

## HPAE LOCAL 5106

General Membership Meeting  
October 25, 2017  
Episcopal Campus MAB 202

### Local update

- We are eight months into our new contract which will be in effect until Feb 28, 2020
- Contracts are available in HR (or from Sue and Richelle on C6) if you need one
- Check your salary scale and make sure you are getting the right rate of pay
- Check your pay stub and make sure you are contributing to those programs that you are interested in: pension, long term or short term disability

### Labor Management/Safety Committee

Our new contract language created a **Labor/Management/Safety** that meets monthly

- Any member is welcome to attend a meeting to speak on an issue
- There has been discussion on a number of safety issues including staffing, safety searches, safety concerns in ER

#### Other issues:

- Uniforms (we negotiated same allotment as Temple)
- Creation of a part time position in respiratory
- Proper investigation before a discipline is issued
- Consistent and fair application of discipline

Minutes of the most recent meeting are published in the quarterly newsletter. We will be posting minutes from other monthly meetings on-line @ [www.hpae.org](http://www.hpae.org). click on locals then Temple/Episcopal.

Some issues can be addressed on a department level. Some issues involve our members throughout the hospital and can be addressed by this committee.

For the committee to be most effective, we need the input, support and participation of our members. Appropriate issues can be put on the agenda and members can come and speak on the issues.

### Member Engagement

Again to be the best we can be, we need active participation of our members. Members are quick to step up to sign a petition or write a letter of support for a co-worker which is great. But we are asking members to get more involved by signing on as a unit rep or a lower commitment work area leader. (job description on the handout) Both jobs involve helping with communication between the leadership and the members. We don't know the issues or problems in every area or every shift and we need members to identify problems and to help find solutions.

Right now we have about 175 bargaining unit positions: 95 nurses, 20 Professionals and 55 techs. Almost all are full members. But we need to educate and encourage all new employees to join the union. The more people are actively involved the stronger we are. Recently Silvia on C6 has volunteered to help with new member orientation. She has also agreed to be a member of COPE (Committee on Political education). The commitment does not need to be large—every bit helps.

## Political Updates (Flyer)

Janus case in a nutshell is a case that will be heard by the Supreme Court in the near future. It has enormous implications for unions since a decision in favor of Janus could make collecting “fair share” dues from non-members unconstitutional. That would give non members a “free ride” to be covered under the contract and to have representation in discipline under the Duty of Fair Representation. Members, resenting the free riders” could decide to leave the union which could eventually decimate the union movement.

Member Appreciation Gifts distributed.

## Open Forum

- C5 one nurse at night; management needs to make a real effort to replace call outs
- Each floor needs a list of phone numbers to call for replacement if needed
- Radiology: if staff is delayed due to a late case and punches out late, they are made to punch out early on another day to avoid payment of OT. Techs rotate to NECC every fifth week. Staff should have set location.
- Volunteers for Community Engagement Day will not be paid to work at the fair. Per management (Clara) cost would be prohibitive. Other fairs have been marketing. Employees requested to have this event as a fund raiser for Puerto Rico. Hospital has provided support and some financial backing.
- Overhead page cannot be heard in lab, Mammo, stress lab, echo and nuclear med.
- Ultrasound—heavy outpatient schedule in the AM, then quiet in the PM and staff sent home. Example 27 scheduled and 3 add ons—17 scheduled from 7:30 to 11:30am
- New position of Behavioral Health Discharge planner will be responsible to get patient to next level of care and first follow up visit. BSW paid at same rate as BHT.
- Part-time employees are eligible for certification bonus of \$1,000
- Xray: delay in care when patients arrive with the wrong prescription. The patient has already been seen by registration on the first floor and secretary on the third floor, but the call to the doctor’s office is not being made until the radiology tech is getting ready to do the film.
- Evening shift CT position not yet filled. Are they posting or changing position?
- Cell phone for social workers: issues addressed to Yasser at Labor Management who said it is too costly. The Institution is trying to decrease issuing cell phones.
- Megan Backman (P6) and Marci Hestor (heart station) have agreed to serve as work area leaders
- Jodi Repetsky (RN float) interested in getting involved. We will look to establish staffing committee with Jodi as a rep from the behavioral units. She works all units and all shifts