HPAE

LOCAL 5621 Newsletter

A NEWSLETTER FOR THE MEMBERS OF HPAE LOCAL 5621 INSPIRA-WOODBURY

OUR VOICE NEWSLETTER

August 2018

Message from the President

I hope everyone is enjoying their summer and staying cool!!!

Our last newsletter contained a review of Article 71.7.2 with the cancellation policy. We have placed Red Binders on the nursing units to replace the old logs for easy recognition and availability. Staffing grids are also located within each binder, along with a contract in the event there are issues that are in question. As always, your representatives are available to assist you as well. We will welcome any new volunteers for unit representation.

I want to encourage everyone to continue filing safe staffing forms along with quality forms if there are patient safety issues. Please keep the details to specifics -- including the number of staff and number of patients. Please do not utilize this venue for venting but remember that management does need to be aware of your concerns.

I have previously mentioned our upcoming contract negotiations. Again, I want to reiterate the importance of supporting the negotiating committee. Especially as we move to our new facility in Glassboro. The side letter (number 7) at the end of our current contract states:

HOSPITAL MOVE

1. Inspira agrees to notify the Union and bargain over the effects of the relocation of the acute care facility positions currently located at Red Bank Avenue in Woodbury, NJ to the proposed new hospital site located near the Rowan University campus in Glassboro, NJ to the extent that it substantially impacts the terms and conditions of employment governed by the CBA.
2. Relocation of positions to the new hospital shall not be posted pursuant to Article 35 as RNs will not be required to reapply for the positions they occupy at the time those positions are relocated to the new hospital.
3. The relocation of positions at the new hospital is not intended to result in layoffs.

We need to stay strong to ensure we maintain all that we have accomplished so far!!!

In Solidarity,
April Ferrara RN, BSN, CCRN
President, Local 5621
April.ferrara67@gmail.com

Please familiarize yourself with checking KRONOS. There is a hospital wide issue with missed punches. If you are unsure of how to access KRONOS, call IS. Administration is aware of this issue. However, we should all be doing our own due diligence to ensure we are paid correctly.

If you are not on a Magnet committee, you may not be aware that our journey to Magnet designation has been stalled. Magnet designation does not move locations with in an institution with Magnet status. Also, Magnet can not be obtained until after two years at a new location. Therefore, IMCW is going to apply for the Pathway to Excellence Designation. This designation will move with the hospital.

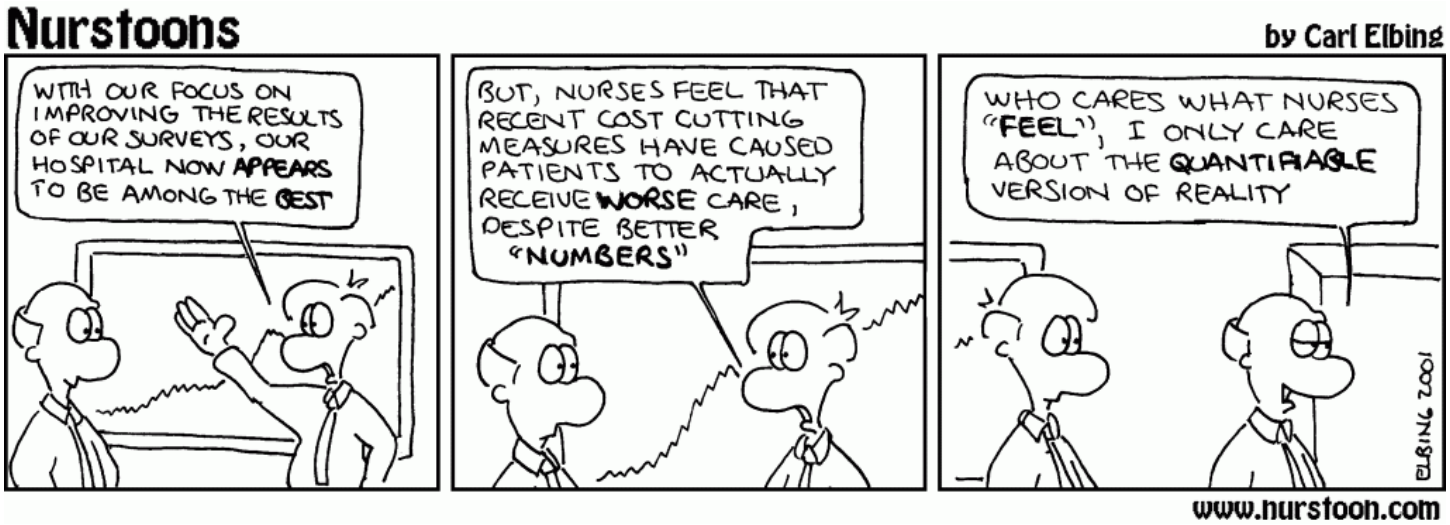
- The American Nurses Credentialing Center (ANCC) Pathway to Excellence Program recognizes a health care organization's commitment to creating a positive practice environment that empowers and engages staff.
- By investing in the optimum workplace for nurses, organizations demonstrate a culture of sustained excellence, resulting in the successful recruitment of top candidates and staff retention through high job satisfaction.
- Nurses are even empowered in the Pathway to Excellence application process itself; since frontline staff must validate that their experience with the organization meets the Pathway Standards – before designation can be achieved.

