



PRESIDENTS MESSAGE

As the year comes to an end, and we embrace a new year ahead, we will continue to strive for safe staffing and safe healthy work environment. With an amazing contract and more battles to fight we will continue to stand united against adversities and strive for success. As our local continues to grow in numbers, think about the great impact we have had on the healthcare system thus far and what more we can accomplish. Cooper cannot successfully run without the hard labor of the nurses that are employed. We will continue to demand the respect that is well deserved.

To prevail and we must continue to be vigilant and direct with all concerns towards Cooper, the fight will continue. Please remember that the Union is only as strong as the membership. There are plenty of ways for each nurse to get involved. The membership mobilization team is up and running. Please join, voice your concerns, and share your ideas. Inquire about becoming a rep for your unit/ designated areas, helping your fellow coworkers. Nurses are also encouraged to write articles for this newsletter and share their ideas, thoughts, research material and even recipes. Finally, keep your eye out for general membership meetings, it is important to stay informed and inform us of any concerns. For immediate concerns reach out to your unit leaders, LEB members, mailboxes located in your designated areas.

I am excited for the work we have done thus far and I as your continued president will do all I can to help in every area to ensure the nurse of this local voices never go unheard. In conclusion I wish you and your family a safe and joyous holiday season.

REMINDER: HOLIDAY TRACKS

Please make sure you are following your holiday track based on your status and fulfilling your holiday requirements. For those eligible for LCPTO, please make sure your CD/CODs know you would like to be put on the LCPTO list.

We hope everyone has a joyous holiday season. Enjoy the time with your family!

Remember gratitude and joy are universal - Happy Holidays and have a healthy New Year.

WHY JOIN THE MEMBER MOBILIZATION TEAM?

Before I even really involved myself with our union, I just did my work and went home. When I had some rough shifts, which can be taxing mentally, I just tried my best to brush it off and I would tell myself this is part of the job that I signed up for. It was not until my good friend and co-worker, Tiffany Powell, made me see things in a different light. What we were going through, those rough shifts, were not acceptable. That was not "just a part of the job" and we could fight for better working conditions.

With Tiffany's research and education from the union members she found a way to fight for our floor. She told me, "We need to start filling out ADO forms." I had never heard of this form, nor what it does. An ADO form (assignment despite objection) is a form that we as union members can use to highlight not only staffing concerns but unsafe assignments as well. When we began filing out these forms on our floor we started noticing a change. We started getting more staff on the floor and the assignments were much more manageable. This opened my eyes to just how powerful we can be as nurses if we just utilize the resources that our local union not only provides for us but uses to fight for us as well.

So why join the member mobilization team? If we want to be powerful and make changes, we need to be educated and knowledgeable. We cannot do this without you! We need every member to understand what resources they have to fight for their rights as nurses. We need to come out in numbers to show just how serious and powerful we are when we stand together. By educating, organizing, and encouraging our local members of HPAE 5118 we can fight for what we deserve as hard-working nurses! Let us keep the momentum from negotiations going! We cannot stop now!

If you are interested in joining our member mobilization team, please email:
tiffanyalexhpae@gmail.com

ADO forms: located in the blue union binders on your units or via web - <https://www.hpae.org/resources/local-5118-assignment-despite-objection-ado-form/>

Please place in the union mailbox and let one of the LEB members know. Please keep in mind we only have ten business days from the time of the incident.

GRIEVANCE CORNER

When Cooper violates our Union contract, one of their own policies, a federal law, or a substantiated past practice, WE CAN FILE A GRIEVANCE.

What is grievance? A grievance is an allegation of a violation of workplace contract terms or policy and could be a complaint about anything regarding noncompliant in work policies or similar regulations in which an employee can file a formal complaint. This can be done on an individual level or can be done as a group, or class action, if the situations are the same. Otherwise, multiple individual grievances may be filed, even if the same violation occurred. So, how do you file a step 1 grievance? Check out below!

Steps to filing a step 1 grievance:

1. Reach out to your unit Rep or grievance chair (GC). Not sure who your unit rep or grievance chair is? These lists can be found in your unit binder.
2. The Rep or GC will ask you for some information first. This includes your name, cell phone number, what unit you work on, what shift you work, your status (full time, part time, pool), and personal (not cooper) email address. Also included in this form is the Stated Violation. An example of this is Article 36.6-Miscellaneous - Nurses shall be paid for all required Cooper education CLN, Annual Mandatory Compliance, and education at their hourly base rate.
3. The Rep or GC will then ask you the date and time such an incident occurred and ask you to explain the situation. This question is asked so the Rep or GC can carefully select the article or policy violated and formally file the grievance. The date is especially important because there are only 10 business days to file a grievance from the date of the incident. At this point, the

Rep or GC will formulate their Statement of Grievance. An example of this is Joe, RN was told by clinical director RNs are not to be paid for CLN's and annual education.

