



President's Message



NEGOTIATIONS!
Finally, April 2 we begin to negotiate our new Union Contract.

By the time you read this article, we will have begun our virtual negotiating bargaining sessions with Cooper. Due to the New Jersey State

COVID mandates, we will be holding our bargaining sessions virtually which will not allow members to attend. We will however be holding our 10-day strike authorization VOTE and our final membership meeting of this contract campaign to VOTE on our successor contract in person. We have secured rooms at the new Hilton Gardens Inn in Camden. This is just blocks from the hospital. More information to come.

Our negotiating Committee will post negotiation updates on our Facebook page - HPAE Cooper Nurses. If you are not yet a member please request to join. We will also send out regular updates after our bargaining sessions. We can also go to www.HPAE.org – Local 5118 2021 Negotiation Updates.

If you have any questions, please reach out to anyone on our Negotiating Committee.

We have a great Negotiating Committee which includes nurses new to negotiations, and experienced negotiators from across the hospital. All areas, outpatient and inpatient are covered by our Officers on our Local Executive Board.

Our Negotiating Committee:

- Doris Bell** N7 Med-Surg
- Jackie Franchetti** NICU Maternal Child Health
- Patti Scharff** TSICU Critical Care
- Jamie Healy** OR
- Lauren Kelly** Medical Surgical/ Critical Care
- Ann McCausland** NICU
- Jim Scharff** ED
- Marcus Threadgill** CCL
- Janice Drake** Pediatrics
- Nicole Ansert** Crit Care Float Nurse

In Solidarity,

Doris Bell, RN
President Local 5118

2021 Negotiations

WHEN: Scheduled for April 2, 8, 29, May 6, 18, 20, 25 and 27

WHERE: Virtual Negotiations due to NJ COVID restrictions

MEMBER COMMUNICATION: Our first virtual bargaining session with Cooper is April 2. It is important for you to know where to go to get the most up-to-date Negotiation information. Postings will be made on our Local 5118 FaceBook page, blast emails will be sent by our Officers, we have scheduled membership Zoom calls, and face-to-face membership meetings in May and June.

ZOOM CALLS AND MEMBERSHIP MEETINGS

APRIL 30 - ZOOM MEMBERSHIP CALLS

9:00 am, 1:00 pm, 6:00 pm and 8:00pm. Invite to follow.

May 11 and June 3 - MEMBERSHIP MEETINGS (in person)

9:00 am, 1:00 pm, 6:00 pm and 8:00 pm.

Authorization vote to send 10-day action/strike notice (May 11)

At the Hilton Garden Inn, 1 Penn Street, Camden

Parking lot behind the building. FREE PARKING. When you arrive push the button at the gate and tell the person you are there for the HPAE meeting.

Website - Go to www.hpae.org, click on the Find Local drop box and type in 5118. On the right side of the Welcome to Local 5118 page click "2021 Contract Negotiations Updates" for the most recent information.

Out Local FaceBook Page - Take a moment to join OUR Local Facebook page - HPAE COOPER NURSES. There are two simple questions to answer in order to be approved to join. **Spread the Word** - Encourage your co-workers to stay informed by joining our FaceBook group. Negotiation updates will be posted as well as important meeting notices.

Blast Emails - We had problems when sending information through ActionNetwork.org. Some members did not receive the March 18 Zoom membership call invite. Others reported the invite went to their spam folder. Moving forward, information will be sent from our Local Officers to your personal email address that we have. Please make sure we have your most updated email address. Go to www.hpae.org, click Member Resources, a drop box will open. Click Update my Information and complete the form. You can also contact one of our Local Officers.

Local Officer Contact Info. Please contact the Officer who covers your area.

Doris Bell at dbell-hpae@comcast.net. (N7, TSDU, CCL, IV Team, P6, Special Tests, Mt Laurel and Willingboro GI, Voorhees Surgi Center, Outpatient Peds)

Jackie Franchetti at jackiefranchetti@gmail.com. (NICU, MFCU, MIU, L&D, Peds, PICU, WCC, Psych, P8, P9)

Patti Scharff at jimandpattischarff@msn.com. (ICU, CCU, P10/TSCU, ED, IR/ Radiology, P5, P7, K3 Neuro, 602 House Pool, Critical Care Permanent Float RN's, MDA Camden, Voorhees Units)

Lauren Kelly at lakelly4518@yahoo.com. (INCU, K8, K9, K10, CDU)

Jamie Healy at jhealy21@gmail.com. (OR, PACU/Holding, SCU, SPU, PAT).

