



HPAE

LOCAL 5138 Newsletter

A NEWSLETTER FOR THE MEMBERS
OF HPAE LOCAL 5138 AT
SOUTHERN OCEAN MEDICAL
CENTER

HPAE LOCAL 5138 NEWS

September 2017

Message from the President

Dear members,

I hope that you all had a good and safe summer. Our negotiating team spent most of our summer negotiating the issues that were most important to all of you. Your surveys, attendance at meetings and the concerns that your representatives conveyed on your behalf, were the core issues of negotiation. Your negotiation team was prepared to negotiate the most important and challenging issues and concerns. We were prepared and ready to negotiate many ideas related to safe patient care, addressing nurse to patient ratios, scheduling, orientation, floating and competency at the bedside. Our proposals were based on best practice, professionalism, patient care, safety, working conditions, as well as, morale and retention. Management rejected those proposals.

We also put forward proposals related to our healthcare benefits, specifically deductibles, co-pays, accessibility and providing help for each nurse to get the proper healthcare and prompt help to navigate the QualCare nightmare.

We were able to achieve some of the things that we proposed. Your negotiating team stayed committed and creative with our proposals; that would have made the needed improvements to benefit our members and, most important, our patient. After months and months of preparation, our proposals were well thought out and purposeful. From the onset, management's motives seemed different from the past. Most disappointing was that Hackensack Meridian Health SOMC did not seem to

value your expertise, or grasp the reality that providing excellent patient care relies on the nurse at the bedside. Overall, Hackensack Meridian Health's proposals were punitive. The good news is that with all the hard work of the past fifteen years, your current HPAE 5138 SOMC RN Union contract provides all the rights and protection for the future. Although there was not much gained, nothing was lost. That was our success! Going forward, we have a lot of work to do and less than a year to do it. We will be back at the negotiations table June 2018. New committees are being formed. Please follow the mailings, flyers and our social media Facebook group. Keep in touch with your unit representative. Our local executive board needs each of you to realize that you are the union and that the contract addresses your issues and rights.

If you are not sure what is in the contract or how to be involved in your Union, please take the time to read the contract and ask questions. If you understand what has been achieved by our contract, you will understand the need for us to stand together and for you to get involved. This will ensure that we can maintain the current provisions in the contract and negotiate language to improve patient care and professional issues. Remember - we are all nurses, with the same concerns and together we are the Union. I truly hope that it does not take losing what we have accomplished over the past 15 years to understand how far we have come in our professional practice.

Sally Fessler

Let Us know if your PTO Request has been denied

We now have an online report form available on the HPAE website under our Local 5138. Everyone should have received an email from HPAE about this new available form.

This form will provide us with the necessary information about your PTO denial.

Per our contract, all PTO requests should be handled fairly and not unreasonable denied.

Our newly formed Scheduling Action Team will collect the data, filter as needed, and forward it to the staffing committee. The committee will then bring issues to labor/management to monitor administration's attempt to reduce availability of PTO.

To provide us this information, go online at: <http://www.hpaе.org/resources/local-5138-denial-ptо-report-form/>

Don't be remiss about filling out these forms. We can't fight these issues without the stats.

Grievance Chair Update:

Good news! We have recently won an arbitration. The individual was terminated with no rehire status. We won back pay with rehire status. This is what your contract can do for you. Read it and know your rights.

We, your spokespeople for your Union, work very hard to maintain your rights. Use Them! To have knowledge is power. I challenge everyone to read the contract and improve your working environment.

Recently, we were told that management was changing how your manager determines how much PTO -to give out. -The contract states that PTO "will not be unreasonably denied". Management - notified us that now only three PTO days will be approved for one week. (Yes, the other four days no one can be granted off). THIS ACTION is one of the biggest violations of your contract. We believe this new formula is an "unreasonable denial" on its face.

