



President's Message

I am honored and humbled to introduce myself as the new President of the 5107. I want to extend my heartfelt thanks to everyone who supported and voted for me—your confidence means the world, and I am committed to serving our organization with dedication, integrity, and passion.

I also hope you all had a truly wonderful Nurses Week. It's a time to celebrate the hard work, compassion, and impact each of you brings to our profession every single day. Thank you for all that you do.

I look forward to working together to continue advancing our shared mission and building an even stronger, more connected community.

Union strong,
Tamara Williams Joseph
HPAE local 5107, President,

VP Message of VNA

Hello Union sisters and brothers, my name is Carolyn Iorio, I'm an RN case manager from the Englewood VNA office. I wanted to take this opportunity to introduce myself. I've been in HPAE member for the entirety of my 35 years as an RN. Part of local 5107 since 2011 when VNA acquired Englewood hospital home Care. I am a firm believer in workers' rights and believe with absolute conviction that safe, well-staffed, fairly compensated workers equal, well cared for patients who have better outcomes leading to healthier communities overall.

Union reps for Englewood and Essex continue to be available via group chat answering contract / Labor related questions, taking note of concerns to address in monthly Labor Management meetings and giving reminders to enter non-visit activity for meetings, HealthStream hours and to schedule PTO after holiday worked.

During labor management meetings we have been keeping pressure on management to increase therapy staff and give several concrete examples of delays and therapy leading to patient complaints. Therapists have been hired, and evaluations have become timely. We brought to Management's attention the daily requests for overtime. I pointed out that it is not sustainable, two new per diems have been hired in Englewood with a new RN full-time position being negotiated. Essex continue to hire new nurses to combat their nursing shortage.

Remember sisters and brothers the squeaky wheel gets the grease, if you have a problem let your union reps know so we can Squeak away at management and remember when communicating with your office staff / management always EMAIL so you have the trail.

In solidarity,
Carolyn Iorio, VP- Englewood VNA

United Methodist Communities

Hello fellow members of HPAE. I just wanted to type a quick reminder to everyone that when using New Jersey sick leave or FMLA you are protected. The employer cannot punish you or for example mandate you to make up the missed time. If your employer has a policy stating that if you call out on a weekend you must make it up this does not apply to NJ sick leave or FMLA. Your employer cannot retaliate against you for using this time. Listed below are some key points to aid you in protecting yourself and the website if you require further information.

- Your employer cannot require documentation for one day of sick leave, or two consecutive days.
- Employer can require documentation for three or more consecutive days off.
- Employers can ask you your reason for leave.
- If your employer is not allowed to ask for documentation, they must assume your reason for taking leave is valid.
- Predetermined busy periods: employers can require you to provide documentation. They must inform you of these dates.

Your employer cannot:

- require you to make up hours instead of using earned sick leave
- force you to find a replacement for your shift

Rhonda Hofstro, VP



Address Service Requested

A Newsletter for the
members of HPAA Local 5107

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



Llanfair House/Berkshire Post Acute

Dear Members,

We want to provide an important update regarding Berkshire Post acute, formerly known as Llanfair House, which remains under the ownership of Windsor Healthcare. Berkshire Post acute, managed by MB Healthcare, has made unilateral and unlawful changes that violate our collective bargaining agreement.

We have filed unfair labor practice charges with the National Labor Relations Board (NLRB). Members have submitted affidavits to both our union attorney and the NLRB agent. Disturbingly, employees have been forced to reapply for their positions and informed that they are now on a 90-day probationary period. Additionally, they have unilaterally reduced accrued vacation time to 75%, and the status of sick banks remains unclear, prompting us to file a request for information.

Furthermore, changes to healthcare benefits have been made unilaterally, charge pay has been restricted, and the \$100 monthly stipend for members not enrolled in the insurance has been discontinued. This behavior is outrageous and unacceptable, and we are committed to combating these illegal changes.

Please remember that you can reach out to me, our representative Gelinda Johnson, or our staff representative Sheila Schicker with any concerns or information regarding additional changes. It is crucial that you inform us as soon as possible so we can update our charges with the NLRB accordingly.

In solidarity,
Eugenie Adolphe, VP
Gelinda Johnson, Rep
Sheila Schicker, Staff Representative - sschicker@hpae.org

Phoenix Center

“Happy Nurses Week! On behalf of the entire organization, thank you for the incredible care, dedication, and strength you bring to your work every single day. Our nurses are the heart of what we do, and your impact reaches far beyond the bedside — you are essential to the wellbeing of our patients and the success of our mission. We deeply appreciate all that you do.

As your union, we want you to know that we are currently in arbitration advocating for fair and equal pay for both current nurses and new hires. This is a critical step toward ensuring that everyone is respected and recognized for their contributions. We are working hard on your behalf to make sure everyone feels valued — both figuratively and financially.”

Geraldine Simms, VP

