WELCOME TO HEALTH PROFESSIONALS AND ALLIED EMPLOYEES

WE ARE YOUR HPAE.

Protecting Our Rights, Standing Up for Our Patients.

HPAE

HPAE
Putting care first

Office Locations

HPAE Emerson:
110 Kinderkamack Road
Emerson, NJ 07630
201-262-5005
201-262-4335 FAX

HPAE Haddon Heights:
208 White Horse Pike
Haddon Heights, NJ 08035
856-663-0300
856-663-0440 FAX

HPAE Jersey Shore:
Elite Suites Building
Suite 12
1820 Corlies Avenue
Neptune, NJ 07753
732-774-9440
732-774-9447 FAX

HPAE New Brunswick:
57 Paterson Street
2nd Floor
New Brunswick, NJ 08901
732-640-0894
732-640-0896 FAX

HPAE Bayonne Office:
680 Broadway
Bayonne, NJ 07002
201-354-9151

HPAE Member Hospitals/Locals

WHERE WE ARE:

#5004	Englewood Hospital & Medical Center
#5030	Palisades Medical Center
#5058	Jersey Shore University Medical Center
#5089	University Hospital/Rutgers/Rowan
#5091	Bergen Regional Medical Center
#5094	University Hospital/Rutgers/Rowan
#5097	Harborage House
#5103	American Red Cross
#5105	Virtua Health (MHBC/CNS & CFW)
#5106	Temple, Episcopal Campus
#5107	Llanfair House/Wanaque/EVVNA/ VNA of Englewood
#5112	Cornerstone Behavioral Health Hospital of Union County
#5118	Cooper University Health Care
#5131	Inspira Medical Centers (Elmer, Vineland, Bridgeton, & C/S)
#5135	Rutgers (UBHC-UCHC RNs)
#5138	Southern Ocean Medical Center
#5142	Memorial Hospital of Salem County
#5147	Meadowlands Hospital
#5185	Bayonne Medical Center
#5186	Christ Hospital
#5621	Inspira-Woodbury
#8071-R	Council of Retirees

WHO WE REPRESENT:

HPAE represents registered nurses, licensed practical nurses, professionals, medical researchers, technical staff, phlebotomists, social workers, IT staff, dietary staff, housekeepers, nursing assistants, retirees, clerical, service and skilled maintenance workers throughout New Jersey and in the Philadelphia area.

WELCOME TO HPAE

Your union is your best advocate

Congratulations on joining HPAE, New Jersey's largest healthcare union with affiliated locals in the Philadelphia area. We've grown since our founding in 1974 through a comprehensive organizing program, strong and effective membership representation, and skilled and determined advocacy for progressive public policies.

HPAE members in our 22 "locals" include over 12,000 nurses, social workers, therapists, technicians, medical researchers and other healthcare professionals. We work in hospitals, nursing homes, home care agencies, blood banks and university research facilities throughout New Jersey and the Philadelphia area.

Our continued growth and effectiveness is built on democratically-run locals made up of members and leaders who strive together to win safe working conditions, respect for our professions, safe and effective patient care, and sound healthcare policies. HPAE is a leader in establishing high standards of clinical practice, patient care, and research.

HPAE achieves our goals through:

- Collective bargaining
- Effective lobbying and political action
- Organizing new members
- Professional and leadership development

HPAE is an affiliate of the American Federation of Teachers (AFT), which has over 1.6 million members. AFT's national healthcare division, AFT Nurses and Health Professionals, has more than 80,000 members nationwide. AFT provides our union with additional resources and support, including financial analysis and research of employers, continuing education programs, and assistance for our organizing program.

I look forward to meeting you and working together to voice your concerns, protect your rights, and stand up for your patients. Together, we will continue putting care first.

Sincerely,

Ann Twomey

Ann Twomey,
HPAE President

WHAT IS A UNION?

A union is a group of workers who organize themselves for mutual aid and to have a collective voice in their place of employment and in the broader society.

Unions bring working people increased pay, good benefits, and decent working conditions. Unions also advocate for good jobs and safe communities; social services like public education, healthcare, and public safety; and retirement security through employee pension plans and Social Security and Medicare.

Why are unions formed and why are they needed?

Employers have far more power than individual workers do, especially if workers have to negotiate with employers over wages and working conditions as individuals. By forming unions, workers gain the power that comes with being part of a group created for collective action. As a group, workers can negotiate with their employers with greater chance of success than they can as individuals.

What rights do I have as a union member?

As a union member, you have rights and protections provided by federal and state laws, as well as by union contracts. On the other hand, if you are not represented by a union, you are an "at-will" employee, which means that you can be disciplined, fired, or laid off without any reason or without any recourse.

- The "Weingarten Right" is one of the most important protections, allowing you to have union representation when being questioned by management about a possible discipline. Having your union representative present ensures that you receive fair treatment.
- Another crucial protection for union members is the requirement – found in all union contracts – that an employer can only discipline employees for just cause. If an employer disciplines you without just cause, you have the right to file a complaint or grievance under the contract. Whether it is an unjust discipline, a health and safety violation, or short staffing, every union contract has a grievance and arbitration procedure to resolve employee or union claims of a contract violation.