Therefore, to fight against the tyranny of this organization, we need to be diligent in reporting all Denied PTO and any days Flexed or Canceled via the Local 5138 Facebook page or an online form on HPAE's website (<http://www.hpaе.org/local/local-5138/>). We need to know why and what type of PTO requests are being denied – whether it is denying you your vacation, wedding, or just a mental health day – so that we can document the inadequacy of management's plan. The blatant and unjust actions of administrative management need to be addressed. So....To Arbitration We Go! (Yes, that means court). It is imperative that we have everyone's information. If you are unable to use Facebook, please submit information to the Union Mailbox.

In Unity!
Kim Fuss
Grievance Chair



facebook.com/hpacraft

Phone: 201-262-5005

Emerson, NJ 07630

110 Kinderkamack Road



A Newsletter for the
members of hpaac Local

Address Service Requested

My first experience in negotiations

As I look back on my summer, mostly spent indoors, it occurred to me that many people may not know what negotiations is like. It is long hours of the Union and management debating what is best for nursing and patients.

On our side, Union staff and nurses from JSUMC and SOMC, across the table was Management from both hospitals, lawyers, and liaisons. Not knowing what to expect I observed the personalities of the players. Introductions were given on each side, discussion of the process was reviewed, and a brief statement by each side and the Management team. This took 30 minutes. We handed management our proposals and the day ended. I left the day feeling nothing was accomplished.

As the days passed, management seemed unprepared. They showed lack of interest in looking to solve issues or any sign of interest in our proposals. Some of the days were long, drawn out, much of sitting and discussing what we can “do” to make our proposals “look good” to Management. We began by asking for nurses to have better staffing grids, a charge nurse without assignment on each floor, a resource nurse and admission and discharge nurse for inpatient units. We asked for our healthcare to be addressed, to minimize the amount of “Medical Debt” that has hit our members and the community. We asked for “Fair at Fifteen” wage. All the while, we heard the words... REJECT.

How disheartening. There was not a discussion, just a rejection. When I thought of a ‘negotiation’, I thought of the definition- Negotiation is defined as a back-and-forth process in which two or more people with different interests must find a way to reconcile or compromise to come up with an agreement (<http://www.yourdictionary.com>).

We were at the table for 15 days. The contract had to be extended. We did not get to go home on a few of those nights. Exhausted and feeling frustrated were common emotions. Diligently we pushed on. The day when management hit us with their proposals, we were in disbelief! Much in our contract was being threatened to be torn apart, destroyed, eliminated. The negotiations became very vexatious.

Many side bars were had between management and presidents of both Unions. It felt like a standstill. Union not budging; management not budging. The actual art of negotiation was finally beginning.

The attempts to wear down our side of the negotiations failed. We held strong and steadfast to our convictions! You are not taking away ANYTHING from our contract! We did not accept their proposals. On Day 15, we agreed to a one-year contract with minor improvements, wage increases and no take backs. We refused to be separated from our Sister Union, 5058 at JSUMC. We held our ground.

But in the end, we wanted so much more. We felt defeated. Even though the members of our Union voted to picket or strike to obtain the contract, we needed more from the members. We took what the members asked of us seriously. You wanted increased staffing ratios, wanted the charge nurse, the resource nurse, the admission and discharge nurse. You wanted to fight for better healthcare, medical debt to be reduced. But we did not have the amount of activism from all of our members to achieve this. Their ploy of making the nurses at the hospital doubt their own power worked.

In less than 10 months the Union Representatives will be back at the table. This time we are working to get all the members behind and in front of our days and nights. We want you to all be informed and active. There are many things we can start doing now to prepare us for the next year. We need to have members step up and help with communication between members. Make sure the new nurses to our facility understand the Union and the Nursing profession belong to them. We need more members to become interested in joining with the President, Vice President, Grievance Chair and Secretary/Treasurer. The more involved our Union members become the better chance to get the contract that our members want and deserve.

We take care of patients, we also need to take care of ourselves. Management takes care of management. Hospitals are money driven. The work falls on nurses. Who else can protect nurses but nurses.