



## Contract Update

### *Inspira RNs United for Quality Care*

#### Bargaining Teams

##### Local 5131

Dana Barrett, Vineland L&D  
Michelle Silvio, Vineland ED  
Barbara Slavoff, Elmer ICU  
Karen Bailey, Vineland SICU  
Beth Manganaro, Bridgeton ED  
Joanne Savidge, Elmer ICU  
Deb Pacitti, Elmer Radiology

##### Local 5621

Richard Wear, Cath Lab  
Amy Chew, MSICU  
Jaclyn Pohler, 6PW  
Michele Carey, 5PW  
Tracy Cefaratti, MSICU  
Art Matthews, BHU  
Donna Gardiner, ED  
Colleen Kupsey, Peds

#### **Upcoming Events:**

##### Legislative Breakfast

Tues. May 17, 8a-9:30a  
Wingate, Vineland  
2196 W. Landis Ave.  
RSVP to: apatel@hpaef.org

##### General Membership Meetings

Thurs. May 19  
**5131:** Wingate, Vineland  
2196 W. Landis Ave.  
8 am, 4 pm, 7:30 pm

**5621:** Best Western, W Deptford  
98 Friars Blvd.  
8 am, 4 pm, 7:30 pm

May 11, 2016

#### **Your bargaining committee proposed improved RN staffing through nurse-to-patient ratios in our contract.**

We started negotiations on Wednesday, May 4<sup>th</sup> with a presentation of our staffing proposal. Over 40 staff nurses attended the session. We outlined why enforceable nurse-to-patient ratios are the best way to ensure we have the right amount of staff on each unit to give the highest quality of care to our patients. Nurses from all four hospitals spoke passionately about the need for better staffing. Nurses gave examples of the difficult decisions you have to make because you are understaffed, the feeling of frustration and burnout and unsafe situations you face every day.

#### **What was management's response? Our current staffing levels are fine.**

To make matters worse management proposed that they should be able to cancel nurses after the start of their shift, creating more serious staffing problems especially when faced with new admissions (We have proposals to eliminate this existing practice at Woodbury).

#### **Administration wants to treat non-BSN nurses as second class citizens!**

Management also put forward a proposal that would ban any nurse who does not have a BSN from transferring to a different shift, changing their employment status (Full-time to part time or per diem, part time to full time, etc.) or taking a position in another unit. This is insulting to all of our nurses who have given years to caring for patients in this institution. It is also a betrayal of the administration's past commitment to not force current staff to attain a BSN. **Your bargaining committee stands firmly against this management proposal.**

***Come show your support for a strong contract at the legislative breakfast and general membership meetings (details on the left).***



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