

February 2010

The Conductor

President Message

Dear Union Brothers and Sisters

Best wishes for a happy and healthy New Year!

In order to survive in these trying times we must unite and follow our contract because we do have protection. Before we had the Union Management could do whatever they wanted. Here are just a few examples of what life was like before we had a Union:

- Your salary was based on the needs of the hospital. There were no seniority rights.
- You had no control over your working conditions. We now have two very active committees: Health and Safety and Staffing for your protection. We have issues that come up every day and always need your input!
- You could be fired at will. Now we have a grievance and arbitration process that ensures fairness.
- Your vacation time would be dictated by the hospital – not by YOU!
- You could be forced to work outside of your scope of practice or job description. Now management must negotiate changes in job descriptions with the Union.

Our union is an organization that provides us with a contract – which Management must adhere to.

We also have a Political Action Committee that works with the politicians to improve the laws in our state that affect our working conditions and patient care.

Let's all make a commitment to unite and make 2010 a better year for ourselves and our patients.

In Solidarity,

Donna Benjamin, RN
President

BMC May Owe You Money!

Due to a grievance settlement, BMC will reimburse Local 5185 members for the \$10 difference in co-payment for Inner Circle office visits that resulted from the insurance change effectuated on June 1, 2008.

To be eligible for reimbursement, you must:

- 1.) Have been covered under the BMC health insurance plan during the period of June 1, 2008 through May 31, 2009.
- 2.) Have incurred office visit co-payments during the period of June 1, 2008 through May 31, 2009. This also includes any other family member covered under your insurance at the time.
- 3.) Provide documentation of the office visits and payment of such visits to the Bayonne Medical Center Human Resources department by **no later than 5:00pm on Friday, March 12, 2010.**

You can get documentation of any office visits you made either directly from your doctor or by accessing your individual insurance account on-line at

www.horizonblue.org

Documentation must be turned into the Human Resources department by the date listed above. You will receive a time and date stamped receipt. Keep this receipt in order to document your submission. Please contact your local officers if you have any questions.

Grievance Victories!

Welcome back to **Rose Kilduff, RN** in TRCU and **Antonia Vasquez** in House-keeping! Both employees were returned to work when an arbitrator found that Management had terminated them without JUST CAUSE.

A Class Action Grievance on improper down-staffing has been filed. We have received copies of schedules and down-staffing records for all departments and are in the process of reviewing them now. If you think you have been improperly down-staffed, please talk to a union officer or union representative – and bring us your schedule.

The Class Action grievance filed on the change in Inner Circle Medical Benefits was settled in the Union's favor. All members should have received a letter at home explaining the process for getting any monies that you are owed. We have also reprinted the letter here in the newsletter. Please remember that in order to be paid, you must submit all of your documentation to HR by March 12, 2010.

Joan Zitzman and Michele Violette, Co-Grievance Chairs



Scholarships

American Federation of Teachers Robert G. Porter Scholars Program

This program offers four 4-year, \$8,000 post-secondary scholarships to students who are dependents of AFT members, as well as 10 one-time \$1,000 grants to AFT members to assist with their continuing education.

Download an application at:

<http://archive.aft.org/aftplus/scholarships/eligibility.htm>

Union Plus Scholarship Program

The program is open to members, spouses and dependent children of unions participating in any of the Union Plus programs.

Download an application at:

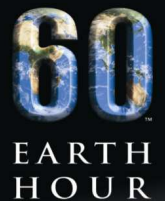
<http://archive.aft.org/aftplus/scholarships/eligibility.htm>

GIVE THE EARTH AN HOUR

On Saturday, March 27, at 8:30 p.m. local time, the AFT and the World Wildlife Fund are asking you to turn off your lights for **ONE HOUR**.

Join millions of people around the world to fight climate change and send a message to elected officials that **the time to act is now**.

Sign up at www.EarthHour.org for free lesson plans for grades K-12 and fun activities related to **EARTH HOUR**.



The American Federation of Teachers is a national sponsor of Earth Hour



HPAE Education Workshop

Tuesday, March 9, 2010

9:00 am to 4:00 pm

Quality Inn & Conference Ctr.

531 Route 38 West

Maple Shade, NJ 08052

Thursday, March 11, 2010

9:00 am to 4:00 pm

Holiday Inn Conference Ctr.

129 Pehle Avenue

Saddle Brook, NJ 07663

Registration Fee: Members: \$25 (refundable) - You must attend the workshop to receive the refund.

Non-Members: \$25 (non refundable)

You can confirm your registration for the workshop by sending a check payable to:

HPAE - 110 Kinderkamack Rd., Emerson, NJ 07630 or via PayPal at:

www.hpae.org/education/training_calendar

For more information or to register go to: www.hpae.org/education/training_calendar

License Renewal 2010 -Continuing education credits are required for 2010 license renewals. NJ State board will be asking if you attained thirty hours of Continuing Education credits. Q&A regarding requirements can be found at www.state.nj.us/lps/ca/nursing/nurfaq.htm

CONTACT HOURS WILL BE OFFERED

Health Professionals and Allied Employees, AFT/AFL-CIO is an approved provider of continuing nursing education by the New Jersey State Nurses Association, an accredited approver by the American Nurses Credentialing Center's COA. P94-1/2008-2011 HP AE - 110 Kinderkamack Road, Emerson, NJ 07630

Continental breakfast and a buffet lunch will be served!

REGISTER NOW!



DrexelOnline.com

A Better U.
A Better Me!

60+ MASTER'S, BACHELOR'S, & CERTIFICATES ONLINE



AFT Drexel University Online Program

The AFT has partnered with Drexel University to offer online educational opportunities.

The program offers 60+ Master, Bachelor's and certificates online.

Financial aid counselors and debt forgiveness program available.

For more information visit: <http://www.drexel.com/AFT> (Partner code: AFT) or contact: Kathy Pischke, AFT Partnership Liaison

Kp399@drexel.edu

Office:215-895-0513

Job Opportunities



For your information, HPAAE posts job openings and contact information on our website at:

<http://www.hpae.org/locals/jobs>

**A NEWSLETTER FOR THE
MEMBERS OF HPAAE LOCAL 5185**

HPAAE
110 Kinderkamack Rd.
Emerson, NJ 07630