



MESSAGE FROM THE PRESIDENT



Hello to all HPAE Local 5185 Members

It has been almost 3 years since we bargained our last contract and negotiations will be starting by mid-April. The Negotiating Team will include 2 new members; Sue Medina, Lab Technologist representing the Professional Staff and Lisa Rodrigo, Mammography Technician representing the Technical bargaining unit. Both Sue and Lisa will join the rest of the Local Officers, bringing the team to 11 members. Joel Brooks, our Local's Staff Rep will be our lead negotiator. This is a plus, since he knows our contract, our local and most importantly, our members. We have not developed the negotiation schedule yet, but will pass that information onto all of you as soon as it is available

The proposals for a new contract are based on the responses to the contract survey that was completed by many of you. Again, I sound like a broken record, almost 900 members and only a few hundred returned. Remember we are all the Union; we all need to support each other and be in unison for common goals of a good contract for all. It is the expectation of all members to support the Bargaining Team and your fellow members, by participating in events; handing out flyers, attending meetings, and being part of group events such as informational picketing outside of the hospital.

We have strength in numbers, if 22 people are out there; we look pathetic and will get nowhere at the bargaining table. If we have 200, 300, 400 members outside we show unity.

By the time you read this message we will have already had our Membership Meeting on Monday March 12th, 2018. The proposals will have been discussed. The only way you will have known what we spoke about, was to be present. We no longer give handouts at our meetings because they are left around the hospital and get into the hands of management; sometimes by accident and sometimes intentionally. Yes we have spies that bring things right back to management.

Also, as usual the pre-negotiation's nonsense has begun; we have no money, staffs are being bullied by management, members are reporting fellow coworkers at the request of management. This is total nonsense. Remember last negotiations, Microbiology and Pathology was removed from BMC and sent to the non-unionized lab at Christ Hospital? Well they are at it again; they are attempting to do the same with Renal. Management has been very evasive in their responses to our request for information. Will Renal be sold, outsourced, will staff lose jobs? We don't know as of today.

Again these are their pre-negotiation tactics; to scare us and divide us. Stay strong and stay together.

In Solidarity,

John J Bauer, RN
President Local 5185



I am sure that by now everyone is aware that our contract expires in June 30th 2018. It is imperative that we start working together to get a good contract. By looking at the surveys it seems the major issues include safe staffing in all areas of the hospital, bringing those employees, whose step movements have been frozen for many years up to their proper step, ensuring that our health insurance premiums do not climb through the roof and

getting equitable wages. In order to safeguard our position at the table we have to work together and get everyone involved in reaching their goals. Without participation it will be a very hard process, if not impossible, to get a good contract.



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A Newsletter for the members
of HPAE Local 5185 at Bayonne
Medical Center



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IT'S THAT TIME AGAIN!!!!

To all our members

It's that time again. Our contract ends June 2018. We need your support. We will be having general membership meetings throughout the negotiations process. We encourage all members to attend these meeting so that you can be informed of what is happening. For our negotiation to be successful we need all our members to be involved.

Thank You,
Marisol Mateo



With negotiations coming up in the next several months, it is important that all of our members stay united and stick together. Please come and get involved. Your voice is very important to us. A good contract is the basis of everything!

If you have any concerns or issues that you feel are of importance, please feel free to write your suggestions or comments down and leave them in the union box located in the cafeteria.

We are one voice and remember there is always a better outcome when there are more present.

I would also like to take this opportunity to wish a few of our HPAE members a Happy Retirement! Your dedication and years of service at Bayonne Medical Center are exemplary.

Respectfully,
Patricia Meys
HPAE Local 5185

Save the Date

- April 25 & 26 Nurses Take DC for Nurse: Patient Ratios Now Save the date more details to follow
- HPAE Convention—October