"Growing up reading and learning and seeing on television people fighting for what they believed in was something I never saw myself being involved in. But as member of HPAE Local 5103, I now know what it is like to fight hard for something I believe in and I also realize we are not in the fight alone. In our fight for a good contract, we have tremendous support from our communities, our political allies, and our brothers and sisters in other unions."

– Jackie Manuel
Red Cross Local 5103

COLLECTIVE BARGAINING

Negotiating for ourselves, our professions and our patients

One of the most important ways HPAE protects our rights and improves our working conditions is by negotiating a collective bargaining agreement or contract with our employer. A union contract is a legal, binding agreement which establishes and guarantees wages, hours, and working conditions, including staffing and safe working conditions.

What a union achieves in contract negotiations with an employer primarily depends on the strength, unity, and involvement of the members.

"Collective bargaining is an incredibly important way for us to respond proactively to the changes in our industry – the mergers, health reform, new reimbursement schemes – and how they impact our ability to provide care and even our union rights. Through collective bargaining, we have not only made significant gains in salary and benefits, but have fought successfully for better staffing and professional working conditions."

– Doris Bell, RN
HPAE Local 5118

HPAE achievements in collective bargaining

HPAE members have fought for and won many significant gains and improvements for our professions and our patients through collective bargaining:

- Safe staffing standards, including nurse to patient ratios
- Job security provisions
- Protection against unjust discipline
- Strict limits on floating (moving staff temporarily to another unit)
- Health and Safety protections and policies
- Negotiated salary schedules recognizing experience and seniority
- Retiree medical program
- Seniority protection and pensions

HPAE contracts set the standards for professional practices, wages, benefits, and working conditions of health professionals.

Learn about your rights and benefits

Every HPAE member receives a printed copy of their contract. All contracts are also available on-line, on your local union's webpage of the HPAE website (www.hpae.org). Just click on your "local" and you'll find the contract and other important information resources.

SETTING THE STANDARDS

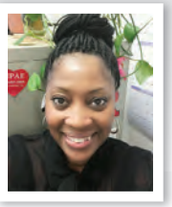
Fighting for stronger laws and regulations – and winning

Some of the changes we need to make as a union go beyond the walls of our employers, and require changes in the law. This includes strong oversight from regulatory agencies, such as the New Jersey Department of Health. Just like in collective bargaining, it takes active and involved members to lobby our state and federal lawmakers for access to safe and affordable healthcare, adequate funding for medical research, and workplace rights.

That's why HPAE members – through our Committee on Political Education (COPE) – are continually in the forefront of public efforts to fix our healthcare system. No one knows better than our members the problems in our healthcare system – or the ways our society needs to make healthcare based on patients, not profits.

HPAE has won important changes in laws and regulations including:

- **Staffing Disclosure Legislation –** requiring hospitals and nursing homes to post and publicize nurse-to-patient staffing levels
- **Needlestick Safety –** requiring hospitals and nursing homes to minimize needlesticks through the use of safety needles, with frontline caregiver input
- **UMDNJ Reorganization Law –** protected the rights and benefits of our public sector members at UMNDNJ when Rutgers University, Rowan University, and an independent University Hospital replaced UMDNJ and took over the staff of UMDNJ
- **Ban on Mandatory Overtime –** ending the practice of forced overtime in healthcare facilities
- **Health & Safety –** requiring all hospitals have violence prevention programs and policies to minimize unsafe patient handling



"As a health professional working in public service, I live every day with the understanding of how important it is for my union to be involved in policy and politics. Our voice in Trenton and Washington, DC protects our safety on the job, our right to speak up, and our right to fair wages and retirement security. Our union is a critical voice for working families, and for public services like quality health care – it's a voice we need to defend."

– Alethea Hardin
HPAE Local 5094
Rutgers University

BUILDING OUR UNION

Reaching out to unorganized healthcare workers

HPAE members know the difference having a union contract means to our working conditions, rights on the job, compensation, and benefits.

Because of HPAE's dynamic reputation as an advocate for healthcare workers and patients and our organizing outreach, HPAE has grown from 250 members in 1974 to more than 12,000 members today.

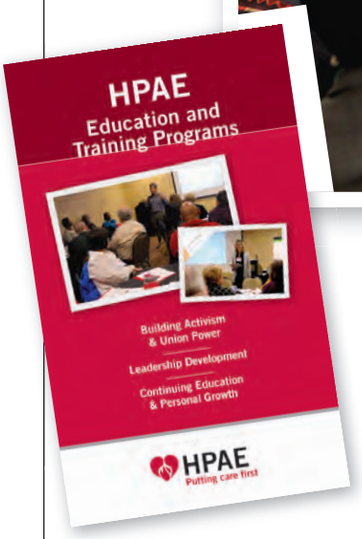
However, only a third of all nurses and health professionals in New Jersey hospitals are members of unions. As hospitals merge into giant health systems, health professionals need the power of a union to establish high standards of professional practice, working conditions, and compensation.

