

WELCOME TO HEALTH PROFESSIONALS AND ALLIED EMPLOYEES



# UNION STRONG IN UNPRECEDENTED TIMES





#### HPAE Officers

L-R: Alexis Rean-Walker,  
Secretary/Treasurer;  
Debbie White, President;  
and Barbara Rosen,  
First Vice President

## Office Locations

### HPAE Emerson:

110 Kinderkamack Road  
Emerson, NJ 07630  
201-262-5005  
201-262-4335 FAX

### HPAE Haddon Heights:

208 White Horse Pike  
Haddon Heights, NJ 08035  
856-663-0300  
856-663-0440 FAX

### HPAE Jersey Shore:

Elite Suites Building  
Suite 12  
1820 Corlies Avenue  
Neptune, NJ 07753  
732-774-9440

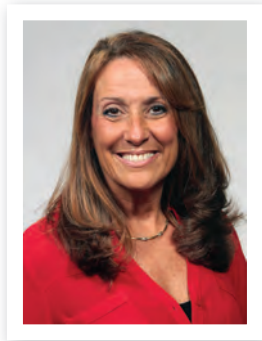
## HPAE Member Healthcare Facilities/Locals

### WHERE WE ARE:

- #5004 Englewood Hospital & Medical Center
- #5030 HMH Palisades Medical Center  
Quest Diagnostics
- #5058 HMH Jersey Shore University Medical Center
- #5089 University Hospital/Rutgers University
- #5091 New Bridge Medical Center
- #5094 University Hospital/Rutgers University/  
Rowan University
- #5097 HMH The Harborage
- #5103 American Red Cross – Penn-Jersey Region
- #5105 Virtua Memorial Health (MHBC/CNS & CFW)
- #5106 Temple University Hospital, Episcopal Campus
- #5107 Llanfair House/Phoenix Center/VNA Health Group  
of NJ/VNA of Englewood
- #5112 Cornerstone Behavioral Health Hospital of Union County
- #5118 Cooper University Health Care
- #5131 Inspira Medical Centers (Elmer, Vineland,  
Bridgeton, & CNS)
- #5138 HMH Southern Ocean Medical Center
- #5142 Salem Medical Center
- #5147 Hudson Regional Hospital
- #5185 CarePoint Health Bayonne Medical Center
- #5186 CarePoint Health Christ Hospital
- #5621 Inspira Medical Center (Mullica Hill and Woodbury)
- #5629 Sunrise House (AAC)
- #8071-R Council of Retirees

### WHO WE REPRESENT:

HPAE represents registered nurses, licensed practical nurses, professionals, medical researchers, technical staff, phlebotomists, social workers, IT staff, dietary staff, housekeepers, nursing assistants, retirees, clerical, service and skilled maintenance workers throughout New Jersey and in the Philadelphia area.



## **WELCOME TO HPAE**

### **Your union is your best advocate**

**Congratulations on joining HPAE**, New Jersey's largest healthcare union with affiliated locals in the Philadelphia area. We've grown since our founding in 1974 through a comprehensive organizing program, strong and effective membership representation, and skilled and determined advocacy for progressive public policies.

HPAE members in our 23 "locals" include over 14,000 nurses, social workers, therapists, technicians, medical researchers and other healthcare professionals. We work in hospitals, nursing homes, home care agencies, blood banks and university research facilities throughout New Jersey and the Philadelphia area.

Our continued growth and effectiveness is built on democratically-run locals made up of members and leaders who strive together to win safe working conditions, respect for our professions, safe and effective patient care, and sound healthcare policies. HPAE is a leader in establishing high standards of clinical practice, patient care, and research.

#### **HPAE achieves our goals through:**

- Collective bargaining
- Organizing new members
- Effective lobbying and political action
- Professional and leadership development

HPAE is an affiliate of the American Federation of Teachers (AFT), which has over 1.7 million members. AFT's national healthcare division, AFT Nurses and Health Professionals, has more than 112,000 members nationwide. AFT provides our union with additional resources and support, including financial analysis and research of employers, continuing education programs, and assistance for our organizing program.

I look forward to meeting you and working together to voice your concerns, protect your rights, and stand up for your patients. Together, we will continue putting care first.

