



## Message from the Presidents

Hello Everyone!

Negotiations will be starting soon. They will be in Washington DC, with the dates yet to be determined. We are still in the early stages but will need your help and support. Please watch Facebook and our website (<http://www.hpae.org/local/local-5103/>) for updates and further information.

Meanwhile, don't forget OUR LUNCHESES ARE UNPAID. If you are not able to take a lunch because you are too busy, be sure to note on the op record that you did not get lunch. It is illegal for them to not pay you if you worked. This doesn't mean that if you weren't busy at some point in the day but were not able to take your lunch when assigned or when you wanted that you automatically get that extra time. Use common sense. Our unpaid lunch is 30 minutes, NOT 45. The extra 15 is a break that can be added to lunch by mutual agreement with the charge/TS. That 15 can be taken at a different time if need be. The 30 minutes, however, should be continuous.

Those of you who are CS2s or Nurses, please be aware that we DO NOT condone members reporting or writing up other members. We are BROTHERS AND SISTERS, in the same union. We should be protecting each other and working together, not fighting each other and pulling in different directions. Please, in this time of contract negotiations, present a unified face to management. If you are unhappy, get involved and do something about it. If you are unsure how to get involved, my e-mail is [judymerk22@gmail.com](mailto:judymerk22@gmail.com), or inbox me on Facebook, or text me: 609-315-2902.

Happy Spring (finally!)

In Solidarity  
Judy Merkowsky  
Co-President, Local 5103

Hello Brothers and Sisters

I hope everyone had a safe and happy holidays! We will be going into negotiations soon, and we need everyone to participate.

### BREAKS

Everyone needs to take their lunch! Nowhere in the contract or the addendum does it say take your lunch in 15 minute increments. If you do not take a lunch make sure you document that on the OP Record

### COMMITTEES

We have a number of open committees we need help with:

- Ideal Drive-Making blood drive and fixed sites better.
- JBEC-Newsletter (Joint Business Education Committee)
- Involvement Committee-Getting staff engaged
- Late Start-Tracks and develops plans to address late starts
- Courier Committee- Tracks and develops plans to address the number of couriers used
- Power Red-Tracks power reds and develops ways to increase PR donations

I encourage everyone to get involved and know what's going on with our employer. Contact me or Judy to get involved in one of our committees.

In solidarity,  
Renee Conyers  
CO-PRESIDENT  
HPAE LOCAL 5103  
[267-819-4384](tel:267-819-4384)  
[renee.conyers40@gmail.com](mailto:renee.conyers40@gmail.com)

## WHAT IS A UNION REP?

Hello Sisters and Brothers of 5103,


This is just a friendly reminder of what a Union Rep's role is when they are needed to represent you in the case of disciplinary action. A lot of people seem to be under the impression that being part of a union is like having a 'Get Out of Jail Free' card and that a Union Rep is to act as a lawyer in the case that they are receiving disciplinary action. While the Union Rep should advocate for you, it is not always possible, if not rare, that a discipline can be completely avoided. The Union Rep attends the disciplinary meeting for a few reasons, some of which include: To verify that the employer has the correct information regarding what led to the discipline, to document what occurs during the course of the meeting should the events be called into question at a later date, and to 'keep the peace' should the employer begin to act irately. With these facts in mind, please realize that it is always to your advantage to have a Rep present if you are called in for a discipline and that your Weingarten Rights apply if you are not sure if a meeting will lead to discipline. It is also in your best interest to be familiar with and follow the Work Rules that are provided in the back of our local contract which is available in the 'Files' section of our Facebook page and online at <http://www.hpae.org/local/local-5103/>.

In solidarity,  
Lisa Scaramuzzo  
VP Secretary-Treasurer

### Your Right to Union Representation


"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without union representation, I choose not to answer questions."

This is your right under the 1975 U.S. Supreme Court Weingarten Decision.

facebook.com/hpacafi 

Phone: 201-262-5005  
Emerson, NJ 07630

110 Kinderkamack Road

A Newsletter for the members of  
hpae Local 5103 at the American Red 

Address Service Requested

## GRIEVANCE REPORT

As I searched the local agreement in our HPAE book; I found little language about the snow, or the mileage pertaining to snow. The first snow storm, we had in March, staff was asked if they lived 80 miles round trip (which is 40 miles one way). If they said they lived less than the 80-mile range (40 miles one way) staff was informed to pick a second mobile that was running or go to a donor center that is less than 40 miles. Correct me if I'm wrong 40 miles is a long way to travel when the News and Radio stations are notifying everyone to stay off the roads; 40 miles is a long way to travel if Route 3, Route 1, or 76 is shut down due to extreme weather conditions.

I'm still trying to search and find out where management came up with the 40 miles one way 80 miles roundtrip. If its 80 miles roundtrip or more it is a PTO if it's less than 80 miles it is UPTO if you call out. Nowhere is it written about mileage. I will follow up on it. In the meantime do what you need to do to be safe, and grieve it later, but make sure you have proof to fight (if need be). Ask yourself is it worth my safety and is it worth a UPTO if I call out?

Additionally, for those of you that need to call out and feel they may need more days, please don't wait until the last minute to do so. You are not hurting Production Planning you are hurting your fellow co-worker, PP cannot give us staff at the last minute.

Lastly, June will be here before you know it, don't forget to use your floating holiday it must be used by June 1st to avoid it expiring.

In Solidarity,  
Dawn Jordan  
Grievance Chair, Local 5103

## HEALTH & SAFETY

Hello brothers and sisters,

There will be an engage survey coming out soon that's going to have two health and safety questions in the survey. I encourage everyone to take the survey and be honest about health and safety so we can improve some safety issues in our region.

Also, the region is introducing new stickers with weight and person lift.

In solidarity,  
LeCora Shorter  
VP, Health and Safety, Local 5103



Power Red Machine:

