



END OF YEAR STATEMENT

As the nation witnessed the 2024 election process in full effect, we at local 5106 will have our own election for our local executive board in a few short months. The process is very straightforward. Members who are in good standing can run for office as deemed by our local's bylaws (please read). The length of office is two years. Once a nomination is accepted, it says that you are committed to serve the term of office, serve our local and serve the State Executive Committee.

It still amazes me that members give 101 excuses as to why they cannot serve in key positions within our local but can give 101 criticisms on how the local should be run. For those who are up for this endeavor, I thank you in advance. For the naysayers, this is your opportunity to step out of the shadows and take on a more active and productive role.

There is more to be accomplished in the coming years, but I know we are up to the challenge!

At this time, I would like to wish all members of Local 5106 a safe and happy holiday season. See you in the New Year!

In solidarity,

Christopher Lewis
President HPAE Local 5106

SEASONAL AFFECTIVE DISORDER

Seasonal affective disorder, better known as SAD, is a seasonal depression. A mood disorder characterized by depression that occurs at the same time every year. Symptoms include fatigue, depression, hopelessness, and social withdrawal. You may have mood swings, loss of interest, sadness, sleep deprivation, and your appetite can change. Irritability and social isolation can also occur. SAD is also known as the Winter Blues. The way SAD can be fought is to have a positive mindset and enhance your overall quality of life. People address various ways of how they deal with the holidays. Some are happy, some are sad, some are careless.

Treatment for SAD may include light therapy, psychotherapy, medications, or any combination of the above. So do not brush off the yearly feelings as a simple case of the "Winter Blues" or a seasonal funk that you just have a tough time to get through. Take the steps you need to keep your mood and motivation steady throughout the year.

Happy Holidays!

Venus Weaver
Vice President of Professionals

A HIGHER POSITION REQUIRES HIGHER STANDARDS

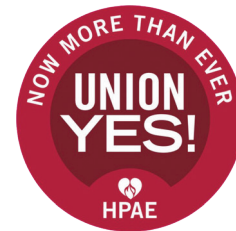
If you are up to taking on more responsibility, then consider a leadership role in our Union. These roles provide an opportunity to serve the community and offer personal growth and development. Our Union is vital as the members have decided to unite for the common good. As leaders, we want to foster a strong sense of unity and solidarity amongst our members. We must remember that so many others have taken significant risks and forged the liberty for us to stand together. We can fight for better working conditions, fair wages, and a safer working environment.

Like many others, our Union struggles to find and keep good leadership for various reasons. Burnout becomes a reality because the task is daunting, relentless, and often thankless. We are advocating for our members, long hours of conflict resolution, and strategic planning and organizing. But we remain driven by all opposing forces that attempted to tear us apart. We often face resistance from management and, other times, from those we represent.

Great leaders learn the value of serving others, while poor leaders resort to serving themselves. We must ensure that our members' voices are heard, and their collective interests are represented. Our Union urgently needs leaders with excellent communication skills and the ability to organize and negotiate for its members' rights.

The decision to take on a leadership role in our Union is not one to be taken lightly. It is a choice that will have a profound and tangible impact on the lives of others. We need leaders who are passionate about building strong communities and committed to improving the working environment for the betterment of all. If you are ready to make a significant difference, this could be your role.

Michael Wilson
Secretary
HPAE Local 5106



HPAE LOCAL 5106
VIOLENCE PREVENTION/ SAFETY COMMITTEE MEETING
CONFERENCE CALL MINUTES
NOVEMBER 19TH, 2024 @ 8:30 AM

Attendance: Christopher Lewis, Richard Miller, Kristen Bryant, Jeanine Penn, Yvette Valiente, Michael Wilson

Review of Minutes: Read and Approved

OLD BUSINESS

- Two vehicles were vandalized in the East parking lot overnight (June/2024) Update
 - a) Windows were broken out
- Patient Assaulted by MHT PM-5 Update
 - a) Causation
 - b) status of patients
 - c) status of MHT
 - d) charges filed against MHT
- MHT'S giving push back to ED for assistance with "off property" a discharged Patient
 - a) The role of MHT needs clarification
- Security stance on "Hands Off" needs clarification
- Cafeteria Break-in update
- Stabbing incident in ED (July/2024)
 - a) Causation
 - b) status of injured employees
 - c) charges filed against the assailant
- Union Rep Caitlin Mullner RN, Regina Lynch-Black RN
 - a) Safety concerns in ED

