



# HPAE

## LOCAL 5107

A NEWSLETTER FOR THE HP  
MEMBERS OF HP LOCAL 5107

Representing Nurses at Llanfair House, Wanaque, EVVNA, and VNA of Englewood

June 2018

**Wanaque** - Contract ratification vote was on 4/18/18 and the vote was yes. The highlights of the contract are -

- Hourly increase 7/1/18 2%, 7/1/19 1%, 7/1/20 1.5%, 7/1/21 1.5%, 7/1/22 1.5%. If an employee earns more than \$37.25 per hour will receive a bonus instead of an increase.
- 7/1/18 15 years of service = \$1250.00. 16 years or more of service = \$1500.00.
- 7/1/20 and 7/1/21 if an employee earns more than \$37.00 per hour will receive the bonus instead of an increase.
- 7/1/19 and 7/1/22 everyone will receive an increase.
- July 4th is now a premium holiday and receive time and a half for working the holiday and have the option to request another day off with pay or take the holiday pay. The employer will respond to all vacation request within 2 weeks. Employees who opt out of medical insurance will receive \$1 more an hour.

Thank you to all members who showed support during negotiations. Thank you to the negotiation team, **Abdul Umoru**, Local 5107 President; **Gerry Simms**, Local 5107 Co. VP, **Laura Dymond**, Local 5107 Sec/Tres; **Patty Graziano**, Local 5107 Rep; **Monique Patterson**, Local 5107 Rep; **Caroline Barreto**, Local 5107 Rep; **Jackie Redner** and **Vanessa Soriano**. A special thank you to our lead negotiations HP AE Staff Rep **Carlton Levine** for his professionalism and managing to always have the right response to management.

Our contract expires April 30, 2023.

**Llanfair House** - Issues with members holding the house keys is still a problem. Union members cannot have supervisory duties. Management is to utilize all management staff to fill supervisor vacancies. In the event no supervisor is available, a member will count the house narcotics and hold the keys until a supervisor is available. OT is being monitored very closely by Corporate. Every minute is counted. If you know you cannot finish your task by the end of shift, you must notify the supervisor. The supervisor will either help you finish or approve the OT. We all know nursing can be unpredictable. Do not punch out and continue to work. Notify your supervisor as soon as possible to prevent being counseled for minutes past shift.

Short staffing of CNAs continues to be a problem. New hire rates have been offered at both facilities. The State is aware of the staffing and has done nothing to either facility. We need to get involved with state legislation to make changes. HP AE is working hard for safe staffing.

## NURSES LUNCHEON

A nurses luncheon was held at Llanfair House and Wanaque May 9th and 10th. Many members attended and many issues were discussed. Short staffing was the main issue. We are open to suggestions for nurses week celebration. Please inform your officer or Rep.



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[www.hpae.org](http://www.hpae.org)



## Visiting Nurses Ratify New Contracts



VNA members at the West Orange and Englewood worksites ratified their contracts. It is a two year agreement, with raises retroactive to November 1, 2017 of 2% and a 1% raise on November 1, 2018, with step movement. The contract protects safe staffing by maintaining the 30 point expectation per week for case managing nurses. There are also protections for cut-off times on assigning visits later in the day and increases in

tuition reimbursement, BSN/MSN pay, preceptor pay and certification pay.

## New FREE AFT Member Benefit

**Identity theft** has become the fastest growing crime in America, because of this, protecting your identity is something we take very seriously!

**On July 1** we will launch a new identity theft benefit for ALL active and retired members. We are excited to offer two tiers of benefits: a series of free services available to ALL members upon registering, and a second tier that can be purchased. The latter is an additional tier of identity theft protections which provide active identity theft monitoring and unlimited restoration and recovery services, as well as \$1,000,000 in identity theft insurance.

The specifics will be coming shortly, but here are the **FREE** identity theft benefits starting **July 1st**:

- ID Threat Score Snapshot
- An online Safe Wallet for securely storing ID information and account numbers
- Assisted restoration & recovery services
- Access to a fraud resolution specialist for advice
- \$10,000 identity expense reimbursement with zero deductible
- Emergency response kit
- Sixty minutes of legal consultation concerning each new

issue involving theft of identity

Once a member registers, they'll be offered additional benefits for purchase that are comprehensive, competitively priced, and include:

- SSN monitoring 24/7
- Single Credit bureau monitoring 24/7
- Debt & credit card monitoring 24/7
- Data sweep monitoring 24/7
- Change of address monitoring 24/7
- Family ID monitoring 24/7
- \$1,000,000 ID theft insurance
- Alert notifications
- ID Threat Score
- Unlimited restoration & recovery services
- Family ID recovery (if purchased family plan)
- Financial coaching consultations
- Tax Fraud Assistance

For more information visit [www.hpae.org](http://www.hpae.org)

## SAVE THE DATE

### HPAE Convention

October 4– 5 (Harrah's Resort—Atlantic City)