



### Message from the President



Let's face it, none of us want to work short staffed due to call outs or give shift report to a coworker who is constantly late for work. Working under these conditions makes our jobs much more difficult, stressful and frustrating. Many of you have expressed your frustrations at General Membership Meetings regarding these two issues and remain bemused as to why delinquent employees have not been disciplined. Our position has always been that

the Union cannot tell management to discipline our members for infractions of this or any other TUHS policy. It is management's job to manage. It is our job to enforce the contract.

TUHS presently has a very reasonable attendance policy in effect. If all staff abided by this policy and those who did not were disciplined, I am sure that these issues would not have ballooned into the problem that has caused management to reconsider and rewrite the existing policy.

The Union received an email with a draft of the new policy requesting that we review it and if there were no problems, the policy would be put into effect. Upon reading the policy we were immediately taken back by the punitive language and seriously concerned that there was no opportunity for employees to redeem themselves for a full year. Per the proposed policy five occurrences would result in a suspension. Also of concern was the language that would permit management to discipline an employee for perceived patterns of occurrences....even though the employee had not reached the five occurrence threshold.

We responded immediately with a demand to bargain and available dates for negotiation. We also reached out to the nurses and techs at Temple for their reaction. We did not get a prompt response from management, but we did get an invitation from Temple University Hospital Nurses Association (TUHNA), Temple Associated Professionals (TAP) and the PASNAP local at Jeanes hospital to attend a meeting which was held on February 20th. Episcopal management has also reached out to us to set up dates for negotiations.

We have made it clear to TUHS and Episcopal management that it is HPAL's intention to stand together with TUHNA, TAP, Jeanes the other unions representing workers at Episcopal and to work together in solidarity towards negotiating a fair policy for all of our members

In solidarity,  
Betsy Nulty

### Staffing Committee

It is encouraging to see so many nurses filling out short staffing forms. It is a way to send a message to management and also to protect yourself should an incident occur because there is not enough staff to provide proper care. We are in the process of getting a real staffing committee up and running, but we need some members to step up and get actively involved in the process. **Jodi Repetsky**, RN who works as a float nurse in the behavioral units was the first to volunteer. Jodi will be talking to the nurses in the behavioral units to recruit some additional volunteers. It is *not* a huge commitment and with enough members participating we can have a very effective committee.

What does the job entail?

1. Educate all of the nurses on the new staffing form that will provide a little more information.
2. Explain how to use the form properly, especially notifying your manager or supervisor at the beginning of the shift that the unit is short staffed
3. Complete the form with signatures of those working, including the ancillary staff.
4. Give a copy to your manager, supervisor or fax to the nursing office.
5. Provide a copy to a union officer or rep. Once the committee is up and running, the staffing committee will get the forms.
6. Provide a report for the monthly Labor Management Committee

We have informed management that we will be asking for phone logs that list who has been contacted to fill a hole in the schedule. Management stated that they would also offer overtime to provide proper coverage.

If you want to be called for extra time should the need arise, notify your manager or the staffing coordinator.

Short staffing forms are in the Union binder on your units. They are also available on our web page [www.hpae.org](http://www.hpae.org). Click on local and then Temple/Episcopal.

## Proposed New Attendance Policy Unites Temple's Nurses, Techs and Professionals

Management has said they want a new attendance policy, describing ours as "too liberal." The policy they recently presented is much harsher than our current policy. Their proposed policy would move to a rolling calendar year for assessing point totals; eliminate the system where we can reduce our points each month without an unscheduled absence or lateness; and would drastically lower the point totals which trigger discipline. While moving to a twelve-month rolling year would mean that no point would stay on record for more than twelve months (which can happen under the current policy), by drastically reducing the point totals that trigger discipline and eliminating the ability to earn credits, management is seeking a significantly more aggressive policy. In addition to the more aggressive point system, they also want to amend the policy to state that management can discipline in situations where nurse and techs have not hit specified point totals under the policy, but management decides in their subjective judgement that a pattern exists. Below is a summary of the changes management is seeking. Both unscheduled absences and lateness count toward the point totals under both the current policy and the one management is seeking.

