



HPAE

LOCAL 5118 Newsletter

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

THE COMMUNICATOR NEWSLETTER

September 2017

Message from the President

Our new contract should arrive soon to your homes. Please familiarize yourselves with the contract language and, if you have any questions, please feel free to reach out to one of the officers. In addition to the contract booklets that are being mailed to each member, there are large orange binders on the units with a copy of the contract in them. Our new contract covers are orange. The contract can also be viewed on the HP AE website at <http://www.hpae.org/resources/local-5118-rn-contract-2014-2017/>.

Our 6-week schedules are now starting in Kronos. Remember you must enter your schedule while at work or from home. If you are having trouble logging on to Kronos from home, call the HELP desk and they will guide you through it.

With all of the staffing issues and the many patients we care for daily, please watch out for the new nurses. Make sure that they are not floated for 3 months after orientation so they can succeed on their units. Our new language on staffing will be starting October 1; and we will be keeping a close eye on K8 and K10 to make sure that the language is being followed correctly.

Our Local Executive is working hard to keep you updated on issues and disciplines so you can be aware of what to watch out for. You have probably already received one of our updates. In addition to updates, we will be doing regular walk-throughs, so make sure if you see us to stop back in the break room if you can.

I just need to say one more time that you are all awesome nurses and without all of your hard work and dedication to your patients, Cooper Hospital would not be what it is today. Take a look at www.hpae.org and look at our local 5118 for new things going on.

Doris Bell
President, Local 5118

Local 5118 Donates to help Puerto Rico



HPAE Local 5118 donated water to the Respond center in Camden NJ. Respond is sending all water donated to help the relief efforts in Puerto Rico.

Thank you all who helped with this great cause.



Welcome to Our New and Updated Local 5118 Newsletter

Below are the sections and union activities which we will be addressing in each issue of our local newsletter. We welcome suggestions and encourage members to contribute to their newsletter.

1. President's Message - This section is for your President - Doris Bell- to update you on important information affecting our local and the state HPAA on nursing issues.

2. Grievance and Discipline Updates- In this section we will review current grievances and provide a summary of disciplines. It's important that you know what nurses are getting written up for and what grievances we have won or lost.

3. Staffing Challenges - This section will discuss how HPAA is addressing the ongoing concerns regarding inadequate staffing with the hospital. It will include

information from the joint HPAA staffing committee with the hospital, assignment despite objection forms, and more.

4. Joint Committees- This section will list the committees HPAA nurses are on with the hospital and the issue that they discuss. FYI- being part of these joint HPAA committees does give you credit towards the clinical ladder.

5. " Why Have a Union?"- This section will educate more experienced and new nurses on the reasons why a union benefits you and the history of the labor movement.

6. Member Connection - This section is for you, the members, to write an article about what is important to you, what it is like working in your area, and what you would like see changed to help make your working environment better.

Grievance and Discipline Updates

Current Grievances:

1. We WON a grievance in MIU/MFCU (Maternal Child Health) - an RN was given a patient assignment in two units. The hospital agreed that this would not happen again.
2. We have filed a grievance for an RN who recently came off orientation and was floated to another unit. This violates the contract, as nurses must be off orientation for three months before they are floated. Please contact a rep if you see this practice happening. We need to protect our new nurses and we worked very hard to get this language into the contract for new nurses.
3. We have filed a grievance for Pool and the number of call outs they can have before they are disciplined. The hospital is stating that they only get one call-out. We disagree. We will update you on the outcome of this grievance.
4. We currently have submitted grievances for a discipline based on unprofessional behavior, expiration of a nursing license, and scheduling of an RN for one part of the shift in one unit, then scheduled in another unit (not floated- actually scheduled)
5. We won several grievances for wrong cancellation - nurses were paid as if they worked.

Disciplines

1. Written warning - RN not getting their Schedule into Kronos after multiple coachings.
2. Written warnings - unlabeled lab specimens, wrong label on specimen, wrong slip sent (a nurse was helping another RN and sent the wrong lab slip - BOTH RNs were disciplined) PLEASE check and re check your labs and your coworkers before sending.
3. Verbal warnings- not documenting the reassessing of pain after a med was given within the hour time frame, PLEASE insert a column to document within the hour you did check your patient.

FYI - Know your contract! A large ORANGE binder has been placed on all units with your union contract. Please reference this if you have any concerns and contact a union rep.

Thank you,
Jackie Franchetti
Grievance Chair

Staffing Update

Staffing continues to be one of our union's biggest challenges. Even though Cooper continues to hire nurses, they schedule at a bare minimum. There is absolutely no cushion built into their calculation of the average daily census number for each area. Their ADC number determines the number of staff we are given. We have asked the nursing administration to look at the numbers as they prepare their 2018 budget.

We receive staffing reports from the hospital three times a week. Recently, these staffing reports show that on the Pavilion floors more nurses are starting the shift at a 1:5 nurse to patient ratio. We are seeing that the number of nurses on every floor has at least two nurses with a 1:6 ratio. This is an improvement from every nurse, every day being at 1:6. On the other hand there are days that every nurse is at 1:6. Based on the staffing reports, more nurses go to a 1:6 when the census hits 490 and above. The census has been over 500 for the past several months! Cooper blames call-outs and vacations for us having to work at 1:6. This is nonsense because the areas they cite as having excessive call-outs are not the areas that are working at the 1:6 ratio.

While some of our areas do not have enough nurses scheduled for us to have our 1:5 ratio, our fellow nurses in the Maternal Child Health areas are being mandated off for low census.

Our meetings with the hospital to discuss how unsafe staffing really is continues to occur. We file staffing grievances, review and address the Assignment to Despite Objection forms that you submit and track all of the information that is on the staffing reports from the hospital. All of this is important because the more information we gather over a period of time will be useful as we decide what our next steps are going to be in addressing our staffing problems.

Please contact me directly with any staffing concerns or questions you may have at jimandpattischarff@msn.com.

Patti Scharff, RN
HPAE Staffing Committee Chair



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

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