"Organizing a union means the nurses have a voice in the hospital. Together, we are able to ensure quality patient care and patient safety."

– Jaclyn Pohler, RN
Inspira Medical Center Woodbury

One of the newest groups of health professionals to organize with HPAE in recent years was the RNs at Inspira Medical Center in Woodbury, NJ. These workers united and voted to join HPAE because they were fed up by their hospital's management failures to improve conditions and, as Amy Chew, an RN at the hospital stated, *"The nurses needed a true voice in our hospital to keep the focus on patient care, and to keep our community part of our hospital."*

ADVANCING OUR PROFESSIONS, BUILDING LEADERS



HPAE members want workplace conditions and policies which help them develop their professional and clinical skills. That's why HPAE has established strong leadership and professional development programs, and why we work to establish high standards for clinical practice. We offer a wide range of education and training programs to meet these objectives.

HPAE provides education and training to our Reps and Local Officers so that they can become strong union advocates in the workplace. Our Leadership Development programs provide HPAE leaders with more advanced skills to effectively run their local unions and participate in HPAE-wide activities. Our "union-building" trainings on contract negotiations, building effective committees, internal organizing, and grievance handling enable our Reps and Local Officers to help make HPAE an effective, powerful union.

Other educational programs are designed to meet the needs of our members for continuing education and professional development. HPAE is an approved provider of continuing education in nursing and sponsors numerous workshops, including workshops on clinical practice issues, trends in healthcare, and health and safety in the workplace.

"As our employers tighten spending for education, it is great to know that HPAE continues to focus on professional development by offering cost-effective, quality presentations. I'm proud to be a part of this professional organization!"

– Michele McLaughlin
President, HPAE Local 5004

THE COST OF REPRESENTATION

Union Membership Dues

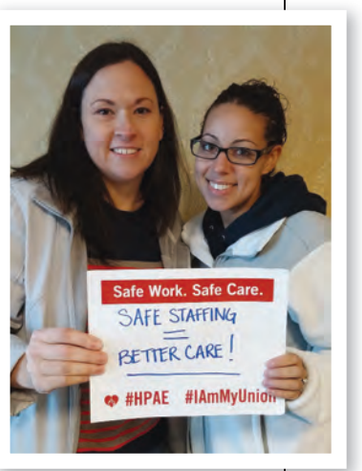
Every organization needs money to effectively fulfill its mission and meet its responsibilities. Union dues pay for all expenses of the union: membership representation and communication activities, staff, legal fees, arbitrations, union publications, local activities, and organizing expenses. All of these resources are used to enforce our contracts and strengthen our local unions. HPAE membership dues are 1.25% of your gross salary. As a new member, you will also pay an initiation fee of $30.

Union dues are determined democratically. At HPAE's bi-annual convention, delegates elected by the members discuss and vote on any changes to our union's constitution and by-laws, including union dues and initiation fees.

GETTING INVOLVED

You can help make a difference and build our union

Whether it's signing a petition in support of our key issues in contract negotiations, meeting with legislators on the need for safe staffing levels, or talking to non-union workers about the value of being part of HPAE, our members make HPAE an effective, powerful union.



Depending on your interests and time commitments, there are many ways to get involved with HPAE. Are you interested in education and training? Then consider joining HPAE's Education Taskforce. Do you care deeply about the need for safe staffing legislation? You can make a difference by becoming part of the HPAE Committee on Political Education (COPE), which lobbies for legislation.

Do you want to be one of the HPAE members who helps to advocate for co-workers on the job? We can provide the training you need to be a union Representative (Rep) or a union activist (referred to as a "Communicator", "Work Area Leader", or "Liaison").

We strongly encourage members to participate actively in HPAE's activities; our members are the union.

LEARN MORE AND TAKE ACTION

Get involved and stay connected with HPAE at www.hpae.org

Our website provides members with vital information about HPAE's state-wide activities and our local unions, including:

- Information on the elected officers of our union and our State Executive Council (SEC).
- HPAE's history and who we represent
- Updates and events for each local union
- Our priority issues and campaigns
- Member benefits

Stay informed, join the conversation, and make your voice heard.

Like HPAE on Facebook:
www.facebook.com/hpae.aft

Follow HPAE on Twitter:
@hpaeaft

In a changing healthcare environment,
one thing remains constant:

HPAE
Putting care first

WE ARE YOUR HPAE.

Welcome to Health Professionals and Allied Employees AFT/AFL-CIO New Jersey's largest healthcare union.

You are now a member of New Jersey's fastest growing and largest union of healthcare professionals, including nurses, technicians, researchers, clinicians, and ancillary staff. Our members are working hard at the bedside, in labs and clinics, hospitals, nursing homes, university research facilities, home care institutions, and blood banks.

HPAE's mission is to advocate for the rights and safety of healthcare workers, our patients and our communities. In a rapidly changing healthcare environment, HPAE is the one constant force fighting for patients and healthcare workers alike.

TOGETHER, WE ARE PUTTING CARE FIRST.

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and Allied Employees
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110 Kinderkamack Road
Emerson, NJ 07630
TEL 201-262-5005
FAX 201-262-4335

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