### **New Policy Attendance Management Is Seeking, Total Points Accrued over 12 Month Period**

- 4 Points – Written Warning
- 5 Points – One day Suspension
- 7 Points – Termination

### **The Current Attendance Policy**

- 7 Points – Written warning
- 10 Points – One day suspension
- 14 Points – Termination

This new policy would undermine our ability to take time off. We work around sick patients and in close quarters with each other. Does management not expect us, or our families, to get sick? Do they want us coming into work sick, and risking getting others sick, including each other and patients?

We had our first meeting with management about the attendance policy the other day. Union leadership from Temple Main, Jeanes, and Episcopal joined forces, and we pushed back with a common voice against the policy. We explained that this policy would be unfair and explained that such an unduly harsh policy would increase the spread of illness within the hospital, by putting people in a catch-22: receive unfair discipline or come in sick. We have requested information to begin assessing several claims they made, including that they have reviewed "comparable" policies (they claimed Verizon is a comparable) and around technological issues they cited as additional justifications. We will continue meeting with them on the policy and pushing back against unreasonable changes. While there are different ways to do attendance policies, what management has presented is simply not right. Keep an eye on your newsletter for updates.

*(Reprinted from TUHNA Newsletter.)*

## Survey on Attendance Policy

Clearly, it would be our preference to continue to work under the existing attendance policy. If you are unfamiliar with the policy you can view it on desktop under TUH policies. The Hospital, however, has made it clear that the policy will be revised. We have demanded to bargain the effects of any new policy and have started the process with informational meetings. As we move forward, we need input from our members as to their thoughts and concerns regarding Temple's initial proposal.

Please fill out the survey and return it to a union officer or rep at your earliest convenience. This is your opportunity to speak out. Don't waste it!

Please complete and detach:

Name: \_\_\_\_\_

Unit/Department \_\_\_\_\_

Have you ever been disciplined for lateness or attendance:?

\_\_\_\_\_

Do you keep track of how many credits you have?

\_\_\_\_\_

If so, how many do you have?

\_\_\_\_\_

Do you keep track of your points/occurrences?

\_\_\_\_\_

If so how many do you have?

\_\_\_\_\_

Do you think the proposed new policy will have a negative impact on you? Why or why not?

\_\_\_\_\_

\_\_\_\_\_

Is there anything specific in the new policy that you think is unfair or unreasonable?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## WORKING PEOPLE'S DAY OF ACTION

# AMERICA NEEDS UNIONS



We won't go back



#RESIST the attack  
on working families

On the eve of a Supreme Court case that will have long lasting effects on the union movement in America, thousand rallied across the country to support workers and unions. In Philadelphia at Thomas Paine Plaza across from City Hall over a thousand union members and community activists came together to celebrate *Working People's Day of Action*. Pat Eiding, President of the Philadelphia AFL-CIO emceed the event. Pat is a long time union man who has worked tirelessly to unite the unions in the city and surrounding counties to advocate for working people. Our mayor, Jim Kenny, was there with a message of continued union support. Gov. Tom Wofe could not attend, but sent a video promising to continue to oppose the Republican forces in Harrisburg who are attacking union with ridiculous "right to work" laws. Richard Trumka, President of the AFL-CIO and Mary Kay Henry, President of SEIU, one of the largest unions in America, highlighted the national support for this movement and the significance of the Janus case.

Arguments for the Janus case have been heard by the US Supreme Court on Monday, February 26, 2018. Mark Janus works in a facility that is represented by a union (AFSCME). He has chosen

not to be a union member, but as a member of the bargaining unit he is entitled to the same protections as a union member, including the same wages, benefits and representation in a disciplinary action. The court has ruled in the past that these benefits justify the designation of a "fair share" payer and that anyone who benefits from union representation will pay union dues.

This movement to strike at the heart of the unions is not the work of any individual, but the right wing extremists who long for days past when workers had no say in the conditions of their employment and when every employee was an at will employee. Their goal, pure and simple, is to get rid of unions. We can't let that happen.