Sincerely,

A handwritten signature in black ink that reads "Debbie White". The script is fluid and cursive.

Debbie White,  
*HPAE President*

## WHAT IS A UNION?

A union is a group of workers who organize themselves for mutual aid and to have a collective voice in their place of employment and in the broader society.

Unions bring working people increased pay, good benefits, and decent working conditions. Unions also advocate for good jobs and safe communities; social services like public education, healthcare, and public safety; and retirement security through employee pension plans and Social Security and Medicare.

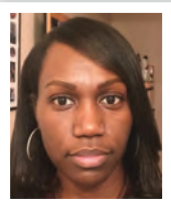
## Why are unions formed and why are they needed?

Employers have far more power than individual workers do, especially if workers have to negotiate with employers over wages and working conditions as individuals. By forming unions, workers gain the power that comes with being part of a group created for collective action. As a group, workers can negotiate with their employers with greater chance of success than they can as individuals.



## What rights do I have as a union member?

As a union member, you have rights and protections provided by federal and state laws, as well as by union contracts. On the other hand, if you are not represented by a union, you are an “at-will” employee, which means that you can be disciplined, fired, or laid off without any reason or without any recourse.



*“It is important that we stand together to demand better working conditions. Our collective voice is stronger than any one individual voice. We mobilize together for change.”*

– Alice Barden, RN  
Local 5004 President

- The “Weingarten Right” is one of the most important protections, allowing you to have union representation when being questioned by management about a possible discipline. Having your union representative present ensures that you receive fair treatment.
- Another crucial protection for union members is the requirement – found in all union contracts – that an employer can only discipline employees for just cause. If an employer disciplines you without just cause, you have the right to file a complaint or grievance under the contract. Whether it is an unjust discipline, a health and safety violation, or short staffing, every union contract has a grievance and arbitration procedure to resolve employee or union claims of a contract violation.



## COLLECTIVE BARGAINING

### Negotiating for ourselves, our professions and our patients

One of the most important ways HPAE protects our rights and improves our working conditions is by negotiating a collective bargaining agreement or contract with our employer. A union contract is a legal, binding agreement which establishes and guarantees wages, hours, and working conditions, including staffing and safe working conditions.

What a union achieves in contract negotiations with an employer primarily depends on the strength, unity, and involvement of the members.

### HPAE achievements in collective bargaining

HPAE members have fought for and won many significant gains and improvements for our professions and our patients through collective bargaining:

- Safe staffing standards, including nurse to patient ratios
- Job security provisions
- Protection against unjust discipline
- Strict limits on floating (moving staff temporarily to another unit)
- Health and Safety protections and policies
- Negotiated salary schedules recognizing experience and seniority
- Retiree medical program
- Seniority protection and pensions

HPAE contracts set the standards for professional practices, wages, benefits, and working conditions of health professionals.



*"Collective bargaining is an incredibly important way for us to respond proactively to the changes in our industry – the mergers, health reform, new reimbursement schemes – and how they impact our ability to provide care and even our union rights. Through collective bargaining, we have not only made significant gains in salary and benefits, but have fought successfully for better staffing and professional working conditions."*

– Doris Bell, RN  
HPAE Local 5118

### Learn about your rights and benefits

Contracts are available for all HPAE members. Contact your representative to request a copy or go to [HPAE.org](http://HPAE.org) to find a copy of the contract and other important information resources on your local's webpage.



## SETTING THE STANDARDS

### Fighting for stronger laws and regulations – and winning

Some of the changes we need to make as a union go beyond the walls of our employers, and require changes in the law. This includes strong oversight from regulatory agencies, such as the New Jersey Department of Health. Just like in collective bargaining, it takes active and involved members to lobby our state and federal lawmakers for access to safe and affordable healthcare, adequate funding for medical research, and workplace rights.



*"Winning improvements in our workplaces is a priority for us as a union of healthcare professionals. Our voices collectively have resulted in contracts that go further to protect our rights and laws that have set standards across the state. From safe needlestick, earned sick days, safe staffing disclosure to equal pay for all women, these are just a small example of how HPAE members have helped to make improvements for all healthcare workers."*

– Ana Delgado  
HPAE Local 5094  
Rutgers-Camden

That's why HPAE members – through our Committee on Political Education (COPE) – are continually in the forefront of public efforts to fix our healthcare system. No one knows better than our members the problems in our healthcare system – or the ways our society needs to make healthcare based on patients, not profits.

