



PRESIDENT SPEAKS

Hello Members!

The topic of loyalty from the employer has recently arisen. The number one fact is that the employer is in the business to make a profit. The mere fact that you come to work on daily basis and have a tenure of 30 plus years makes no difference to the employer when certain infractions to their policies are committed.

Some members believe that if it is a first offense infraction to a policy, it should only be a slap on the hand. In some instances, it is a one and done situation and you are terminated. Acts of physical abuse such as kicking, punching, suffocating or verbally abusing a patient are examples of a one and done infraction. You would not want your loved one being cared for by a health care professional who would physically or verbally abuse them.

I sincerely hope that our members have read and understood the policies that would lead to immediate termination of employment. These policies are found on the employer's website. The employer is loyal to making a profit, not to employees who are abusers.

In solidarity,

Christopher Lewis
President HPAE Local 5106

SUPPORTING OUR NEIGHBORING HOSPITALS

As many locals are in negotiations, Cooper Hospital being one of three NJ hospitals that have been asking for mandatory staffing ratios to be included in their contracts. They have voted to authorize a strike if there is no agreement met before their contract expires. Both Debbie White, HPAE President, and Randi Weingarten, AFT President, support the fight for staff to patient ratios. White has also been urging lawmakers to pass bills into the legislature to require these staffing ratios by law.

Let's have our nurses leave no longer need to leave the workforce or retire out early due to burn out or frustration. Nurses know how important it is to have enough staff and the amount needed to be on the units and to provide the best quality of care. Let's continue to support the fight for adequate staffing so that patients get the care they need and deserve.

So whether we work as educators, health care workers, or public servants let us strive for a better life for everyone. Our nurses and patients deserve safe staffing and safe staffing saves lives!

Venus Weaver
VP Professionals Local 5106

Post Script from editor:

After the writing of this article, prior to publishing, we were made aware that HPAE has reached tentative agreements with Cooper University Health Care, Englewood Hospital and Medical Center. But Hackensack Meridian Health is miles apart from the rest.

Our colleagues from HPAE Local 5030, walked away from the negotiations table with HMH to discuss strike plans with their membership. Stand in solidarity with HPAE Local 5030 by calling HMH CEO Bob Garrett at 844-464-9355 to let him know you stand with HPAE members fighting for safe staffing!

HPAE LOCAL 5106 LEB MEETING CONFERENCE CALL MINUTES APRIL 15TH, 2024 @ 8:30PM

Attendance: Christopher Lewis, Venus Weaver, Zein Hassanein, Rasheed Smalls, Michael Wilson

Review of Minutes: Read and Approved

Treasurer's Report: Venus Weaver/Rasheeda Smalls: \$ 2,862.16

Cope Report: provided by Venus Weaver

Grievance Report: Zein Hassanein

- * Hugh Cosgrove: We are waiting on the arbitration decision. The committee will meet in May 2024.
- * Paul Goldberg: Management upheld their decision to terminate. Paul did not want to grieve the decision.
- * Donna Mangan: - Grievance is in and awaiting a decision.

OLD BUSINESS:

- Printing of Tech/RN/Pro Contracts
- Rasheeda Small appointed to Treasurer
- Selection of HPAE 5106 member to TUH system-wide Safety Committee
- Selection of HPAE 5106 member for COPE activities
- Selection of HPAE 5106 member to serve as union liaison for new employee orientation
- HPAE Calendar of Events distributed
- Tracking of Local 5106 membership
- Proceedings with Article 4 Selection 2 of Contract

Once our Local receives an updated list of employees from the HR Department.

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**HPAE LOCAL 5106
REP MEETING
CONFERENCE CALL MINUTES
APRIL 15TH ,2024 @ 7:30PM**

Attendance: Christopher Lewis, Venus Weaver, Eric Morris, Zein Hassanein, Yvonna Brown, Jermaine Kennedy, Rasheed Smalls, Michael Wilson

Review of Minutes: Read and Approved

Treasurer's Report: Venus Weaver/Rasheeda Smalls: \$ 2,862.16

Cope Report Venus Weaver: describes what the City on Political Education committing is about and how we ensure our issues are addressed and supported.

Grievance Report: Zein Hassanein, Terry Leone

- * Hugh Cosgrove: - Waiting on Arbitration decision
- * Paul Goldberg: Management upheld their decision to terminate. Paul did not want to grieve the decision.
- * Donna Mangan: - Grievance is in and awaiting a decision.

