

MESSAGE FROM THE PRESIDENT

To the membership:

Since late last year there have been many suspensions and terminations of our members. Fortunately your local executive board has been able to get many of the suspensions reduced or changed to written warnings. Five of the terminations were rescinded and the members were brought back to work.

I just received paperwork for four more suspensions. My greatest concern is that none of the members wanted or requested union representation when informed that they were to be disciplined.

One thing the union has preached over and over again is to never be disciplined without a union representative present. Our presence is for your protection! Most importantly, our presence ensures that you, the member have an advocate and that there is a witness that can collaborate what was said by both you and by management. Management has a way of "misunderstanding" what is said in order to support their side of the issue.

Besides being a union right, it is also your legal right to have a union representative present. The Union officers and Union Representatives are here to fight for you.

We are here to make sure you get a fair and level playing field when you have to deal with management.

We are on your side!

Michele Burlington
President Local 5030

A LESSON LEARNED

As many of you may know, I recently lost my father unexpectedly. The nursing personnel that took care of him were amazing. They all worked so hard, were kind and gentle, and treated my father with the best of care. It made me look inward to wonder if I was delivering the best care possible to our patients at PMC. I was inspired by these angels and have tried to incorporate my observations into my own practice.

Their traits and behavior reminded me of two people I worked with in the ED, Christine and Celia. Both were hard working individuals. They took on difficult tasks and made them look easy. When needed, they nurtured and educated less experienced staff. When the ER was slow, they found housekeeping tasks to accomplish. They treated all of our patients with respect and kindness, delivering world class care.

They had many years of dedication to PMC with unblemished records. They were terminated because management would rather believe in conspiracy theories. Two of the best, most dedicated and most experienced staff members were thrown out like the trash.

Without the Union, would any of us have job security? Even a spotless record and many years of service will not protect you, if you don't have a Union to back you up.

Celia and Christina will have their case heard in arbitration next month. I know that justice will be done. I am eagerly looking forward to the day that they return to the ER and are able to provide great care to people like my father in their time of need.

John McCausland, RN

HPAE LOCAL 5030 OFFICERS AND REP LIST

OFFICERS

	DEPARTMENT	SHIFT	Work Ext.
Michele Burlington, president	RESPIRATORY THERAPY	6:45A-3:15P	(B)219-2877
Nelva Torres, Vice-president	MENTAL HEALTH, ER	3:00P-11:30P	5038
Gloria Lee Richardson, Treasurer	PHARMACY	6:00P-2:30A	5139
Sharon Fisher, RN, Secretary	MATERNITY	7:00A-7:30P	5270/5192

Union Representatives

	Department/Location	Shift	Work Ext.
Dawn Quinones	Dietary	10:00A-6:30P	5128
John McCausland, RN	Emergency Dept. - REU	7:00A-7:00P	5100
Velma Howell, C.N.A.	5th Floor	6:45A-3:15P	5208
Jorge Diaz	Radiology	2:45P-11:00P	5109
Jaime Pineda	Housekeeping	2:45P-11:00P	
Bruce DeMercurio	Nuclear Medicine	10:00A-6:30P	5118
Yeira Castillo, C.N.A.	5th Floor	10:45P-7:15A	5208
Tanya Perez, Monitor Tech	3 East	11:00P-7:00A	5165
Karen Francis, RN	5 West	11:00P-7:00A	5207

HELP WANTED

Needed: Union reps from all departments and shifts.

Requirements: Willingness to work with people, listen and promote a safe and healthy working environment.

Payment: A better place to work.

TO APPLY SEE ANY ELECTED UNION OFFICER OF LOCAL 5030.

BECAUSE TOGETHER WE CARE!

AFT NATIONAL DUES

Effective March 1, 2010, the AFT National dues will be increasing at the following rate per each pay period.

Full time employees – additional \$0.33/per pay period to \$5.70.

Part time employees (more than 20 hours per week) – additional \$0.16 per pay period.

Per Diem employees (less than 20 hours per week) – additional \$0.08 per pay period.

On or about March 1, 2010, the premium for locals that purchase the AFT Liability Insurance (Temple, JSMC, Virtua, Wanaque, Llanfair, Meadowlands and Southern Ocean County) will be decreased by \$0.05 per pay period.



A Union of Professionals

AFT offers scholarships and grants

APPLICATIONS FOR the 2010 Robert G. Porter Scholars Program are now available. AFT members and their children are eligible to participate in the program, which awards four \$8,000 scholarships to graduating high school seniors and \$1,000 grants to AFT members who are continuing their education.

TO APPLY:

- Download the application from the AFT Web site at www.aft.org/aftplus/scholarships.
- E-mail an application request to: porterscholars@aft.org.

