

**HPAE LOCAL 5089 – Labor/Management Committee Meeting**

<p><b>Date: January 19, 2010</b></p> <p><b>Members Present: Elmer Daniels, RN, Cynthia Mcdougall, RN, Banita Herndon, RN, Jeannie Redd, RN, Juanita Ormilion, RN, Albert Abdemur, RN, Norman Degeneste Staff Rep.</b></p> <p><b>Management: Judy Colorodo, Executive Director, Darnell Reamer, Labor Management, Rosalina Manongdo, Director, Jacinta Ogbonna, Director, Patricia Jones NM, Nancy Bedell, Director, Prince Kena, NM, Theresa Rejrat, CNO – 10:00 AM</b></p> <p><b>Management Guest Speakers: Detective Lester Jones, Detective Gutteriz, Captain Alex Rabar, (UH - Public Safety) Speaking in behalf of Gang violence prevention.</b></p> <p><b>Excused: Philomena Chinemelu, RN L/M Chair</b></p>	<p><b>Time Called to Order: 9:30 AM</b></p> <p><b>Time Ended: 11:10 AM</b></p> <p><b>Location of Meeting: UH D215</b></p> <p><b>Chair Presiding:</b></p> <p><b>Recorder: Elmer Daniels</b></p>
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TOPIC	DISCUSSION / CONCLUSION	RECOMMENDATION / ACTION	EVALUATION / FOLLOW UP
<p><b>Introduction of detectives and safety officers to the committee</b></p>	<p><b>The NJ State Police Intelligence is aware of Gang activity in this area and will alert detectives/UH public safety if employees are at risk. UH response time to violence is 30seconds per Detective Jones.</b></p> <p><b>In our area there’s the Bloods, Crypts and Latin kings. Detective Jones discussed that nurses in white uniforms are not targeted by gang members.</b></p> <p><b>Banita stated that the ED was confronted by gang members who surrounded the ED. This was provoked by a patient that was shot by a gang.</b></p> <p><b>Nancy Bedell stated that St. Josephs Police hospital negotiated with Gangs to make</b></p>	<p><b>Train ED nursing staff on gang prevention and de-escalation tactics, then train entire UH staff on the units.</b></p> <p><b>Prince Kena, NM is willing to assist with training as he has this experience being a Psyche nurse.</b></p>	<p><b>Detective Lobes email: <a href="mailto:JonesLL@UMDNJ.edu">JonesLL@UMDNJ.edu</a></b></p> <p><b>Or extension 26394 – Detective bureau</b></p>

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	<p>their hospital a neutral zone.</p> <p>Albert suggested being proactive and have officers do walking rounds. Captain Alex and Det. Jones state that they do not have the man-power to do this.</p> <p>Robert Spellman is a patient advocate that is part of the Behavioral Response Team (BRT)</p> <p>Cynthia Mc states that there's 24hr security on F – Level</p> <p>Rejrat reviewed again, that nurses are not targeted if they wear white uniforms</p> <p>Gang Violence Institution is part of UMDNJ Inservice</p>	<p>Officers reinforced/recommend staff training</p>	
<p>Bed Management after 11:00 PM</p>	<p>Nancy Bedell, stated that there's an employee in this department 11 PM – 7 AM. The staff performs walking rounds and is entitled to lunch, but that staff call and leave a messege on voice mail and bed mgt will follow up.</p> <p>Social work student supervision: Nancy states similar to nursing students, depending on level in school that the SW can assess patients needs and follow up with UH MSW supervisor.</p>	<p>Leave voice mail and bed mgt will follow up.</p>	
<p>CCU nurses caring for NICU patients</p>	<p>Pat Jones, NM states that approx. 2 – 3 times a month a NICU – CCU nurse may cover for breaks, but most divisions float within their district.</p>	<p>CTICU/CCU competencies should be completed by April, 2010 and staff will be able to float within their districts.</p>	<p>Continue to monitor</p>
<p>I Blue Block assignments</p>	<p>Pat Jones indicated that block assignments were developed to prevent patient falls (nurses would not have to care for patients all over the unit. Pat also indicated that the nurses are rotating the admissions and</p>	<p>Rejrat, Judy and Pat ask that HP AE give this process (blk assignmt) a few more weeks prior to another change in assignments</p>	<p>HPAE will continue to monitor.</p>

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	thinks that this process will inspire nurses to be more team oriented and assist each other, nursing education, but there's is an option to change this process. The admission process changed in November		HPAE will continue to monitor
GPICU night shift breaks	Jacinta will get back to L/M after investigation of events	Cynthia Mc to follow up with Jacinta.	Tabled/Pending investigation
Ambulatory Care	Katy O, Director not available for meeting, ACC issues of nurses mandate to sign out at 5:30PM, but still present in their clinics working past 5:30 PM hours with no compensation.	Judy C suggest sidebar with Kathy O, Director of ACC.	Cynthia Mc to follow up with Kathy O.
G Yellow late admissions to floor	Prince Kena, NM aware of G Yellow staff receiving admissions from ED during change of shift (most crisis occur during this time with Psyche pt's.) Prince stated that they have identified in morning bed mgt meetings that some pt's may need EKG or committment papers prior to transfer to floor, etc and that they are working on these issues.	Recommend sidebar to involve Chris McCallion, Director	Banita to follow up with Chris and Prince
E Blue broken equipment	Computers, thermometers are broken and nurses require tools to do their work.	Judy C. stated that the computers are being repaired as we speak.	HPAE to follow up during walking rounds.
Posting Press Ganey scores/comments on units	Valerie Jackson is responsible to get this 2008 – 2009 information onto units and nursing lounge. Juanita Ormilion asked if the FICN scores are added to FHS entire score or are they individual for each FHS unit. Jacinta/Judy indicate the scores are overall not individual units.	HPAE Recommend that scores reflect individual units.	Cynthia Mc will continue to follow