

HPAE Local 5106  
Labor-Management/Safety Meeting  
January 23, 2018  
Episcopal Campus, Room 213

Attendance: Richelle Kozak, Sue Clements, Barbara Gennello, Luann Kline, Yasser El-Khatib, Clara Galati, Joan Schiavo

**Follow up from last meeting**

Uniforms—Another batch has just arrived and will be distributed as soon as possible.  
Temple has recommended a new vendor for next order.

Safety needles (retractable) will continued to be used on Episcopal Campus; safety slide syringes/needles will be send to Temple

Staffing grids for each unit are not evident. Grids will be laminated and posted. Grids will be sent to Sue Clements to be forwarded to all nurses.

**Process for replacing call outs/holes in the schedule**

Is a log kept listing who has been called and their response.?

Members have reported working short staffed when they believe a pool nurse has been available.

Union is developing an internal staffing committee to monitor incidents of short staffing and to follow up by requesting the log on certain days to see who was called.

Management states they are committed to safety and will use overtime if necessary

**Restraints beds in Behavioral Units**

CMS is in the process of developing guideline for beds that can be used in the behavioral units.

At present CMS has deferred to the State for guidelines

State has deemed our beds to present a high risk of ligature due to multiple places that something can be tied to the bed frame.

Management presented evidence/Midas report for the past two years to show this has not been a problem here, but the State maintained their position that the beds cannot be on the unit.

At present each unit has one restraint bed in the seclusion room. The seclusion room is locked when not in use therefore not accessible to patients.

If a second patient needs restraints, walking restraints will be used until environmental can deliver a restraint bed. Union expressed concern over walking restraints. Yasser responded that walking restraints are frequently used and that the patient is on one to one. Time frame for delivery of restraint bed by environmental is 15 minutes.

**Progress on New to Practice Program**

Per management the two new- to- practice nurses in the ER have almost completed orientation and are reportedly functioning well.

In terms of future candidates, is there a specific program that will be followed that will ensure adequate clinic and educational preparation?

**Beeper for Pharmacy**

Union: Night pharmacist works alone. If emergency drug is needed and pharmacist is out of the pharmacy, how do you reach him?

Management:

Beeper are no longer available. Hospital is in the process of taking back hospital issued phones due to high cost.

**ER security issues**

- Unknown male visitor permitted to go unescorted to minor care. He proceeded to bang on the door and terrify the nurse. Management: New procedure—visitors must be escorted to Minor Care.
- Visitors allowed back to treatment area without nurse approval. Luann requests dates/times so that she can determine SO's who need more training.
- Visitors leave and return to ER without re-screening; visitors observed hiding weapons outside of ER. Luann: Bushes have been removed to help eliminate the problem. If people are observed hiding weapons, notify security. Emails to Luann and /or Steve Buckley immediately afterwards would be helpful to address the problem. *If you see something, say something!*