### HPAE has won important changes in laws and regulations including:

- **Health & Safety** – requiring all hospitals have violence prevention programs and policies to minimize unsafe patient handling
- **Pay equity** – to ensure equal pay for equal work
- **Ban on Mandatory Overtime** – ending the practice of forced overtime in healthcare facilities
- **Earned sick days** – guarantees almost every person employed in New Jersey will accrue paid sick leave
- **Nursing Home Staffing Levels** – established minimum certified nurse aide-to-resident ratios in nursing homes
- **Healthcare Worker COVID Data** – requires health care facilities to report certain coronavirus disease 2019 (COVID-19) data related to health care workers and certain first responders
- **Expands the University Hospital Board** – changed the governance structure of University Hospital Board of Directors by expanding the membership from 11 to 13 members by adding two representatives of the Newark community
- **Long Term Care Infectious Disease Plans** – requires long term care facilities to establish outbreak response plans to be reviewed and approved by NJ Department of Health
- **Workplace Democracy Enhancement Act** – ensures that employee organizations that are the exclusive representatives of public employees in collective negotiations are able to carry out their statutory duties by having access to, and being able to communicate with, the employees they represent
- **Responsible Collective Negotiations Act** – provides additional worker safeguards, building upon the "Workplace Democracy Enhancement Act," including prohibiting the State from unilaterally imposing or changing any terms and conditions of employment from an expired or expiring collective negotiations agreement without the specific written agreement of the union

## BUILDING OUR UNION

### Reaching out to unorganized healthcare workers



HPAE members know the difference having a union contract means to our working conditions, rights on the job, compensation, and benefits.

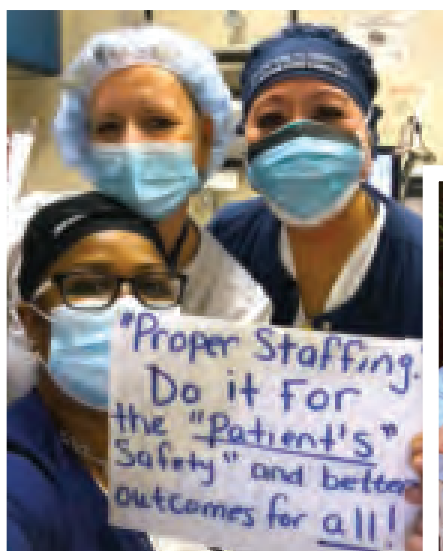
Because of HPAE's dynamic reputation as an advocate for healthcare workers and patients and our organizing outreach, HPAE has grown from 250 members in 1974 to more than 14,000 members today.

However, only a third of all nurses and health professionals in New Jersey hospitals are members of unions. As hospitals merge into giant health systems, health professionals need the power of a union to establish high standards of professional practice, working conditions, and compensation.



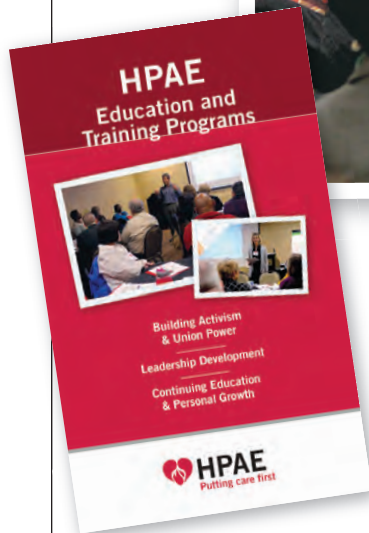
***"Organizing is a must for healthcare workers. We are on the frontlines of the healthcare crisis and our union gives us the ability to advocate for our patients, our communities, and for ourselves without fear or intimidation. With a union, we have a strong voice."***

***– April Ferrara, RN  
Local 5621 President***





## ADVANCING OUR PROFESSIONS, BUILDING LEADERS



HPAE members want workplace conditions and policies which help them develop their professional and clinical skills. That's why HPAE has established strong leadership and professional development programs, and why we work to establish high standards for clinical practice. We offer a wide range of education and training programs to meet these objectives.

