



# HPAE

## LOCAL 5118 Newsletter

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

THE COMMUNICATOR NEWSLETTER

March 2018

## Message from the President

Since our last newsletter we have encountered many issues throughout the hospital. The OR has been unable to get 2 weeks vacation for the summer, the hospital has argued with us about what an early clock out is, and although the census keeps soaring, the staffing remains the same.

We as a local have an opportunity to attend a rally on April 26th in Washington DC, for safe staffing. HPAE will be providing buses for us to go, so there won't be much you will need to do other than board the bus. The rally is called "NURSES TAKE DC" and it's to support nurse patient ratios to advocate for safe patient care for all our patients. If you are interested in attending please reach out to me at [dbell-hpae@comcast.net](mailto:dbell-hpae@comcast.net).

The Supreme Court will soon be deciding on the case Janus vs AFSCME. This is just another way for big business to weaken the power of the union. Being part of a union allows us to make decisions about our wages and working conditions and without it the employer would be making all these decisions without you. This case is designed to strip unions of their voice. Do not be tricked if someone approaches you and says, "How would you like to be part of a union and not pay dues?" All unions need money to fight their fights and represent their members. Cutting our dues is not a fight for us it's a fight for the employer against our collective bargaining rights.

I for one do not want to move back in time. I am all for defending the employee from the employer and protecting both the rights of our patients and our workers. We are union strong.

In Solidarity,  
Doris Bell, RN, Union President

## HPAE Committee of Retirees



Pictured L-R: Ann Twomey, HPAE President; Carolyn Emory (5118); Laura Iacometta (5029); Barbara Egger (5112); Barbara Slavoff (5131); Doris Bell (5118) and Alexis Rean-Walker (5094)

On March 1st representatives from HPAE met with retired Union members from our locals across the State to reestablish the Council of Retirees

This group will be comprised of members who have retired but still wish to be part of HPAE fights and issues. They will assist with local and state functions, support retired members who may be sick, attend conventions and even educate other retirees on healthcare issues.

If there is anyone you know who has retired or is retiring soon please forward me their contact information [dbell-hpae@comcast.net](mailto:dbell-hpae@comcast.net).

Doris Bell, RN  
President HPAE COR



- Thursday, April 26 - Nurses Take DC for Nurse: Patient Ratios Now

Save the date more details to follow

Nurses from across the United States will rally at the nation's capital, Washington, DC to draw attention to understaffing in hospitals which studies have shown puts patients' lives at risk. Nurses will rally and speak out for the safety of their patients and to make sure every hospital has enough nurse to improve patient outcomes in a safe environment.—GET ON A BUS TO DC— [www.hpae.org](http://www.hpae.org) to register

- **General Membership Meeting**— The next General Membership meeting is on May 9th, 2018 at 8 am and 5:30 pm at the ML hotel on Route 73, Marlton.
- The next scheduled general membership meeting is October 10, 2018.
- **Union Rep Brunch**—The Union Rep Brunch meetings are: 5-6-18-, 9-16-18, and 11-11-18 from 10am - 12 pm.
- We will be doing union walk thrus every month throughout the hospital. We will send you an email for the date and time we will be on your unit. Please look out for us and gather any questions you may have. We will be happy to answer them in your break room. ( non patient care area) you are allowed to speak with your union representation in non clinical areas.
- **HPAE Convention**—October 4—5

## FREE COLLEGE

Yes, that's what I said—free college. Eastern Gateway Community College in Ohio is a fully accredited, nonprofit public institution that is part of the University System of Ohio. Students can enroll in the online distance-learning program with no costs for tuition, fees or e-texts. Credits earned can be transferred to a four-year college; to date, credits have transferred to 320 educational institutions in 39 states. The program offers seven associate degrees, including business administration, early childhood education, accounting, paralegal, criminal justice and two certificate programs.

**Eligibility**—This is open to all AFT members, including retirees, as well as their spouses/ domestic partners, children, grandchildren, step - children, step-grandchildren, and legal dependents.

**How does it work?** —Under an academic partnership with Eastern Gateway Community College, the Union Plus Free College Benefit offers grants—known as “last dollar scholarships”—that fill the gap between any federal, state and employer education grants for tuition, fees and e-books for certain online programs at Eastern Gateway.

**Is it too good to be true?**—The AFT did a thorough review of this program and the institution. Faculty and staff are represented by our colleagues at the NEA. Ohio state law doesn't allow adjuncts to be unionized, but the college president has made a commitment to meeting the AFT's standards for employment of adjunct faculty. So it is true. And it is good.

Education is core to our mission, so we can't think of a better program to offer as one of our newest benefits.

For more information visit:  
[www.unionplusfreecollege.org](http://www.unionplusfreecollege.org)

## EDUCATION CORNER

This section will be used to educate/ remind our members about issues that concern everyone.

### 1. Parking has been an ongoing issue:

- Please park where you were assigned.
- It is not OK to park in the hospital garage, take a ticket and pay for your parking.

