



PRESIDENTS MESSAGE

As you know, much has been happening at BMC. Hudson Regional Hospital recently held a ribbon cutting ceremony prior to Thanksgiving complete with new architectural designs for the front lobby as well as a press conference.

The latest update on the progress is that the State Planning Board gave its approval for the transfer of BMC to Hudson Regional. Prior to the State accepting this transfer, the State Planning Board will hold a special meeting on December 10th with regards to the approval for the transfer.

We will not know the status of the bonuses and the matching of the 401k until that time.

I know this uncertainty is weighing on you all. Once we get more information, we will share it immediately. PLEASE make sure your contact information is up to date and read everything in each update. You can always go to hpae.org, select 5185 from the drop-down box, click on member resources on the left then update my information.

As always, thank you for your continued support.

We wish you all a wonderful Christmas and a Healthy Happy New Year.

Christine Crimaldi, RN
HPAE 5185 President

SMART MONEY MANAGEMENT

Be smart with your money requires planning and discipline. Start by creating a budget to track your income and expenses, ensuring you live within your means. Prioritize saving by setting aside a portion of your income for an emergency fund and future goals. Avoid unnecessary debt by distinguishing between wants and needs, and use credit wisely to maintain a good credit score. Invest in your future by contributing to retirement accounts or other long-time investment plans. Make informed decisions by researching financial products and seeking professional advice when needed. Regularly review your financial situation and adjust your strategy to stay on track.

By practicing these habits, you can build financial security and achieve your goals.

Marisol Mateo
VP TECH AND LPN

LATERAL VIOLENCE

Lateral Violence is the new thing you are going to be hearing about around the hospital.

What is it?

Lateral Violence also know horizontal violence as refers to acts that occur between colleagues, where bullying is described as acts carried out by one in a higher level of authority and occur over time. The act can be concealed or done or shown openly . The acts can be verbal or non verbal aggression.

Some examples of Convert behavior.

- Unfair assignment
- Refusing to help someone
- Ignoring
- Making faces behind someone back.
- Refusing to work with certain people or not work with others.

Some examples of Overt behavior.

- Name Calling
- Sabotage
- Bickering
- Criticism
- Intimidation
- Gossip
- Shouting
- Blaming
- Raised Eye Brows

If you feel you are a victim of this type of behavior and cannot talk to your manager about it. Contact human resources.

Remember the hospital has a no retaliation policy.

Susan Seinkiewicz
Treasurer

SELF CARE IS IMPORTANT

The holidays are fast approaching. We are sometimes so busy that we forget to take care of ourselves. Please remember to take time out for yourself. Diet, exercise, sleep and a little bit of fresh air and sunshine are all necessary to maintain your health. Health is wealth!! Have a happy and healthy holiday! Enjoy!

Joan Zitzman, RN
VP Nursing and Pro



A Newsletter for the members of HPAE Local 5185

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STRESS

It is that time of year again and people are feeling stressed about the holiday and everything going on in the hospital and the uncertainty.

Please don't take it out on your fellow employees, if you feel that you are overworked and are just going to explode just walk away . Don't express yourself by yelling or slamming items as this is a form of work place violence and management will discipline you for it.

If you find yourself in a situation where management calls you in for something ask if it will lead to discipline.

If management ask you to give a statement please say you would like to have a union representative as this could lead to something.

Please always ask for a union representative if management is asking you questions and you are uncomfortable.

Please enjoy the holiday season.

Nanette Rivera

ATTENTION MEMBERS OF LOCAL 5185

As November ends so begins the yearly struggle with insurance coverage. If you have your own insurance coverage that is not provided to you by the hospital and if you are a full time or part time employee you are eligible to receive an opt out pay on your check. In order to receive this pay you will need to fill out the opt out section of the benefit planner. The website is linked below!

When accessing the website you will be prompted to create a new account. When you get to the section that is title "Group name" please enter "BMC" then you will follow the rest of the prompts. If you need any help please contact HR.

<https://www.benefitplanmanager.com/LyfBlox/Logins/Login.aspx#no-back-button>

Nathaniel Mateo, Membership Mobilizer

WORD SEARCH

X C L Q M J L N E W Y E A R S N L N B T
C W A I R B O G N A U G H T Y E W X J W
Q J G N N F R X L K S A N T A C L A U S
Q N Z R D O L U X I D F K E F H A T N N
E I G X I Y R X D L G A A N I K W S G U
M X D I Y N C T O O H H F S R Z F J O Q
A O G E S L C A H S L M T F E L P J R I
S B E L V E S H N P H P W S P P V O N W
C H R I S T M A S E O F H C L Z P Q A J
M K X T L F G E W F F L E A A V S C M W
N I D T N T I N S E L K E L C J N F E B
N R S S S T A R V P K R P L E Z O C N Q
I Q C T T M D T R E E U T I V A W O T H
C B G H L O I J F X K D K N S U M L S U
E P G S I E C M D N I T T G K K A R Y E
X H L X U M T K L B V C Q B C W N H L J
A B E U G V N O I S U R E I N D E E R S
B S I N C S X E E N J Y L R B L N Z R E
H M K J S S M G Y S G Q T D F H O L L Y
E G A R L A N D W Z Q S O S W A T G F O

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|---------------|-------------|------------|------|
| Calling birds | Santa Claus | Christmas | Tree |
| Candy cane | Mistletoe | Ornaments | Star |
| North Pole | Stockings | Fire place | Nice |
| Rudolph | Reindeer | New years | |
| Garland | Chimney | Lights | |
| Tinsel | Naughty | Grinch | |
| Holly | Elves | Hens | |
| Snowman | | | |