NEW BUSINESS

- Assault on patient on PM-4 choked (8/20/24)
 - The patient was not injured.
 - The staff member is no longer employed with Temple University
 - In-service was conducted with staff to report incidents.
 - Management has posted non-violent policies.
 - Investigated incidents can result in termination and be reported to the licensure board.
 - Mandated reporting has been reiterated. HPAE will contact staff to address the seriousness.
- Fire Department Called to ED (8/31/24) Update
 - a) How was the Fire Department alerted? The fire department was called.
 - b) No smoke or fire was found: A gas smell was reported. Testing was done, and no gas issues were identified either.
 - c) Fire protocols (RACE) followed. We are investigating the incident.

- d) We did not receive a fine for this call.
- e) Fire protocol policy was reviewed with the staff.
- Recent shooting in a South Jersey Emergency Department
 - a) Staff in the ED would like signage posted reminding police officers to be mindful of their surroundings and control their firearms at all times.
- Management said they would discuss this matter and look at signs.
- We can discuss methods to increase awareness of safety.

Monthly Numbers (August 2024)

- Use of restraints
Behavioral Health Floors, CRC, C6
 - Two restraints in CRC,
 - There are none on the BH floors.
- Stat 13's
C6, Behavioral Health Floors, CRC
C6- 8, P6-3, P5-4, P4 -4, C4- 6, C5 -24, C6 - 8, CRC -27.
 - * Rapid Responses
C6, Behavioral Health Floors, CRC
C6-2, P6-1, P5 2, P4 -2, C5-0, C4-0, CRC-1.
- Code Walkers
C6, Behavioral Health Floors, CRC

None for August

- Staff Assaults
C6, Behavioral Health Floors, CRC

Richard will email these numbers later today after the monthly violence prevention meeting.

ED (August 2024)

- Stat 13's: ED - 45.
- Number of Times ED on Divert 11
- Staff Assaults ED – We are not aware of for August
- Code Walkers ED - None reported

Richard also discussed a red flag meeting to create a plan for the problematic patient on C-4. The focus was facilitating a discharge once he reached a baseline with his family. We have implemented an incentive plan to increase compliance with medication and reduce aggressive and violent behavior.

Also, Richard thanked Michael Wilson for assisting with developing a plan for transferring a forensic admission and for making the transition a good one.



**HPAE LOCAL 5106
LABOR MANAGEMENT MEETING
CONFERENCE CALL MINUTES
NOVEMBER 19TH, 2024 @ 9:30 AM**

Attendance: Richard Miller, Jeanine Penn, Yvette Valiente, Kevin Desrochers Kristen Bryant, Regina Bryant, Chris Lewis

Absent: Michael Wilson, Terry Leone

Review of Minutes: Reviewed and excepted

- Uniform update for HPAE members
 - ☆ Management Response: All technical units should have access to the Uniform Program System to order uniforms. Those members who are having issues logging on to the system can reach out to HR.
- Recognition of Phlebotomist in HPAE CBA
 - ☆ The union and Management are currently in discussions on this matter
- Sign on Bonus for ED/Behavioral health RN'S still available
 - ☆ Management Response: The Sign on are still available for ED/ Behavioral health Floors 1st half after ninety days 2nd half after two years

- Retention incentives for tenured RN'S
 - ☆ Management Response: Suggestion received positively. No further discussions scheduled at this time
- ADL Time for Covid-19 still available
 - ☆ Management Response: ADL Time for employees who contract Covid-19 are eligible for ADL Time with a positive PCR or Antigen Test results. Results should be forwarded to the Covid Response Team

Staffing Updates:

- ☆ Management Response:
- BEHAVIORAL HEALTH FLOORS, CRC, C6
RN positions: C-5 PT night, FT Day, C-6 2 PT night, P-6 FT Day
CRC: PT day, PT evening

Staffing Update ED:

- ☆ Management Response: ED authorized 8 Travelers to work in ED

**HPAE LOCAL 5106
VP/ SAFETY COMMITTEE MEETING
CONFERENCE CALL MINUTES
NOVEMBER 19TH, 2024 @ 8:30 AM**

Attendees: Chris Lewis, Kevin Desrochers, Richard Miller, Jeanine Penn Regina Bryant, Yvette Valiente, Kristen Bryant

Absent: Michael Wilson

Review of Minutes: Minutes Reviewed and accepted.