Helpful Hints. Things We Should Know

1. **Paystubs.** Items we should know about when we review our paystub.

Retiree Medical Trust. Several years ago, we successfully negotiated into our Union Contract the **HPAE Retiree Medical Trust** benefit.

This is a mandatory union deduction of \$.20 cents per hour which is deposited into our Retiree Medical Trust account. This is a great benefit that we can use for medical expenses when we retiree from Cooper or another hospital where HPAE represents workers and this benefit is negotiated in their Union contract.

We should be getting annual statements from Zenith - the company that manages this fund, explaining our benefit and how much money we have accrued. They will then be able to estimate the monthly allotment we may qualify for, if vested for our lifetime.

It has gotten much easier to access the money by using a HPAE card to make payments with.

If you do not get information about the Trust, please go to HPAE.org and put all your contact information, phone number, hospital / local you work at, and home email. Please keep your contact information updated at all times.

Union Dues. This deduction is listed as HPAE Union dues on our pay stub.

Medical Benefits. Listed as union health insurance rates.

COPE. This deduction is a voluntary Union deduction. It is a contribution we can make to help support legislation HPAE is trying to pass to help all nurses in the State of New Jersey.

TSA. This is the amount we contribute to our pension. We determine the percentage.

2. **Attention All Nurses.** Are you contributing at least 5% to your Fidelity (or other retirement account offered by Cooper? If possible, now is the time to do it.

If not, you are missing out on free money. For 5% invested by you (pre-taxed), Cooper will match 2.5% of that. This means you need to make sure you do contribute at least 5%. New hires are automatically invested into Fidelity and have 2% taken out for their Fidelity account. You need to go the Lawson our employee self-service link and increase your contribution to 5% if you want the matching 2.5%. This is such a small amount taken out of your check pre-taxed. This is how you make your money grow for retirement by increasing your contribution and at minimum getting the hospitals' matching 2.5%.

Many nurses contribute 5-20% of their paycheck into their fidelity accounts.

Many of you may not be thinking about retirement but I highly recommend that you give it some thought!

3. **Understanding our Union Contract.** Our contract affords us many protections and rights as Union members. Take the time to read and understand it. When management violates the contract, it is important that we hold them accountable. If you have any questions about the language, please contact one of our Union Officers or Union Rep.

Submitted by
Jackie Franchetti, RN

Local Executive Board Walk-Throughs

Covid pandemic restrictions over the past year changed the LEB's ability to do in-person walk throughs with our members. However, recently we have been able to start walk throughs in some areas and will continue to conduct more. Walk throughs allow for the members and the LEB to communicate updates, issues and concerns with each other.

LEB members are allowed to walk through units/areas to engage with our bargaining union members. Once arriving in an area, we make our presence known to our members and where we will be available to talk. Union business can't be conducted out openly on the units. We tend to utilize break rooms to talk. Please make sure you report off to another RN to watch your patients while you are on break and talking with the LEB. You are allowed to come talk to the LEB during a walk through- You cannot be disciplined or retaliated against for engaging with the LEB.

We look forward to talking with members during upcoming walk throughs!

Workers Memorial Day April 28, 2021



Fifty years on April 28, Workers Memorial Day, the Occupational Safety and Health Act (OSHA) went into effect, promising every worker the right to a safe job. The COVID-19 pandemic highlighted the inextricable link between workplace safety and health and our communities. HPAE continues to lead the fight for greater workplace health and safety, at the bargaining table when we negotiate with our employers, through regulatory agencies like OSHA,

and through our advocacy for stronger health and safety and pandemic preparedness legislation. **This year, on April 28, Worker's Memorial Day, HPAE is planning a state-wide day of action to remember all the members and healthcare workers we have lost during the pandemic.**

Local union leaders will be distributing "In Memory" black ribbons. We urge all HPAE members to wear their ribbon at work and to help send the message that our health and safety must remain a top priority.

Local Executive Board Welcomes

Hello Everyone! My name is Jamie Healy, and I am the newest member of our Local Executive Board. For the last three years I have been an RN in the Operating Room. Prior to that I worked on Pavilion 8. I have been able to have insight into two very different aspects of nursing. I have also been fortunate enough to work with some of the best teams while at Cooper, which has motivated me to want to get involved with our union and represent the amazing nurses we have here. I fully believe that we are stronger when we act as one and that collective bargaining is the best way to make our voices heard and influence the decisions that affect our working conditions. I am excited to take on this role, learn from the other members of our LEB, and work together to accomplish great things!