APPLICATION DEADLINE IS MARCH 31, 2010

A New Day Begins

A change in management has taken place in our beloved Emergency Department. Maureen has been relieved of the responsibility of managing us while Kathy has been anointed with the honor. I wish her good luck with the task. It will not be easy to reverse the demoralization of the ED staff by senior management.

It must be stated for the record that most of the major issues in the ED were not because of Maureen. Maureen inherited an ED that didn't work and there was no interest from above to make the ED work. Maureen was a button that senior management pushed. Just a short review of the quality of life issues in the ED makes it easy to see that Maureen had neither the power nor the authority to act on her own.

Many will recall that the ED was threatened with lay-offs, creating tension and stress on the staff. Yet, as we got closer to contract negotiations, the ED staff was mandated to work overtime. All of us were forced to work 12 hour shifts, often without breaks or a moment of down time. We were left to run short staffed, always on the premise that a single sick call was the problem! Most institutions try to staff in such a way that a single sick call does not create an emergency. So why was there talk of laying off staff when you don't have enough to begin with? Only in the minds of senior management can lay-offs exist in the same realm as short-staffing and mandatory overtime.

The refusal to replace staff or call in extra staff when needed is another shining example of senior management not acting in good faith. And I dare not mention the greatest HIPAA violation ever, our own REU! I don't recall anyone caring about our patients or our staff during these events.

It reminds me of an Aesop's Fable, called The Wind and the Sun. If you remember the story, the wind and the sun had a bet about which one could make a traveler remove his coat. The wind blew hard and furious but the man held on to the coat tighter and tighter. The sun shined its warm and gentle rays on the man, and he gladly removed his jacket.

Our senior management has been acting like the wind, using negative reinforcement and creating a hostile working environment. What did it produce for them? Did it advance or promote our reputation in the community we serve? Do our patients think we deliver better care for these actions? Does senior management realize that our "product" is caring?

So Kathy: you have a seasoned staff that would love to work with you to build a better and healthier ED. Our product is CARING and we want to be the best at it! I pray senior management can change its ways and be more like the sun or else you will succeed no better than Maureen did.

John McCausland, RN

WE NEED YOUR SUPPORT!

As union members and health care providers we need to fight for changes in our healthcare system. The only way to do this effectively is to get ourselves politically involved. The candidates who represent us need to hear our concerns regarding the real happenings occurring within the healthcare system. In many cases, the only way we can deal with these issues is through legislation. Many of the things that we take for granted (needle stick safety, prohibition of mandatory overtime and violence prevention) had to become law before employers would do something about them. It is for this reason that COPE (Committee on Political Education) needs your help. We need members who are willing to get politically involved to help us fight for change.

COPE is also looking for donations to help with our political fight for healthcare legislation in New Jersey. If you are interested in making a one time donation, please give me or any of the officers or Reps your information and a form will be mailed out to you.

Health and Safety is another committee that we as members need to get involved in and stay active with. Healthcare workers are always, everyday subjected to injuries, workplace violence and unsafe practices in the workplace. Legislation is vital to protect the health of healthcare workers! If you have any stories about workplace violence, unsafe practices or injures and would like to pass it on to the health and safety committee, please let me know. We are collecting your stories in order to put a human face on the cost of legislative inaction! If you would like more information on how you can help, please feel free to contact me.

IN UNITY,
Gloria Lee Richardson
Treasurer

Local 5030 Upcoming Meetings

March 2010

Thurs., March 11—Union Rep meeting 2pm-4pm And 10PM-PMC Cafeteria

Wed., March 31 —Union Rep. Training session 9am – 2pm HPAE Emerson Office—110 Kinderkamack Rd., Emerson, NJ 07630

April 2010

Thurs., April 8— Union Rep meeting 2pm-4pm And 10PM-PMC Cafeteria

Thurs., April 15 thru 18—AFT Professional Issues Conference
All day Washington, DC



HPAE
110 Kinderkamack Rd.
Emerson, NJ 07630

Address Service Requested

HPAE LOCAL 5030

Our Newsletter

The Paparazzi is the regular newsletter of HP AE Local 5030. We attempt to publish every three months to inform the membership of events in our workplace. Any member in good standing may submit an article for publication. All articles are reviewed by our elected officers for appropriateness for publication. If you need help writing an article, please feel free to contact me and I will be happy to assist in any way possible. All members are encouraged to contribute as they see fit. United together gives us strength! It is our strength that keeps our contract enforced and guarantees future success at the bargaining table.

COMMITTEE ON POLITICAL EDUCATION

We, as healthcare workers are in pursuit of legislation protection in the workplace and we need your support. COPE (Committee on Political Education) is set up to accomplish that goal. COPE is your natural voice in Trenton.

Sign up to donate and speak out. Our next Local get together is being scheduled, and forms will be available. Please get involved. We need your support.