OLD BUSINESS:

- Printing of Tech/RN/Pro Contracts
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- Selection of HPAE 5106 member to serve as union

liaison for new employee orientation

- HPAE Calendar of Events distributed
- Tracking of Local 5106 membership
- Proceedings with Article 4 Selection 2 of Contract
Once the Local receives an updated list of employees from HR.

NEW BUSINESS:

Lateness and Attendance Policy/Corrective Action Policy

- A third party is enforcing the Lateness and Attendance policy, and our members must be aware of the policies.
- Members who have received a write-up have also received a reduction of negative points.
- Positive points are obtained every 30 days without incident.

Issues to be addressed in upcoming meeting:

- Officers Responsibilities:
- Membership received a notification to join the Union

Article 4 Section 2

- Rep Training– Working on setting up a date
- Update on System-wide Safety Committee
- Update on new employee Liaison
- New Officer Leadership Training

**HPAE LOCAL 5106
LABOR MANAGEMENT MEETING
CONFERENCE CALL MINUTES
MAY 21ST, 2024 @ 9:30AM**

Attendance: Christopher Lewis, Richard Miller, Jeanine Penn, Cheryl DeVose, Kevin Desrochers, Michael Wilson.

Review of Minutes: Approved

OLD BUSINESS:

- Closure of 3rd Floor Radiology Outpatient Services
 - 1) Reason for discontinuing Outpatient Services
 - 2) Staff layoffs
 - 3) Reassignment of staff to NEC
 - 4) Inpatient Services/Emergency Department
Radiological procedures affected the closure
- Sign on Bonus for RN'S payout structure over two years
 - 1) The first payment is after probation.
 - 2) The second payment is after two years.
- Increase in Cancellation of RNs
 - 1) Causation
 - 2) CBA language being considered when canceling an RN
 - a) Travelers b) Employees scheduled for OT c) Pool/per diem before Full-Time or Part-time regularly scheduled hours.

NEW BUSINESS:

- DOH Visits:
We had DOH come to follow up on a complaint in the CRC. We have been waiting to receive an update since that visit. Management was requested to investigate an incident that occurred in the lab and could have impacted patients. The investigation is still open, and we will follow up next month on the conclusion.
- Joint Commission Visit
 - The Episcopal Campus did very well! We had two surveyors, and they found no issues of concern.
 - The minor issues identified during the survey should not prevent us from full licensure.
 - We should hear from them soon.
- Uniform Adherence
 - 1) Who's enforcing evening, overnight, and weekend shifts
- Richard has discussed how the weekends are much more challenging to monitor and address because we don't have as much presence.

The time frame when RN/Pros and Technical Units can order new uniforms

- Cheryl will address the Cytex and ensure we have access to order uniforms.

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**HPAE LOCAL 5106
VIOLENCE PREVENTION/ SAFETY COMMITTEE MEETING
CONFERENCE CALL MINUTES
MAY 21ST, 2023 @ 8:30 AM**

Attendance: Christopher Lewis, Richard Miller, Jeanine Penn, Cheryl DeVose, Kevin Desrochers, Michael Wilson.

Review of Minutes: Read and Approved

OLD BUSINESS:

- Patient escape from Philadelphia Police on Episcopal Campus Update
- Main lobby front windows vandalized “smash out” Update Visitors/ Staff injured?
- ED Triage window “broken by patient” Update patient/staff injured?
- Bedbug infestation room #5 Emergency Department Update
- Patient being brought to the CRC two at a time.
While one is being processed and searched by security the other is free to travel outside the pre-certification area without being searched.

