



HPAE

LOCAL 5103 Newsletter

A NEWSLETTER FOR THE
MEMBERS OF HPAE LOCAL 5103
AT THE AMERICAN RED CROSS

BAGDOWN—HPAE LOCAL 5103 Newsletter

AUGUST 2017

Message from the Presidents

Hi Everyone,

I hope you're all enjoying summer!

There are many, many changes happening at the Red Cross. But, then again, some things never seem to change. I'd like to give a shout out to Bob Shields for encouraging everyone to report drives that are overbooked/understaffed/generally bad. However, as of this writing, from July 1 to August 17, I only have details of 6 drives that were overbooked/understaffed. Given that we've been "On Appeal" that's not really going to make our case that things are really bad out there. I NEED EVERYONE TO LET ME KNOW WHEN A DRIVE IS NOT "IDEAL". I need date, unit #, goal, number on schedule, number that came in, number productive and number of staff. I know it seems like a lot, but without details, management just feels that we're whining and don't want to do our jobs.

Please e-mail me (judymerk22@gmail.com) whenever there is a problem drive. We can't change anything without everyone's help!!

It seems unbelievable, but our Contract and the National Addendum expire in a little over a year. The Union Coalition (including HPAE) is beginning to plan for our negotiations next year. More information will be coming soon.

Red Cross has plans (as always) to change our working conditions, including cross training and the IMPACT project, which they are piloting in 3 single union regions. It includes leadership training and CS2s that will be in charge of any size drive. The details are in your Red Cross email, both in an e-mail from Kevin Charlton on July 13 and in a memo from Nancy Baker on August 14th. PLEASE look in your email and read the details. There is also a survey. Please take it and be honest. And, of course, any changes to our working conditions will have to be bargained.

If you have any questions, please feel free to contact me or any other officer. judith.merkowsky@redcross.org 609-315-2902 or 215-687-8619

Enjoy the rest of the summer...high school season is just ahead..😊😊😊

Judy Merkowsky
Co-President, Local 5103

Hello Brothers and Sisters

I hope everyone had a happy safe summer.

As members begin to use their CAT time, please remember the rules have changed with the addendum.

CAT time is now for continuous leave of five (5) days or more. The first five (5) days now come from your PTO time or LWOP (Leave with out pay), on the sixth (6) day your CAT time will start to be paid out. You can find the full article on page 24 under #7.

If you have any questions or concerns please contact a rep or myself at renee.conyers40@gmail.com, or you can call or text me at 267-819-4384.

I would also like to thank Bob Shields for sending an email to Gail McGovern and Jerry Tillerman about the problems in this region. You too can make a difference! I would like everyone to start by either emailing or texting Judy about these runs. I see your Facebook comments; if you can write it on social media, please take time to send that information to Judy.

Everyone have a safe and happy summer!

In Solidarity
We Stand!

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

An Important Contract Provision

Hello Sisters and Brothers of 5103,

As the moderator of our Union's Facebook page, I want to discuss an issue that comes up occasionally and I feel needs to be addressed. This issue is the posting of comments that call for a strike or work-stoppage/slowdown during periods in between contract negotiations. Believe me when I say that we ALL get frustrated at times with situations or events that arise as a part of working with our employer. However, please note what our Local Contract says in Section 17.1:

During the term of this Agreement, the Union, its Officers, Agents, Representatives, and Members shall not call, authorize, or take part in any strike, slowdown, work-stoppage, picketing, handbilling, boycott, or any other interference with interruption of work at any of and of the Region's operations or at any facility where Region employees are scheduled to

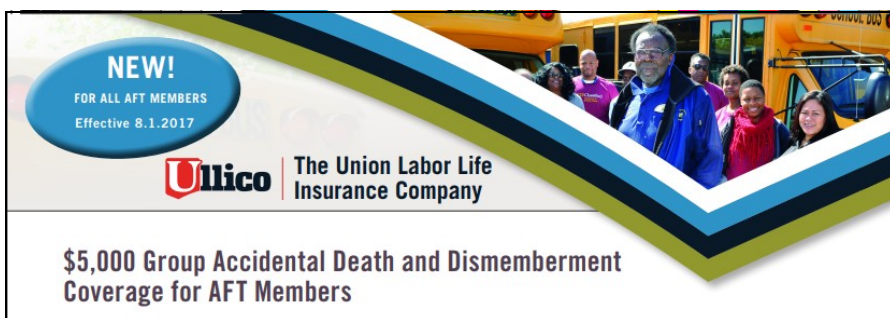
The discipline for failing to follow this section of the contract can result in discharge from employment. On their part, the Region agrees not to lock us out from working during this same period of time. A lock-out may not seem like something that would ever happen, but a work-stoppage or even slowdown by us could be a one way ticket to a lockout.