HPAE provides education and training to our Reps and Local Officers so that they can become strong union advocates in the workplace.

Our Leadership Development programs provide HPAE leaders with more advanced skills to effectively run their local unions and participate in HPAE-wide activities. Our "union-building" trainings on contract negotiations, building effective committees, internal organizing, and grievance handling enable our Reps and Local Officers to help make HPAE an effective, powerful union.

Other educational programs are designed to meet the needs of our members for continuing education and professional development. HPAE is an approved provider of continuing education in nursing and sponsors numerous workshops, including workshops on clinical practice issues, trends in healthcare, and health and safety in the workplace.



*"We are excited to be able offer our members a variety of high quality, relevant educational workshops developed by HPAE and designed to enhance professional development."*

**– Sheryl Mount  
President, HPAE Local 5105  
Virtua Health**



## THE COST OF REPRESENTATION

### Union Membership Dues

Every organization needs money to effectively fulfill its mission and meet its responsibilities. Union dues pay for all expenses of the union: membership representation and communication activities, staff, legal fees, arbitrations, union publications, local activities, and organizing expenses. All of these resources are used to enforce our contracts and strengthen our local unions. HPAE membership dues are 1.25% of your gross salary. As a new member, you will also pay an initiation fee of \$30.

Union dues are determined democratically. At HPAE's triennial convention, delegates elected by the members discuss and vote on any changes to our union's constitution and by-laws, including union dues and initiation fees.



## GETTING INVOLVED

### You can help make a difference and build our union

Whether it's signing a petition in support of our key issues in contract negotiations, meeting with legislators on the need for safe staffing levels, or talking to non-union workers about the value of being part of HPAE, our members make HPAE an effective, powerful union.

Depending on your interests and time commitments, there are many ways to get involved with HPAE. Are you interested

in education and training? Then consider joining HPAE's Health and Safety Taskforce. Do you care deeply about the need for safe staffing legislation? You can make a difference by becoming part of the HPAE Committee on Political Education (COPE), which lobbies for legislation.

Do you want to be one of the HPAE members who helps to advocate for co-workers on the job? We can provide the training you need to be a union Representative (Rep) or a union activist (referred to as a "Communicator", "Work Area Leader", or "Liaison").

We strongly encourage members to participate actively in HPAE's activities; our members are the union.





## **LEARN MORE AND TAKE ACTION**



### **Get involved and stay connected with HPAE at [www.hpae.org](http://www.hpae.org)**

Our website provides members with vital information about HPAE's state-wide activities and our local unions, including:

- Information on the elected officers of our union and our State Executive Council (SEC).
- HPAE's history and who we represent
- Updates and events for each local union
- Our priority issues and campaigns
- Member benefits
- Constitution and By-laws



**Stay informed,  
join the conversation,  
and make  
your voice heard.**

Like HPAE on Facebook:

 [www.facebook.com/hpae.aft](http://www.facebook.com/hpae.aft)

Follow HPAE on Twitter:

 [@hpaeaft](https://twitter.com/hpaeaft)

Follow HPAE on Instagram:

 [@hpae\\_aft](https://www.instagram.com/hpae_aft)



# UNION STRONG IN UNPRECEDENTED TIMES

**Welcome to Health Professionals and Allied Employees AFT/AFL-CIO  
New Jersey's largest healthcare union.**

You are now a member of New Jersey's fastest growing and largest union of healthcare professionals, including nurses, technicians, researchers, clinicians, and ancillary staff. Our members are working hard at the bedside, in labs and clinics, hospitals, nursing homes, university research facilities, home care institutions, and blood banks.

HPAE's mission is to advocate for the rights and safety of healthcare workers, our patients and our communities. In a rapidly changing healthcare environment, HPAE is the one constant force fighting for patients and healthcare workers alike.

**TOGETHER, WE ARE PUTTING CARE FIRST.**



Health Professionals  
and Allied Employees  
HPAE/AFT/AFL-CIO

110 Kinderkamack Road  
Emerson, NJ 07630

TEL 201-262-5005

FAX 201-262-4335

[www.hpae.org](http://www.hpae.org)

[www.facebook.com/hpae.aft](https://www.facebook.com/hpae.aft)