

HPAE LOCAL 5106

General Membership Meeting October 31, 2017 Northeastern Ambulatory Care, Command Center Meeting Room

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. click on locals then Temple/Epsicopal.

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 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 Poliitcal 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

- Outpatient drug and alcohol services are now offered in the building. Safety/security concerns with patients wandering around the building and loitering outside asking for money and cigarettes. In April, an inpatient detox will open increasing safety concerns. Are there plans for more security officers in the building?
- Christine Peachey has signed a membership application but is still paying fair share dues. Sue will address to Colleen Verdi at TUH.
- Mandatory uniforms—Dawn thought “Magnet Journey” required all uniforms to be the same
- No Communications: Endo, chemo, Xray, MRI, US need panic button. Recent incident in outpatient lab—patient threatened to shoot everyone. After the fact staff called 911.
- Staff told security cannot walk them to their cars.
- Radiology staff are still being sent home early, using up their benefit time. Morning schedule is heavy and afternoon light. BU members being sent home while manager stays and performs studies.
- Endoscopy has also been frequently closed while physician on medical leave