- What security measures will be implemented to prevent break ends for the outpatient pharmacy.
 - ☆ Management Response: The main lobby security officer who is posted seven days a week 24 hours a day will monitor the outpatient pharmacy. The construction was reinforced with materials that can withstand an impact from a vehicle. New surveillance cameras outside and inside the pharmacy will be monitored for theft. The hours of operation will be 9am to 5pm.
- What policies are in place to expedite the transfer or discharge of patients that assaults other patients and staff.
 - ☆ Management Response: a patient has been identified as having the propensity for assaulting patients and staff habitually. Restraint protocols are to be implemented such as mechanical or medication restraints. The Physician along with the care team will evaluate the discharge or transfer of the patient in a timely manner.
- No End Tidal / Co2 monitors in the Emergency Department
 - ☆ Management Response: Was unaware of this issue. Will follow up with Emergency Department supervisor to either borrow or replace Co2 monitors in the emergency department.
- The ambulance only entry doors and the emergency department were unsecured workplace concern/ Midas submitted.
 - ☆ Management Response: Issues fixed the next day.

- Implementation of a better screening procedure for visitors and staff. (Metal Detectors, MAB, Maine Lobbies) (Visitor ID Badges)
 - ☆ Management Response: A notable change in the ingress of visitors to Episcopal Campus by implementing a new ID Badge system. Time frame not given.
- Monthly Numbers (October 2024)
 - ☆ Use of restraints:
CRC 1, Behavioral Health Floors 2
 - ☆ STAT 13'S total
PM-6: 4, C-5: 7, PM-4: 11, PM-5 : 38
C-4: 5
 - ☆ Code Walkers
Zero reported
 - ☆ Rapid Responses
PM-6: 1, PM-5: 1, PM-4: 1, C-6:
 - ☆ Staff Assaults
October 11
 - ☆ ED
Stat 13's, 37
Staff Assaults, Zero reported
 - ☆ Code Walkers, Zero Reported
 - ☆ Number of Times ED on Divert, 92 hours due to bed holds.
 - ☆ Rapid Response Team, 17



HPAE

A Newsletter for the members of HPAE Local 5106

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Address

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HPAE LOCAL 5106 LABOR MANAGEMENT MEETING CONFERENCE CALL MINUTES SEPTEMBER 17TH, 2024 @ 9:30AM

Attendance: Christopher Lewis, Richard Miller, Kristen Bryant, Jeanine Penn, Yvette Valiente, Michael Wilson

Review of Minutes: Approved

OLD BUSINESS

- Magnet re-designation update
- Uniform update (Kristen reported that the list has been updated)
 - a) Techs other than CRT'S still unable to order uniforms
 - b) Nursing, Professional, and CRT's still owed one uniform (unit)
- Emergency Room Expansion update
 - a) ETA of opening
 - b) Increase in staff
 - c) Hours of operation
- CRC relocation Updates
 - a) ETA of completion
 - b) Increase in staff

NEW BUSINESS

- Weekend Make-Up policy
 - a) Members compliant/ non-compliant:
 - * We have a plan to monitor.
- * ED Triage 3 AM-7 AM Shift
 - a) No MH-Tech Coverage
 - b) Increase of hostile clientele
 - c) Update on restraints being replaced
- Lateness and Attendance policy
 - a) Members compliant/ non-compliant

- Personal Appearance and Dress Standards Policy
 - a) Members compliant/ non-compliant
 - b) Reports of ED staff giving Push-Back to new ED Supervisor on t-shirt-wearing
 - Dress Code has is not being followed
 - Many are wearing hoodies, hats and T-shirts
 - HPAE will brief the members about this issue
- Corrective Action/ Discipline policy
 - a) Members compliant/ non-compliant
 - b) Reports of insubordination by Behavioral Health, CRC, and ED staff
 - * Incidents were addressed

Staffing Updates:

- Number of positions available Behavioral Health Floors, CRC,
 - P6 full-time RN
 - P5 full night RN
 - CRC full-time RN

Staffing Updates ED:

- Number of positions available
- Use of Travelers

Staffing Updates Technical Units:

(Cheryl will forward the ED info to us later)

- Number of positions available
CRC, Lab, Radiology, Respiratory
4 RN, 9 Tech, 6 MHT's