



WINNING A GOOD CONTRACT DEPENDS ON YOU!

In 2024, we will re-negotiate our contract. Unlike the last three years, where we had to fight for small improvements whenever the opportunity came up, everything from good wages, to safe staffing, to quality benefits will be on the table. We have a real chance to make big wins for EVERYONE, but only if we are strong and united. We can only force Management to make concessions if we can show them that we'll do whatever it takes and can't be divided.

In the next few months, you'll get emails, texts and calls about Union activities like petitions, rallies, leafleting, and Strike School. Now, more than ever, it's important you make time to participate.

Stronger Together!
Christine Crimaldi
HPAE Local5185 President

*WISHING OUR LOCAL FAMILY
A HAPPY AND HEALTHY HOLIDAY SEASON.
HERE'S TO AN EXCITING NEW YEAR AHEAD!!!*

SHORT STAFFING FORMS

I would like to remind everyone to fill out the short-staffing forms. It does provide some protection to you. If there is an occurrence due to being short-staffed it helps to cover you and is in writing. If something happens due to being short-staffed you will not remember all the details days or weeks later. With the form you have a written document that will have the facts of what occurred that day. It can be worth its weight in gold to reconstruct that day! Also-you do not need to be a nurse. Anyone can fill out this form and we encourage you to do this.

Joan Zitzman
VP Nursing and Professionals

NURSE & HEALTHCARE WORKER BURNOUT

One third of nurses have quit NJ hospitals since 2019 due to burnout, according to NJ.com. Other healthcare workers have also left the hospital setting making the situation even worse. This crisis leaves the healthcare facilities short staffed and places a great financial drain trying to cover shifts with agency, overtime and bonuses. Workers are exhausted, sluggish and overwhelmed trying to care for their patients. No one has had an opportunity to decompress after the COVID 19 crisis.

Not only are we burnt out I'm sure some of us suffer from some form of PTSD after the COVID crisis. You almost feel like a hamster on a wheel. As best as we try patients have to feel the impact of all of this too. Some burnout symptoms: are a sense of failure & self-doubt, feeling helpless, trapped, and defeated, detachment, feeling alone in the world, loss of motivation, increasingly cynical & negative outlook, decreased satisfaction and sense of accomplishment.

Some tips on how to recover from burnout: track your stress levels, identify your stressors, create a habit of journaling, seek professional help, build a support network, get enough exercise, speak up for yourself, learn stress management techniques.

Lastly just be good to yourself and your co-workers as well as your loved ones we are all in this together. I know in time we can conquer this monster together but it will take time. Just go get that massage, do your nails go on that trip with your friends, get close to nature do whatever you love. I love to paint, collect rocks and fossils, just being outdoors and spending time with friends and family. Find your passion and love yourself.

With Great Admiration of All of You

Susan Sienkiewicz
Treasurer





A Newsletter for the members of HPAE Local 5185

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ONCOLOGY CLINIC

At the end of October the hospital informed the union that they would be closing the oncology clinic. The union held several meetings with management to go over the impact this had on the community and the staff. The hospital was trying the find ways to keep the clinic open for the patients who have become like family to the staff that works there. The hospital has decided to keep the clinic open .There has been new protocols implemented for the doctors and patient that go there. This is great for the community and the hospital..

Nanette Rivera

BETTER BENEFITS

We all deserve better benefits. Starting September 18th, all employees will be able to use the BMC gym for free. You'll first need to take a safety course and sign a waiver. Also, you'll need a partner each time you use the gym and can't use it on work time.

BMC employees are also now eligible for Public Service Student Loan Forgiveness. You can use our Union's free student debt tool, AFT Summer to help access your savings.

With negotiations less than a year away, we hope to win and get more affordable Medical and Dental benefits. But, big wins take all of us, be sure to talk to your union reps and officers, and talk about what you want to see in our next benefits package, and ask how you can be a part of our fight for a better contract!

Danielle Hallenbeck
Vice President of Service Members