### 2. Clocking in/ clocking out:

- If you are running late and sign the exception sheet, write the time you started work. Do not write an earlier time to avoid a lateness on your record, this is considered theft of time and can be grounds for disciplinary action.
- If your shift is done and you are not finished documentation, do not clock out and go back to finish. Do not clock out until you are completely finished your patient care.

### 3. Orders:

- Verbal orders should be for emergencies only. Physicians should have access to EPIC even if they are not in-house. If it is necessary to take a verbal order, remember to read back the order and confirm the physician's/ APN's full name before ending the phone call and carrying out the order.
- Scan all medications before administration. If a med was discontinued, the RN will be alerted when it is scanned. Meds have been administered after it was discontinued, because it was not scanned first.

### 4. Social media:

- Do not use your cell phone for Snap chat, Instagram or Facebook during your shift- for any reason. An RN was suspended for taking a picture with co-workers in their unit and putting it on snap chat.

I hope you find this section helpful.

Ann McCausland, RNC  
Vice President HPAE Local 5118

## Grievance / Discipline Updates

1. We have ongoing grievances currently for 1. Wrong Mandation / cancellation of a staff RN when a pool RN was working and 2. Discipline - not for just cause- for unprofessional conduct ( staff complaint made against a rn ).

We are following these through the 3 steps of our grievance process and will update you on their status and the hospital's responses.

2. We had an Arbitration hearing on 3-12-18. An arbitration is a process that the local and state union officers vote on if a grievance has been denied at the third step level by the hospital. If your union agrees to take the case to arbitration then an independent arbitrator is hired by the hospital and the union to review the case and make their decision. This decision will be final and binding.

The arbitration hearing we had on 3-12-18 was in regards to a RN getting a suspension for nursing license renewal... the hospital states it was not primary sourced ( the process they use to verify if your license is valid ). Your union states that the RN's license never expired.

We will let you know of the outcome.

Please continue to follow the directions of how to renew your license as outlined by the state board of nursing.

### 3. Disciplines

1. As we have educated in the past 3 written warnings equals a termination by the hospital. A RN was terminated for 3 written ( wearing a hoodie ( dress code violation, using the computer to do school work ( on work time) and unprofessional behavior ( eating / drinking at the work station). Remember disciplines add up....

2. Kronos.- we have had 2 RN's disciplined for not showing up to work ( thought their schedule was different then what was posted in Kronos) or saw in Kronos pto days that were not requested but used by the employee.

Please read your Kronos schedule accurately and if there is a question ask your manager immediately .

3. Lab Specimen and Blood tag errors.- we were notified by the hospital that there has been a decrease in errors in both of these situations.

4. Call outs and lateness disciplines continue.

5. A termination was given for not clocking in, writing on the exception sheet 7:00 and the parking garage swipe states 7:05. This is theft of time. If your u are late ... be late. It takes several occurrences of lateness before your u are disciplined. 701 is late.

### Union Representative Updates

We had a great union rep brunch on 2-11-18. We meet on a Sunday at the Philly Diner in Runnemede NJ from 10am - 12pm every other month. If you are interested in becoming a rep or just want to learn more please contact any of your union officers.

We are happy to report that 3 nurses from the Or have expressed interest in becoming a rep. A rep training is in the works.

In Solidarity  
Jackie Franchetti



**HPAE**

A Newsletter for the members of  
HPAE Local 5118 at Cooper

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 [facebook.com/hpaeaft](https://facebook.com/hpaeaft)

**Address Service Requested**

## STAFFING COMMITTEE UPDATES

There is currently a committee composed of administration, pharmacists, and RN's reviewing the IV Guidelines for Cooper. Many questions remain about IV drips and where certain drips are appropriate for use. Particular concerns exist for telemetry units, and the acuity of the patients associated with some of the medications. This team will reconvene and discuss these issues. We will keep you updated with any finalized information.

All nurses should become familiar with the new Transport Log. This log tracks how patients are transported within departments. While it is the responsibility of the transport team, and secretary to keep track of this, the RN must sign off on the patient when transporting occurs. This is for patient movement provided by someone other than the RN. Please ask your manager for more information and where your Log book is located. Education should be happening on your units.

We continue to monitor staffing. There have been several cases of RN's being cancelled inappropriately. Some have led to grievances being filed (and won!) and others led to discussions with upper management. In many cases, Cods and managers have been educated as to the process in order to alleviate future problems.

PACU, OR and IR are hiring more nurses. This is partially due to the opening of the new P2 area and the expansion of OR beds. There is currently a referral bonus for experienced OR nurses.

We are aware of the increase in floating of medical surgical RNs, especially to staff N9. We have been informed that there are now 5.4 FTE 's budgeted for N9. This should help decrease floating. There was a Nurse Recruitment Fair at the end of February.

Please continue to keep us informed of any staffing questions OR issues.

Patti Scharff, RN