



HPAE

AFT / AFL-CIO

LOCAL 5185 Newsletter

A Newsletter for the
members of HPAE Local 5185
at Bayonne Medical Center

THE CONDUCTOR

September 2026

PRESIDENTS MESSAGE

As Summer Ends, We Keep Moving Forward

As summer comes to an end and fall approaches, I hope everyone had an opportunity to enjoy some well-deserved time with family and friends. As we head into a new season, I want to remind our members that **your Union remains here, working, listening, and fighting for you.**

So far this year, we have enforced the staffing numbers we fought so hard to win, protected our PTO accruals, fought layoffs & attempts at outsourcing, tackled health and safety issues, and much more. Our work is never done as we fight for clarity, accountability, and fair treatment.

Change can be challenging, especially when it directly affects our workplace and our members. Please know that we are paying attention, we are asking the difficult questions, and we are advocating for you. **If you have concerns, questions, or information that you believe the Union should know about, please reach out to us.**

As we move into the fall season, let's continue to stand together, support one another, and remember the strength we have when we speak with one collective voice.

Thank you for everything you do every day. Stay informed, stay united, and know that your Union has your back.



United we stand. Stronger together.
Local 5185

Christine Crimaldi, President

SCHEDULES

This is a reminder about schedules. New managers are starting in many departments, and they may do schedules differently than the managers before them. A draft of the schedule must be posted 2 weeks prior to the start of that schedule and the final schedule must be posted 1 week before it takes effect.

If you would like extra time on the schedule, please make yourself available in the availability book that is located in every department. There are no set days off before or after a weekend worked. If you are scheduled to work the weekend, your day off for the week before or after is up to the managers' discretion. It can change every weekend that is worked. The only way to guarantee a day off is by putting in a request off for a specific day.

So please look at the schedule when it is posted to see if there are any errors on it. If you see an error please contact your manager as soon as possible. And remember....you are responsible to know your own work schedule.

Danielle Hallenbeck, VP Service

ATTENTION HPAE LOCAL 5185 MEMBERS

IMPORTANT

BLS, ACLS, AND PALS CERTIFICATION REMINDER

Members who are required to maintain Basic Life Support (BLS), Advanced Cardiovascular Life Support (ACLS), or Pediatric Advanced Life Support (PALS) certification are encouraged to review their certifications and confirm that they remain current.

Please check your BLS, ACLS, and PALS expiration dates at your earliest convenience. If any certification has expired or will be expiring soon, please log into HealthStream and register for an available class as soon as possible.

Keeping your BLS, ACLS, and PALS certifications up to date helps ensure that you remain in compliance with required certification standards.

Thank you for your attention and cooperation.

Nathaniel Mateo

Member Mobilizer

HPAE Local 5185

PROTECTING OUR PATIENTS' PRIVACY

An Important Reminder to All Members

Protecting our patients' privacy and confidentiality is an important responsibility that we all share.

Members are reminded not to use personal cell phones, cameras, or any other personal devices to take photographs of patients. This applies even when a patient's face, identification band, room number, or other identifying information is not visible. Photographs of wounds or any other part of a patient should also never be taken with a personal device.

Just as importantly, if you receive a photograph involving a patient, do not share, forward, post, or distribute the image.

We are bringing this reminder to everyone's attention because a grievance has recently been filed involving this issue. We want all of our members to be informed and aware of the importance of following patient privacy and confidentiality policies.

Please protect your patients, protect their privacy, and protect yourself by following established policies regarding photographs and personal electronic devices.

Thank you to all of our members for your continued professionalism and commitment to our patients.

Joan Zitzman

Vice President of Nursing



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USE IT OR LOSE IT

Its that time of the year again where any XPTO accruals need to be used before January 31, 2027.

Example XPTO 120hrs =15 days. You should put in for that time off now, as your manager does not have to approve all of the days if others have already put in their time and have been approved. Please do not wait until the last minute, this way, if the days you request are denied you will still have time to put in for other days. Remember you can put in for time off up to 12 months in advance.

Going forward your new accruals should be going into the TOB bank. The number of hours you accrue each paycheck depends on your years of service.

PAID TIME OFF(PTO) TIME OFF BENEFITS ACCRUAL

YEARS OF SERVICE	SERVICE AND CLERICAL	TECH PROFESSIONAL AND RN
1	17 DAYS=5.23 HOURS PER PAYCHECK	22 DAYS = 6.769 HOURS PER PAYCHECK
5	22 DAYS= 6.769 HOURS PER PAYCHECK	27 DAYS= 8.307 HOURS PER PERCHECK
10	27 DAYS= 8.307 HOURS PER PAYCHECK	27 DAYS= 8.307 HOURS PER PERCHECK
15	32 DAYS= 9.846 HOURS PER PAYCHECK	32 DAYS= 9.846 HOURS PER PAYCHECK

Please keep track that you are accruing time in your check accurately.

Nanette Rivera, Grievance Chair

IMPORTANT REMINDER ABOUT YOUR HOSPITAL-PROVIDED HEALTH INSURANCE

Employees who are enrolled in our **hospital-provided health insurance plan** are encouraged to utilize our hospital for their healthcare needs. Services received within our hospital are covered according to the terms and benefits of the hospital-sponsored insurance plan.

If you receive a bill for services provided at our hospital that you believe should have been covered under your hospital-provided insurance, **please do not ignore it**. Bring the bill to **Human Resources** so that it can be reviewed and assistance can be provided in resolving the issue.

Our goal is to make sure employees understand and receive the benefits available to them through their hospital-provided insurance.

Have questions or received a bill?

Please contact or visit **Human Resources** for assistance.

Marisol Mateo, VP LPN and Techs

THE END OF SUMMER BLUES

The summer ended all too soon and the fall season is upon us. That being said the holiday season will be approaching quickly. Please remember we ALL have holiday requirements INCLUDING PERDIEMS.

If you were off last year you probably will have to work this year unless there are enough volunteers to work.

If the holiday falls on the weekend you are off or a usual day off you may have to work it.

Please refer to your contract for specific details.

Don't forget its also flu season and its mandatory to get your flu shot. Employee health should be posting something soon when they will be going the flu shot.

You can also see your healthcare provider and get it with them. Dont forget to get a document from your provider to prove that you did receive the flu shot to give to Employee health.

Susan Sienkiewicz, Treasurer