At the rally we carried signs that said: *America Needs Unions. We Won't Go Back.*

Regardless of the results of the Janus case, we won't go back. We will stay strong and fight to grow the union movement in our country.

## Welcome new members

The local warmly welcomes our newest members to the Hospital and to HPAE Local 5106:

ER: **Kaitlyn Distasio**, RN, **Simon Leung**, RN and **Naya Clay**, RN

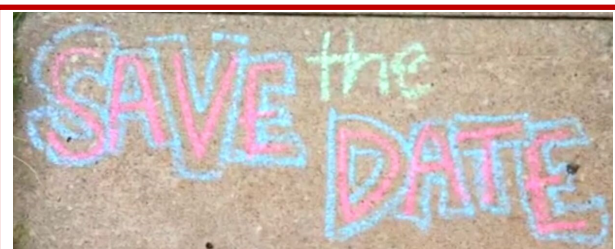
Respiratory: **Lindsay Perrett**, RRT

CRC: **Francis Paschal**, CRT

Lab: **Josette Gustilo Cline**, MLT



We hope you will take an active role in the local and use your time and talents to help make us the best we can be.



- **Thursday, April 26 - Nurses Take DC for Nurse: Patient Ratios Now**

*Save the date more details to follow*

Nurses from across the United States will rally at the nation's capital, Washington, DC to draw attention to understaffing in hospitals which studies have shown puts patients' lives at risk. Nurses will rally and speak out for the safety of their patients and to make sure every hospital has enough nurse to improve patient outcomes in a safe environment.—GET ON A BUS TO DC

- **HPAE Convention—October 4—5**

**HPAE Local 5106**  
**Labor-Management/Safety Meeting**  
**February 27, 2018**  
**Episcopal Campus, Room 213**

Attendance: Betsy Nulty, Richelle Kozak, Sue Clements, Barbara Gennello, Luann Kline, Yasser El-Khatib, Clara Galati, Joan Schiavo

Next Meeting: March 27, 2018

Magnet: Letter not accepted yet.

**Restraint Documentation**

- New documentation for restraints; education to be provided starting on March 8<sup>th</sup>
- Documentation audit March 12-19.
- DOH complaint: ER patient's rights allegedly violated
- Documentation must be accurate in Epic: violent vs. non-violent restraints
- Techs and nursing document in two different sections
- Actual time is important on when restraints are placed and when other interventions occur
- Education needed on "late entry"
- RN can place an order for restraints in Epic; MD must evaluate the patient within the hour
- ER documentation is poor; type of restraint (violent vs. non-violent) must match the order
- Once patient is asleep, the nurse should be notified and restraints removed.

**Beeper for Pharmacy**

- Needed on night shift when only one pharmacist is working and he is out of the pharmacy
- Patient safety issue; TPA/stroke alert every minute counts
- Must have ability to reach pharmacist at all times
- Luann will address the issue

**Charge Pay differential**

- Per contract will start on the first full pay period of March
- It is already programmed in the system
- Managers will assign charge and know who has actually been in charge
- ER: same person cannot be in charge three times in a week
- There will be a list of who wants to do charge in ER
- List of guidelines for ER charge.
- Sign up first or be assigned

**ER Issues**

- Children visiting in the ER during flu season was previously prohibited due to directive from infectious disease. This year there has been no directive.
- Security officers not rounding in the ER.
- Visitors to minor care need to be escorted.
- ER Stat 13: seem to be a delay in the announcement of the stat. Luann recommended holding the red stat button in for three seconds; to reset, hit three times
- Bathroom signage should be in Spanish and English
- For any security issue, shift supervisor should be notified at the time of the incident.
- Active shooter training in the ER needed, but staff has not signed up for past offerings.
- Suggest the training be mandatory with 6am to 10pm times on two separate days: Staff would be required to sign up

**Proposed Attendance Policy**

- We have demanded to bargain the effects of the policy
- The existing policy has not been enforced. Why propose a more punitive policy which will have potential detrimental effects on all employees?
- Since the policy will be system wide, we will be working with TUHNA, TAP and Jeanes nurses to bargain a fair and acceptable policy.