NEW BUSINESS:

DOH Visits:

- We had DOH come to follow up on a complaint in the CRC. We have been waiting to receive an update since that visit. Management was requested to investigate an incident that occurred in the lab and could have impacted patients. The investigation is open, and we will follow up next month on the conclusion.
- Joint Commission Visit:
 - The Episcopal Campus did very well! We had two surveyors, and they found no issues of concern.
 - The minor issues identified during the survey should not prevent us from full licensure.
 - We should hear from them soon.
- Elopement of a patient during a Fire Drill (March)
Changes in Fire Drill procedures on Behavioral health floors:

- We did have responses on the fire procedures, and we updated our process.
- We are having managers review the new policies.
- New PPA's Coverage to Parking Lots
Who will respond to these areas: Security only or staff as well
 - Security will be responding to the parking lot.
- Update on Ed nurse assaulted by patient in ED room #8
 - No updates on the incidents

Monthly Numbers (March/April 2024)

- Use of restraints
Behavioral Health Floors, CRC, C6
 - C6 = 0
 - CRC= 2
 - Impatient incidents in the behavioral health units have been low
- Stat 13's
C6, Behavioral Health Floors, CRC
 - Evette will forward these numbers later.
- Rapid Responses
C6, Behavioral Health Floors, CRC
 - Evette will forward these numbers later.
- Code Walkers
C6, Behavioral Health Floors, CRC
 - Evette will forward these numbers later.
- Staff Assaults
C6, Behavioral Health Floors, CRC
 - Evette will forward these numbers later.

ED (March/ April 2024)

- Stat 13's (not a available).
- Number of Times ED on Divert (not a available).
- Staff Assaults ED (not a available).
- Code Walkers ED (not a available).

Richard mentioned that he will look at cameras in the group rooms on P6.

LEB MEETING CONFERENCE CALL MINUTES (continued from page 1)

NEW BUSINESS:

Chris reviewed LEB Officers membership requirements:

- Newsletters must be submitted
- Attend at least 6 - LEB meetings a year
- Attend at least 6 – REP meetings a year
- SAC meeting every other month
- COPE meetings every other month
- Attend the HPAE Bargaining conference
- AFT Conference and Conventions
- HPAE Conference is in Oct/2024 in Atlantic City, NJ
- Walks, and Phone banking,

HPAE Membership status:

- Members received a notification to join the union Art 4: Sect-2
- Chris was provided a list of members and instructed them to sign up.
- It was reported that 3 chose to be beck objectors.
- The 1st phase of membership notification is complete.
- We had a lot of members to sign up.

REP Training Old Business:

- Printing of Tech/RN/Pro Contracts
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- Selection of HPAE 5106 member to serve as union liaison for new employee orientation
- HPAE Calendar of Events distributed
- Tracking of Local 5106 membership
- Proceedings with Article 4 Selection 2 of Contract, once the Local receives an updated list of employees from HR.
- We need to ensure that each REPS has received training from Carlton before they represent our members.
- REPS must attend their meetings.



HPAE

A Newsletter for the members of HPAE Local 5106

110 Kinderkamack Road
Emerson, NJ 07630
Phone: 201-262-5005
www.hpae.org



Name

Address

FIRST CLASS MAIL
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LAB MEETING CONFERENCE CALL MINUTES (continued from page 2)

ETA of CRC relocating to Potter-Morris 2nd floor

- We are looking at opening at the end of November 2024
- There will be no name change.

CRC old space repurposed for another use.

- We are still determining what will move there next.

Short Staffing of MHT's on weekends

- Short staffing has increased on the weekends, which may have caused some service delays. Jeanine discussed that they are increasing staffing with four additional positions.

Staffing Updates:

- Number of positions available:
Behavioral Health Floors, CRC, C6
 - P4: fulltime day and night RN
 - P6: fulltime day and full night RN
 - CRC: 1 Part time Evening CRT
 - C6: 1 part time nights RN
- Use of Travelers:
Behavioral Health Floors, CRC, C6
 - None

Staffing Updates ED:

- Number of positions available
 - 2 Days and 2 Nights RN
- Use of Travelers
 - 3 Travelers, but we will not renew their contract.
By the end of June, we will be fully staffed.

Staffing Updates Technical Units:

- Number of positions available
CRC, Lab, Radiology
 - No position open Respiratory
 - CT tech 30 hrs.

Radiology

- Mammogram Tech 24 hrs.
- Radiology Tech 30 hrs.
- Ultra Tech 40 hrs.

Lab

- Lead Full Time Position
- Med Tech 20 hrs.

Magnet Status

- Surveyors will be here June 3rd through 5th.
- We will meet with different groups of nurses and ancillary departments.
- Community members.
- We will be educating departments to prepare them for the visit.

Brook from the ED department will present her project for the Magnet Project.

"Shout out" from Richard for the Nursing Week Celebration: Mike Wilson did a great job hosting the Talent Show.