



HPAE

LOCAL 5118 Newsletter

A NEWSLETTER FOR THE
MEMBERS OF
HPAE LOCAL 5118 AT COOPER
HOSPITAL

THE COMMUNICATOR NEWSLETTER

January 2018

Message from the President

I want to **THANK YOU** for being the compassionate, committed nurses you are as we try to provide the best care to our patients in spite of the census being over the top! We are all working tirelessly to improve our patients' lives ... we are the ones who leave that lasting impression on those we care for. Even though our employer continues to hire more nurses, we also need more ancillary staff and most importantly we all need to work together.

That being said, we have seen some improvement with the staffing patterns on K8 and K10. The staffing reports show that recently there have been more days with the ratio of 1:5 Vs everyone being at 1:6. The staffing on these units still isn't where it needs to be but the improvement is encouraging.

HPAE is hopeful that with a new Governor in New Jersey our Staffing Bill will become a reality. We are entering the last phase of the process for the Unfair Labor Charge (ULP) we filed against the hospital for unilaterally changing the eligibility for health insurance for the new hires' spouses. The hospital did not give the Union the opportunity to bargain over the effects of this change. They made up their mind to make the change then told us when it was going to go into effect. When the Labor Board renders their final decision we will announce the outcome.

Remember, if you have any questions about the language in our Union contract or something a manager may tell you, contact one of your Local Leaders or Union Representatives. Do not be silent. We have rights as Union members!

In Solidarity,
Doris Bell, RN, Union President

GRIEVANCE and DISCIPLINE CORNER

Recently the hospital has been very busy handing out disciplines to nurses. Below is a brief list of the disciplines.

1. **Lab Specimens:** Written warnings for unlabeled lab specimens, mislabeled specimen and wrong transmittal slip. The RN who obtained the specimen AND the RN who sent it (which may be different) have BOTH been given disciplines. Please slow down and triple check your labels and transmittal slips for yourself and others. Also do not assume that the labels in the printer, patient folder, bedside are correct!! Mistakes happen but we are being disciplined even though it was a mistake.
2. **Parking Violations:** Written warnings have been given for parking below the 4th floor at the main hospital. We have to park where we are assigned. Do not pull a ticket and park below the 4th floor because you are going to be late. We can't think because we are paying for the ticket that we are ok. This is FALSE. We can still be disciplined for not parking where we are assigned. We can be late several times (which we are not advocating) before we get disciplined. ***After receiving a written warning we can be removed from parking in the garage. Be careful.
3. **Calling out:** We should not be calling out days or weeks before the time we want to take off. Even though we have the right to call out, and we think we are helping the hospital by calling out in advance so they can staff the hospital – the hospital does not look at it the same way. Please be responsible with your PTU's.
4. **Secure our medications:** A nurse was suspended for placing an unknown pill by the nurses' station. It was left unsecured which the hospital claims is or has the potential to be a patient safety issue. We all have to make sure our medications are in their drawers, locked, wasted and returned by the end of our shift. Do not leave meds that come up in the tube system lying at the nursing station. Also do not leave meds at a patients' bedside. We have to watch them actually take it before we leave the room.

GRIEVANCE UPDATE

1. We won a grievance for a RN who was floated less than 3 months off of orientation. We worked very hard to get this language in the contract to protect our new RNs and recently transferred RN's. Remember work then grieve. Contact your union rep if this happens to you or your fellow RN. We need to support each other.
2. We are going to Arbitration for a RN and her Nursing license. We will update you when we have a final decision.
3. We have a grievance for an OT RN being used instead of a UBP Nurse. We will keep you updated.

CONTRACT EDUCATION

Every year around the holidays we get a lot of questions regarding Seniority and who gets off. Here is a quick way to remember which seniority is used.

1. Bargaining Unit Seniority (the date you started as a Union RN at the hospital) is used for applying for jobs, layoffs, and Vacations.
2. Unit Seniority (the date you started in your current unit/area) is used for Holidays. Your unit should have both of these lists available for you to see and make sure the dates are correct.

Submitted by
Jackie Franchetti, RN, BSN
Grievance Chair

New Critical Care Admission Area (CCAA)

On December 21, 2017, Cooper requested to meet with our Local Executive Board. The purpose of the meeting was to inform and discuss the opening of a four bed Critical Care Admission Area in the Mickle Pod in the Emergency Department. During the meeting we asked many questions and voiced our concerns.

When new areas are opened, moved or consolidated we immediately address staffing, seniority, float districts, relief for breaks, supplies, scheduling and the need for our input/involvement of the area. Talking points were developed and used by management when talking about this admission area with the nurses. We wanted to make sure everyone was told the same thing.

The CCAA opened on January 8. It is currently a four bed extension of the ICU. The CCAA is staffed and supported by the ICU nurses, physicians, and techs. Critical Care patients that are not yet admitted (transfers, ED patients, direct admissions), will go to the CCAA. The patients will be evaluated for proper placement on admission and cared for by the skilled ICU nurses until a bed is available.

We will continue to follow up with the ICU nurses to ensure that they have everything they need as they care for their patients.

Submitted by –
Patti Scharff, RN

HPAE EDUCATION DAYS

DV101: Domestic Violence Introduction

Tuesday, March 6, 2018

Kenilworth Inn
60S. 31 Street—Kenilworth, NJ 07033

Thursday, March 8, 2018

Hotel ML
915 NJ Rte. 73—Mount Laurel, NJ

5.5 Contact hours will be awarded

To register go to www.hpaе.org

New Year ... New Union Contract And the New Nurse Caucus

As we were going through contract negotiations last year I realized that many of our newer nurses have different goals and needs than those of us who have been in the Union for a long time and have been nurses for many years. It is very important to us that every nurse knows they have a voice in their Union.

There is no better way of understanding what our newest Union members want from their Union than having them tell us. Lauren Kelly, RN has agreed to chair the **New Nurse Caucus**. Lauren works nights on K10. The Council will be developed and run by those who have agreed to be part of this new initiative.

The first meeting is scheduled for **February 13th at 5pm** at the Philly Diner in Runnemede. Regular meetings are going to be held on the 3rd Tuesday of every other month.

**KEEP an EYE out for the new initiatives the
New Nurse Caucus comes up with!**

**ALL NURSES ARE WELCOME.
JOIN US!**

Submitted by –
Doris Bell, RN
President Local 5118



A Newsletter for the members of
HPAE Local 5118 at Cooper Hospital

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Address Service Requested

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