Recently, our sister HPAA Local 5629 (Sunrise House alcohol and drug rehab center) experienced a three-week lockout from May to June of this year. During this time, union members at the facility were denied their right to work and therefore did not collect their regular wages. The only income they were able to rely on initially was provided by HPAA and the generosity of those who donated to their Go Fund Me page. (After the contract dispute was resolved, members did receive unemployment compensation for the period of the lockout.)

So even though we may believe that this could not happen to us, we must hold up our end of the bargain. In conclusion, please be careful of what you post on the Facebook page because unfortunately, you never know what is being reported back to our employer!

In solidarity,

Lisa Scaramuzzo
VP Secretary - Treasurer



NEW!
FOR ALL AFT MEMBERS
Effective 8.1.2017

Ullico | The Union Labor Life Insurance Company

\$5,000 Group Accidental Death and Dismemberment Coverage for AFT Members

Whether an accident happens at work or away, Accidental Death and Dismemberment (AD&D) insurance provides members of the American Federation of Teachers (AFT) with financial support needed during a stressful time. As a benefit of the American Federation of Teachers membership, AFT has arranged for all active working members* in good standing to have a \$5,000 AD&D benefit from The Union Labor Life Insurance Company.

Membership in an AFT local union includes AD&D coverage that pays the member or member's beneficiary a cash benefit after an accident resulting in covered injury or loss of life within 90 days after the accident. As one of the valuable benefits of AFT membership, AFT has paid for this coverage for ALL eligible members of AFT. AFT members who spend their lives working to provide stability for their families should have extra protection if a work-related accident occurs. That's why the policy provides extra benefits for workplace accidents.

Feature	Details
Standard Benefit**	- Coverage for both on-the-job and off-the-job accidents. - Coverage extends to accidents occurring anywhere in the world. \$5,000 benefit is paid to member's beneficiary for accidental loss of life. - Full or partial benefit for accidental loss of hand, foot, sight, speech or hearing.
Double Benefit	Injury or death occurring at the workplace. Travel to and from work is excluded from this double benefit.

For more information visit:

www.aft.org/add

For claims contact Barbara Rosen at
201-262-5005 ext. 133 or email

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

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):

- 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

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 P94-10/14-17. 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.



Health Professionals and Allied Employees
HPAE/AFT/AFL-CIO
110 Kinderkamack Road
Emerson, NJ 07630

TEL 201-262-5005
FAX 201-262-4335

www.hpae.org
 www.facebook.com/hpae.aft



Address Service Requested

COPE - Labor Walks

With the close of summer and now that Labor Day is over we are back to business and that means the 2017 general election cycle for 2017 will be kicking into high gear. Our efforts are essential for success at the polls and we will need all hands on deck.

Based on a thorough review by our COPE committee of the candidates' positions on key issues for HPAE members, the SEC has endorsed Ambassador, Phil Murphy, for Governor along with a slate of Senate and Assembly incumbents and candidates.

Based on his support for affordable health care, support for Safe Staffing, a fair tax system, and the rights of workers, HPAE has endorsed Phil Murphy for Governor of New Jersey.

Every local is strongly encouraged to provide volunteers for labor walks every Saturday between 9:00 a.m. – 12:00 noon and for phone banks location, dates and times TBD. Our participation and support of the AFL-CIO's Get Out The Vote (GOTV) program is crucial to electing those candidates that stand in support of unions and working families. Every vote is important on November 7th's general election for Governor, as well as all Senate and Assembly seats and we are asking you to mobilize for GOTV.

NOTE:

- Request for Absentee Ballot Deadline is October 31, 2017
- Absentee Ballot return by mail deadline is November 1, 2017
- Election Day Tuesday, November 7, 2017

Remember to vote on Tuesday, Nov. 7th, polls are open from 6am to 8pm

Grievance Chair Update

Hi Local 5103,

Just a few things I wanted you to be mindful of. When you put in a switch form, make sure all areas are filled in correctly. If there are any errors, the switch form will be denied. Depending on the time frame, you may not have a chance to resubmit for it to be approved.

Also make sure you show up to your centers and blood drives on time. The region is getting a lot of late starts and this is becoming a problem. They will be watching closely to see why this is happening. Don't let them find a reason to blame it on staff being late when it can be other reasons why. Protect yourself out there.

LaToya Morris
Grievance Chair