4. Once the Rep or GC determines if such complaint is a proper grievance, the Rep or GC will file the grievance.
5. At this point, the Rep or GC will contact the clinical director and set up a step 1 meeting. The Rep or GC will let you know when this is and ask if you would like to be in attendance. After the step 1 meeting occurs, which is a discussion of the issue being grieved, the employer has 10 business days to fill out a response, on the grievance form, letting us know their response to the grievance at hand.
6. When the 10 business days conclude, the employer will respond by fulfilling the remedy sought (which is on the grievance form; this statement needs to correspond with the stated violation and statement of grievance). An example of this is as follows: Joe, RN will be paid 8 hours of PTO for completing the mandatory annual education. So, the appropriate employer response would be Joe, RN will be paid for all CLN's, Annual Mandatory Compliance, and education at his hourly base rate.

And there you have it, how we file a step 1 grievance. I hope this gives you a better understanding of what a grievance is and the process we go through to file a step 1 grievance.

If you feel as though our contract has been violated, call a Rep to discuss the issue!!

Lisa Calabrese, RN
Grievance Chair Local

EXCITING PROGRESS IN PAVILION 5: LAUNCH OF THE STEM CELL TRANSPLANT PROGRAM

The Stem Cell Transplant Program is now underway on Pavilion 5, where the team has successfully completed four stem cell transplants to date. Led by Dr. Stair, Director of the Bone Marrow Transplant and Cellular Therapy Program, the nurses have been performing autologous transplants, in which patients receive their own stem cells. In an autologous transplant, the patient's stem cells are first harvested on an outpatient basis. When the patient is ready, they are admitted to Pavilion 5 for high-dose chemotherapy to eliminate their existing bone marrow, preparing them to receive their own cells back. Once ready, the stem cell transplant (SCT) team reinfuses the harvested stem cells with the goal of achieving complete remission of the patient's cancer.

In the future, we plan to expand the program to include allogeneic transplants, where stem cells are sourced from a donor, and CAR T-cell therapy. CAR T-cell therapy involves collecting T cells from the patient and genetically modifying them to produce a chimeric antigen receptor (CAR) that binds to proteins on cancer cells, allowing the T cells to target and destroy these cancer cells.

The dedicated nurses on Pavilion 5 have been training rigorously since last year to prepare for this program. We are honored and proud to be part of an initiative that holds such profound potential for transforming the lives of patients fighting cancer.

Carolyn Ali BSN OCN
Treasurer HPAE 5118

POOL AND UNIT BASED POOL INFORMATION

As the year is coming to an end, and the new year is about to begin, it is a good time to review some of the contractual language for Pool and UBP. Here's some important bullet points.

- House Pool and UBP is defined as a "covered Pool Nurse" in the contract. This means you are covered by the contract language.
- A covered Pool nurse is an unscheduled Pool nurse with no minimum guarantee of hours on an as needed basis. This is important to understand. If there is not available time (needs), the Pool nurse has met their work requirement without penalty.
- Pool submits their schedule (required shifts only) according to needs given by management after staff has submitted time, the schedule is balanced, and staff moves are made. This is during week six of the Kronos guidelines. Shifts are then given to Pool by bargaining unit seniority. Pool picks their time from the needs/availability list. Pool may sign up for extra shifts after the final schedule is posted.
- Pool may participate in the Professional Development Ladder as long as 1000hrs are worked in the previous 12 months from time of application to Ladder.
- Pool may bump and take agency shifts with at least 12 hrs. notice given to Clinical Director or staffing office.
- Article 9 in the contract describes the work requirements of all levels of Pool.
- Submission of holiday time preferences is annually between January 16 -Jan 31st. Based upon nurse's preference and staffing needs, management will assign the holidays based on Unit Seniority on a rotating basis. Pool holidays are listed under Article 9.4
- Article 9.11 is UBP language related to those locations not open 365 days per year. According to the level, Mondays, Fridays and days before and after holidays are part of the commitment. There is a process for submitting this time similar to Article 9.4. Please become familiar with the language.
- There is no transferring into pool, including UBP, from November 15th-Januar 2nd.
- According to Cooper Policy, a nurse that transfers into Pool cannot go back to a staff position for 3 months. Article 15.12 does not apply to Pool.
- Pool receives 2 call outs within a floating 12 month period.

Feel free to ask any Officer or Rep any questions!

RECIPE CORNER

Crockpot Apple Crisp

Ingredients:

4-5 cups of diced apples

1 cup of oats

1.5 cups of flour

1 cup of packed brown sugar

1/2 cup of regular sugar

3 tsp. of cinnamon

3/4 cup of butter

Melt the butter with apples in a crockpot. Add the remaining ingredients to the crockpot, mixing thoroughly. Cook on low for 1-2 hrs., stirring occasionally. Add a scoop of vanilla ice cream if you wish!

Season's Greetings!



AFLAC IS COMING!

LAST CALL FOR AFLAC will begin **November 1st**. Save the date. All Members of HPAE will be able to add Aflac benefits one last time for 2024!

HPAE's Aflac Representative will be raffling off Amazon Gift Cards during the Q4 Enrollment. More Details to come

Contact your Aflac benefits advisors:

Michael Desarno benefits llc
732.763.5431
michael_desarno@us.aflac.com

Register and review plans
by scanning below



Accident
Critical Illness
Hospital
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A Newsletter for the members of
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