Benefits of Pathway to Excellence Designation

A positive working environment reaches to the very depths of an organization's success. From patient outcomes to financial results, Pathway-designated organizations are leading the way in global models for nursing care. Across all practice settings and sizes of organization, the ideal standards set by the Pathway to Excellence are benefitting nurses, patients, and the communities they serve.
Pathway to Excellence standards are strongly associated with the following:

- Improving nurse satisfaction;
- Retaining the best staff and nursing leaders;
- Cultivating inter-professional teamwork;
- Championing high quality nursing practice; and
- Supporting business growth.
  https://www.nursingworld.org/organizational-programs/pathway/overview/

We look forward to working with administration to obtain this designation.



Please check your EOB for health insurance issues. Some of our members are being billed as "out of network" for care that they have received at Inspira. If you or your dependents are affected by this, please contact the HR service center immediately. If you do not receive feedback in a timely manner, please notify one of your local officers.

Grievance Corner

As your grievance chair I would like to take this time to remind my fellow bargaining unit employees of their Weingarten Rights. As a union member you have the right to have a union representative at any interview or meeting that could lead to disciplinary action against you. The Supreme Court case of National Labor Relations Board vs Weingarten, decided in 1975, established this basic entitlement and the procedures for when and how union reps may participate in interviews. Collectively, these rules are referred to as "Weingarten rights."

Knowing your rights is important, putting them into practice is even more important. I say this because I have heard from some bargaining unit employees who have made the mistake of going with management to a "meeting" and not realizing it had to do with any disciplinary processes. You have the right to ask if any meeting could lead to a discipline. In one instance a bargaining unit employee asked if the meeting had to do with a disciplinary action and that they wanted a rep, their manager told them they didn't need one it wasn't disciplinary. When the nurse went to meeting alone the manager had already had a discipline form filled out and ready to go. We took this to upper levels of management and the discipline was removed from the bargaining unit members file. I tell you this information so you can stay educated and never go to a meeting alone. Please take a picture of the unit representative list so you can call or text a rep to go with you. Remember you have the right to r/s to a time when you can have a rep if none are immediately available.

Please also remember you can write down incidents to keep the specifics fresh in your memory but please do not hand in anything to management.

Thank You, Tracy L Cefaratti Grievance Chair

For consistency purposes, HPAE has provided every department with RED binders for daily and holiday cancellations. Both the daily cancellation list and the holiday cancellation list should remain in these binders. It is the responsibility of the nursing staff to maintain these logs for management to appropriately make cancellation decisions. It is your responsibility to add your name when you have been cancelled. If you are not working before your next scheduled day, ask a peer to add your name to the log book. We are not to expect management to maintain these logs.

General Membership Meeting

Please mark your calendars for the next **General Membership Meeting, Thursday 11/1/2018.** We are coming into a big year with negotiating our next contract and the new hospital location. It benefits all members to come out, express concerns, ask questions and hear what the executive board has to say.

Quality Concerns

Inspira Net
Patient Safety (top of page on right)
Quality Concerns Request

Safe Staffing Forms

Inspira Net
Clinical and Quality (box in middle of page)
Nursing (box in 3rd row)
Staffing Form (under Links on left side of page)

The **safe staffing** form should be filled out whenever staffing is short, it is only necessary to fill out one and put all staff's names on it, please do not have each nurse fill their own out.

The **quality form** is for when you feel the patients care was seriously compromised whether it be a serious staffing shortage or a multitude of situations we are dealing with on each unit that leaves the nurses feeling unsafe and un-easy.

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Local 5621 INSPIRA-WOODBURY

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Address Service Requested

BE A PART OF HPAE'S 2018 CONVENTION

OCTOBER 4–5, 2018 • Harrah's Waterfront Convention Center • Atlantic City, NJ

Celebrate our past. Welcome the future.

Since 1974, HPAE has led the way – Protecting and advocating for New Jersey patients, health professions and communities.

At our 2018 Convention, we will pause to celebrate HPAE's bold leadership team: Ann Twomey, Bernie Gerard and Barbara Rosen.

CONVENTION TENTATIVE SCHEDULE:

Thursday, October 4 — Pre-convention activities:

11:00 a.m. – 12:00 p.m. • Registration
12:00 – 2:00 p.m. • Lunch / • Committee Meetings
2:00 – 5:00 p.m.• Meetings / • Workshops
6:00 – 9:00 p.m. • Delegate Reception / • Dinner

Friday, October 5 — Convention:

8:00 – 9:00 a.m. • Registration
9:00 a.m. – 4:00 p.m.

- General Session
- State of the Union
- Constitutional Amendments
- Luncheon and Awards
- Resolutions
- Election of Officers

Book Your Hotel Room

Harrah's Waterfront Conference Center
777 Harrah's Blvd
Atlantic City, NJ 08401

You must reserve your own room. **You can make your reservation by calling 1-800-777-8477** and selecting option 3 to be connected with a reservation agent. In order to obtain the special group rate, you need to identify yourself as being with the **Health Professional and Allied Employees 2018 Conference**.

Register by Friday, September 19, 2018 to take advantage of the group discount rate.

For more information or to register at www.hpae.org

Registration Types & Fees

HPAE Member - Oct 4 and 5 (*)
Registration Fee: $50
Late Fee: $60
HPAE Member - Oct 4 (*)
Registration Fee: $35
Late Fee: $45
HPAE Member - Oct 5 (*)
Registration Fee: $35
Late Fee: $45
Non-Member: Oct 4 and 5:
Registration Fee: $75
Late Fee: $85
Non-Member: Oct 4:
Registration Fee: $55
Late Fee: $65
Non-Member: Oct 5:
Registration Fee: $55
Late Fee: $65

(*) (includes pre-convention meetings and workshops, dinner and reception, general session, and luncheon)