in the ER until transfer arrangements are made. It would be untenable to hold more than one youth at a time

Opioid Crisis

- Grant from the State to participate in a pilot program, “Proact,” to bring specialist to the ER to connect with addicts and help them get directly into treatment from the ER.
- Certified Recovery Specialists (CRS) will be individuals hired from the community to help get patients into recovery
- Episcopal rejected the Safe Haven proposal which provides clean injection sites for addicts
- Clean up on Conrail tracks has pushed the homeless into the neighborhood.
- Of those who come to the CRC about 1 in 10 accept treatment

Suicide attempt on PM5

- Contraband item brought in by a visitor
- State will come to investigate
- New assessment tool: Columbia Suicide Severity Rating Scale has been initiated on the units

FIGHTING FOR PATIENTS
 and all healthcare workers in 2017.



HPAE 2017 PROFESSIONAL ISSUES CONFERENCE
Our Professions. Our Voice. Our Power.

Our HPAE 2017 Professional Issue Conference (PIC) will offer a dynamic mix of workshops ranging from professional and personal development to broader organizing, policy, and political education.

Thu, October 5, 2017
 9:00 AM – 4:15 PM

Lafayette Park Hotel & Suites
 1 West Lafayette Street
 Trenton, NJ 08608

**REGISTER
 ONLINE
 NOW**

www.hpae.org

- Patient Safety and “Just Culture”
- Opioid Crisis: Improving Frontline Addiction Treatment
- Essential One-on-One Communication Skills for Mobilizing Around Issues in the Workplace
- Protecting Members and Community from Medical Debt
- Advancing Excellence in Healthcare through State & Federal Government

- Mindfulness-based Stress Reduction
- Safe Staffing/Safe Work
- Legal Developments Effecting Our Collective Voice at Work
- Core Competencies for Emerging Leadership
- Strategies for Improving Workplace Standards in the Evolving Healthcare Industry



Throughout the year, healthcare issues have dominated public debate; from healthcare reform, the opioid crisis, mergers and acquisitions. As a union of nurses and healthcare professionals, HPAE members are uniquely positioned to influence and advance health care standards and policies beyond the bedside, in all levels of government, and throughout the healthcare industry.

Members: \$25.00; Non-Members: \$60.00 (includes breakfast and luncheon)

HPAE 2017 PIC Workshop Options (course descriptions are online):

Health Professionals and Allied Employees is an approved provider of continuing nursing education by the New Jersey State Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. Provider Number P94-1014-17. There is no conflict of interest for planners, presenters, faculty, authors and content reviewers. No commercial interest has provided commercial support such as financial or in-kind support for this educational activity. No entity has provided sponsorship such as financial or in-kind support for this educational activity. Speakers, presenters, and faculty have declared they have nothing to disclose.



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